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#### EDITOR'S MESSAGE

We are well aware of the term Time Flies! It truly does fly, with this I would like to recapitulate all the events of the year 2014 that has surely left an indelible mark in the life of the students of IBS-Hyderabad in one way or the other. The vear 2014 witnessed the welcoming of the juniors i.e. Batch of 2014-16 with open arms, right from the fun filled fresher's event (La Fiesta) which was a social milieu between the seniors and juniors where the seniors left no stone unturned to welcome all of us into the sprawling campus and make us realize that we too are very much a part of the IBS family, to the recruitment process of juniors into various clubs thereby unleashing our talent, to the powerful guest lectures, to the broiling CP's, NCP's ,case studies, presentations and the endless classes, to the ice breaking parties, night outs, pool parties, open air movies, to Dj nights, to food festivals, to the most awaited fests like Juari, AAVEG, Trishna and so forth sums up the year 2014 for almost all the students of IBS-Hyderabad.

Above all, our heart sinks as we bid adieu to our seniors i.e. the Batch of 2013-15 as they step into the corporate world taking our alma mater to greater heights. They have been an indispensable source of imparting knowledge and also playing the role of a friend, guide, and philosopher to all the juniors.

With this we come to an end of a glorious academic year in the calendar of IBS-Hyderabad, filled with umpteen numbers of memories, bonds of love and friendship and lots more to cherish for years to come.

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CONNECTIONS | APRIL 2015

#### ALUMNI ARTICLE GATHER KNOWLEDGE TO HONE YOUR SKILLS





s I sit down to write a few words about my experience of the corporate jungle, I have just this to say: "Welcome to the real world.You're going to love it!" We all have heard about the notorious transition from our family, friends and articles shared on Facebook, but I truly began to comprehend it with my first job.

Corporate atmosphere is totally different from your college atmosphere. It took me a while to adjust to the new environment and the people and it was a good thing I was mentally prepared for it as well. The corporate world seems scary, yet inviting. Along with the independence and money comes the fear of swimming in unchartered waters. A new way of life, different routine, new and more formal relationships, different dress codes, the necessity to perform, politics -- these are just few things to name.

> As a fresher, I was expected to have some domain specific knowledge. This was one of the biggest challenges that I had to face. The initial two to three months, I was only a learner could hardly contribute.

"There is a difference between interest and commitment. When you're interested in doing something, you do it only when it's convenient. When you are committed to something, you accept no excuses only results."

#### **DRAWING PARALLELS**

#### AQUIRING KNOWLEDGE AND EXPERIENCE SIMULTANEOUSLY

The first difference I spotted within the first week of my job was email etiquettes. Email etiquette in college is drastically different than in the "corporate world." In the corporate world a quick response goes a long way, and not being responsive definitely works against us. As I joined at the junior most level in my team, an identity crisis became a major issue. There were situations where I didn't want to listen to the conversation nor had the freedom and liberty to do things my way. I needed to leave a mark by my work, ideas, creativity, manners, behaviour and other important skills. It of course took time but I learnt to be patient and worked my way into the limelight.

> Needless to say, the corporate world could get frustrating.

lt was somenecessary to manage my expectations and accept the unwritten job description. Another important aspect I discovered when I started working is time management. College days are carefree, but day-to-day activity in the office is fast-paced and in the beginning I often scrambled between responding to emails while juggling various projects.

One common denominator between college and corporate world is asking questions. Both communities want us to flourish and do well.From setting up printers on my desk to asking my manager details about a project, there are no stupid questions.

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ategies.

Priya Parashar Presales and Solutions-BFSI TCS ALUMNI ARTICLE GATHER KNOWLEDGE TO HONEYOUR SKILLS

# ONCE YOU ARE IN YOU KNOW TI

by Somali Batch of 2010 Credit Manager Royal Bank of Scotland

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#### MANTRAS

Canada is a land of opportunity!! But as it has been said, take pro-active measure to identify it, know it, and the courage to take action. It was a dream come true when I joined the largest Retail Bank in Canada.



Our greatest weakness lies in giving up. The most certain way to succeed is always to try just one more time



It was just the beginning and from that day on and till today, I have learned that "Life is really a classroom". The corporate exposure is a stepping stone and I embraced it warmly. Time has passed

so fast but some ins t a n c e s hold a lifelong mark in my life.

It is tough but once you love what you are doing

are doing you will never feel the negativity. We believe in- "Don't look at the watch do what's it doing ...keep moving". The culture and the environment within the company is a great influencing factor. A multi-national company provides much diversity and an added advantage in terms of adaption. They will identify and encourage efforts from your side and even smallest of the initiative

ALWAYS DO YOUR BEST. WHAT YOU PLANT NOW WILL HAR-VEST LATER. is valued and rewarded. There is equality. Doesn't mean it's an easy sail, there are days when it is stressful

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stressful but your hard work is always appreciated and in the long run, helps attaining further goals within the organization.

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CONNECTIONS APRIL 20

# EMPLOYEE RETENTION CURRENT MARKET PROBLEM

"The will to win, the desire to succeed, the urge to reach your full potential... these are the keys that will unlock the door to personal excellence. " iring is a not an easy process when it comes to choosing the right talent for your business to grow. Successful completion of the hiring phase is followed by a much complex job of retaining the best you have hired. Higher employee turnover is a tremendous cost to the company, in terms of time and effort.

> In the current employment market, companies face major challenges in retention of the highly-skilled em

ployees.

How is attrition a cost to the company?

A new hire is 25% productive from the time of hire till first 3 months, owing the other 75% to the time taken for training, understanding work and adaptability to new work environment. Their productivity increases to 50% by 6 months of hire.

A new hire is 75% more productive by 9 months and 100% productive by the completion of a year with the organization.

#### NON AGRICULTURAL SECTORS DRIVING EMPLOYMENT

There have been some important positive developments since 2004-05 on employment, which have not been well recognised in the financial papers.

First, non-farm sectors drove employment. While such jobs rose by 37.5 million between 1999-2000 and 2004-05 - an increase of 7.5 million new jobs in industry and services per year - they increased by 52 million between 2004-05 and 2011-12 - 7.5 million per annum again.

Second was the faster pace of structural change since 2004. Of the 60 million addition to the workforce between 1999-2000 and 2004-05, one-third was in agriculture. In contrast, between 2004-05 and 2009-10, 23 million workers left agriculture. It was only after 2004-05, for the first time in history, that there was a decline in the number of farm workers.

If the new hire has got additional personal skills such as dedication, commitment, quick learning abilities and many such valuable skill set which contributes to his high performance then, losing that employee after an year is a high-cost to the company.

by

Prof. Abhiramula Moksha Kalyan Ram

Department of Finance

Company loses money in rehiring process, cost spent on the lost employee in terms of training time, resources allocated, cost in terms of salary paid during the less productive phase and many more.

What makes your top-performing employees unhappy?

The study says:

Nearly 55% of Indian employees expressed concerns about the fairness of their compensation





#### FACULTY ARTICLE

# I V MY JOB



James D. Houston American Novelist Thomas Edison American Inventor

#### OPPORTUNITY

If you want something if your life you've veverhad, you'll have to do some thing, you've never done before.

#### **OPPORTUNITY**

dressed in overalls and looks like work

Employees can have several reasons to quit a job: Unsatisfactory pay, No salary increase since few years, intrusive bosses, work burden, unfriendly work environment, work assigned is not at par with the skillset of the employee, lack of recognition of the hard work, unhygienic workspace are to name a few. Reasons can be different with different individuals. Few might want to relocate, or few might also have family or personal obligations as reasons to quit the job.

Companies cannot retain employees who would like to quit due to Personal/



family reasons; however, best attempt can be made to hold back the top performing employees who quit for professional reasons.Should employee retention be part of company strategy?Yes. Employee Turnover cannot be ignored because out of all the resources that are invested in the growth of a company, Human capital is the most valuable and



important. A cascade of benefits, work recognition, internal promotions, fixing bad bosses, and other work environment issues can help reduce employee turnover in a company.

#### Conclusion

It is necessary for companies to keep track of their employee turnover every quarterly basis, to prevent negative message to the world of their manage-



ment abilities. Companies cannot completely eradicate attrition, but steps can be taken in the right time to minimize the employee turnover and also mitigate damages caused by it effectively, by constant analysis and strategic people-management decisions.

# TRISHAL Image: Constraint of the second second

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"THE DAY WITNESSED EXUBERANT HAPPINESS IN EVERYONE'S FACE, PEOPLE CATCHING UP AND FALLING BACK INTO OLD HABITS, LAUGHTER AND MERRIEMNT.

> BS Hyderabad is one of the most premiere institutes of our country, established in the year 1995; it has carved a niche in the field of industry, academics and professional bodies. Spread across 92 acres of land, this lush green campus provides a perfect ambience for the overall development of its students. IBS Hyderabad is known for its innumerable clubs, extra and co-curricular activities, events, guest lectures and so forth, but the most awaited and celebrated among all is TRISHNA- an inter collegiate management fest wherein, reputed B-schools from all across the country participate in order to showcase their talent striving to be the best among all the B-schools.

"I LOVED THE CONCEPT OF TRISHNA AS IT PROVIDED A PLATFORM WHERE ONE COULD EXHIBIT HIS/HER SKILLS BE IT IN ANY FIELD"

-ALISHA SINGH

"Trishna was one such medium which brought the students closer instilling in them a sense of team spirit thereby giving them hands on experience to work in a group".

"The most admired part of the whole fest was to bring in ideas from alike minded people thereby making Trishna a huge success".

Organizing Trishna was in itself an event which gave us a feeling of how life would be once we move out of this place, it brought immense joy to us looking at old pals meeting, giggling and talking...

TRISHNA is usually organized in the month of January, but the amount of hard work put in by the students of IBS-Hyderabad is immeasurable, it took months and months of brainstorming, planning in order for the event to become a grand success. Right from catering to the needs of the participants of other colleges to acting as a perfect host to the **IBS-Hyderabad** guests, left no stone unturned to make the three day fest a memorable affair. The events were organized by various clubs of IBS-Hyderabad wherein, few of them were related to management affairs such as the Best manager, debate and so forth while some were fun fests organized by the

entertainment club of our college. Moreover, there were events like dance, musical night and various other events that unleashed the hidden talents of the future managers.

Apart from the inter-collegiate fest, the main highlight of Trishna is that the intra college i.e. IBS-Hyderabad's clubs compete against each other in order to win the most prestigious trophies such as the Best extra-curricular club, Best marketing club and so forth. The students of various clubs got united instantaneously in order to win the trophies. The desire, the passion and the zeal to win the trophies was worth watching. Right from rigorous brainstorming sessions to come up with innovative ideas for offline and online marketing promotions, to the making of props, to working as a team; the students of **IBS-Hyderabad** had learnt all the management lessons in such a short period of time. The cultural club of IBS-Hyderabad known as "SAMAVESH" won the trophy for Best Managed Extra-curricular club, Club "KAIZEN" (Official operations club) won the trophy for Best marketed club, Club V.A.P.S (official sports club) won the trophy for best participative club in fun and C.S.R activities, Club "ADMIRE" (official advertisement club) won the award for maximum amount of fund raising activities and last but not the









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least club "MAVERICK" (official marketing club) won the title for Best Managed Co-curricular club. The spirit of sportsmanship exhibited by all the clubs was extremely commendable.

As a part of the three day fest, the college organized two mega concerts on the second and third day respectively, one being the much celebrated and renowned event put up by the Coke studio band "Lagori" who swept the crowd off its feet with their mesmerizing Indi beats while the other was the most awaited event none other than VH1 Supersonic featuring the best of DJ's who rocked IBS-Hyderabad with their crazy music beats. To add on to the celebration we had Coke wish campaigns which featured the students of our college helping them to express their wishes with the help of colorful balloons. The taste buds of the students were also kept

in mind thereby various food stalls were put up by various well known joints tickling the taste pallet of the students.

In a nutshell, the event came to an end on a positive note enlightening the fact that HARD WORK is indeed the key to success.

"ONCE A YAER, YOU PUT ALL LEARNINGS INTO PRACTICE BUT WHAT'S SO GREAT ABOUT TRISHNA, IT COMES IN A PACKAGE OF FUN AND FROLIC." "Time of the year when everyone in the college carries an unanimous identity.. Everyone's a trishna mascot."

- JANANI R



#### FEATURED ARTICE



Entrepreneurship isn't just a label, it's a lifestyle!!

In the spirit of continuous innovation and encouraging the budding entrepreneurial spirit, Maçon – The official E-cell of IBS, Hyderabad conducted their annual E-week, Entrepreneurship India 2014 in partnership with the Centre for Entrepreneurship Development of ICFAI University scheduled from December 15, 2014 to December20, 2014. The week was regardless to say one of the most exhilarating experiences.

Day1: The e-week began with a powerful inaugural speech addressed by Mr.Lohit Sahu, Founder and Director at Phyzok Learning Solutions LLP. Sahu's firm plays a critical part in 'Udaan' - CBSE's prestigious project for educating and mentoring the girl child. With a simplistic approach that had the audience hooked he emphasized on going back to our roots to elevate the prevalent education system and importance of bootstrapping and going beyond monetary values. He was also later interviewed by the Maconites on his entrepreneurial journey. The evening of day 1 concluded with three events conducted simultaneously, "Hara Dandha" hosted by Prakriti, a workshop on "Media Entrepreneurship" by Newswire and "Picture a story Description" a case research competition hosted by IBS Case research center.

Day2: Guest lecture delivered by Flt.Lt. Sridhar Chakravarthi, an ex-Indian Air force officer, entrepreneur's mentor, director of operations at GDH workforce Pvt Ltd, a certified mentor with BYST, an NGO supporting young entrepreneurs. He provided a valuable insight into successful entrepreneurship, on technology and various other aspects. Day 2 also hosted events conducted by Club Samavesh, "Inventive" and Dot club organizing "Technova". Events that were designed as fun and learning elements of entrepreneurship.



Day 3: witnessed Mrs. Mansi Gandhi, the co-founder of DoctorC and Dev Raj, the CMO of Bumpdocs discuss the evolution of the health care sector in India, their career paths, startup ideas and tapping the vast potential market in the healthcare sector. While on a lighter note, Club Ecobizz conducted event "Bizz on" that had elements of General Knowledge and awareness of the business world, making it a fun educational experience. Club Aaina, conducted a deep insightful event that focused on the importance of CSR activities in the corporate world

Day 4: We all know Mr. Prasanna Chandra. His books, an aid to many first timers in the finance field, it came as no surprise to see the auditorium flocked with not just zealous students but equally earnest faculties as well. He had the audience enraptured with his discussion on pragmatic approach "Managing for value creation" as both a scholar and a practitioner. Contributing to the E-week, The Official Capital Market club of IBS, Finstreet conducted event Estrategas, a captivating event that had the participants pushing their limits testing their financial acumen at all levels. Macon, also conducted an SIP drive, providing opportunities for the first years to have a chance at internship in start-ups. The day also provided an opportunity to the pen wielding crowd, who took part in the blog fest conducted in association with startuphyderabad.com and the prize winning blogs were also provided a platform by publishing their blogs in the startuphyderabad.com.

Day5: The day of creativity and innovation, the

day most awaited by the entrepreneurial minds who took part in the e-week b-plan competition. A day that provided a great insight into the dynamic minds, a showcase of 52 different Business plans that spoke volumes of vast potential of young entrepreneurs. Presenting an opportunity to display their b-plan to the angel investors and start-up enthusiasts, it was a great platform to the students. Simultaneously, Club Maverick conducted event "Headstart" that imbibed marketing concepts in the startup culture.

Day 6: With the bustling E-week coming to an end, the valedictory function was conducted on the last day where the prizes of the week's events were given. The showcase prizes were sponsored by Purple Talk Inc. and the teams were evaluated by a panel of eleven experts comprising three investors, three incubators, three start-up founders, and two academicians. Ferrero and the ICFAI Group sponsored other prizes and the valedictory address was delivered by Abhaey Singh, the Chairman of Kauzala Group and the President of the Indian Debating Union who spoke about the value-based leadership amongst entrepreneurs. The importance of being rooted in the Indian ethos, he had the entire crowd hanging onto every word of his address that spoke about the do's and don'ts to be kept in mind in the corporate world. The day concluded on a high note with a positive aura and energy among the young aspiring entrepreneurs.

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**SNIPPETS** 

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#### **GURU DAKSHINA**

**Bhavneet Alang** Batch of 2010-2012 Credit Officer at Bank of Baroda



#### QUOTED

"A man who has always been encouraging students and ever motivating to reach the apex. He is always ready to guide the students in choosing the best out of varied options and help them to reach the goal."

-Dedicated to Prof. Vigneshwar Swamy

#### **GURU DAKSHINA**

Kunal Patil Batch of 2013-2015 Working at - TCS Mumbai Prof. Jojo Mathew George Department of Economics



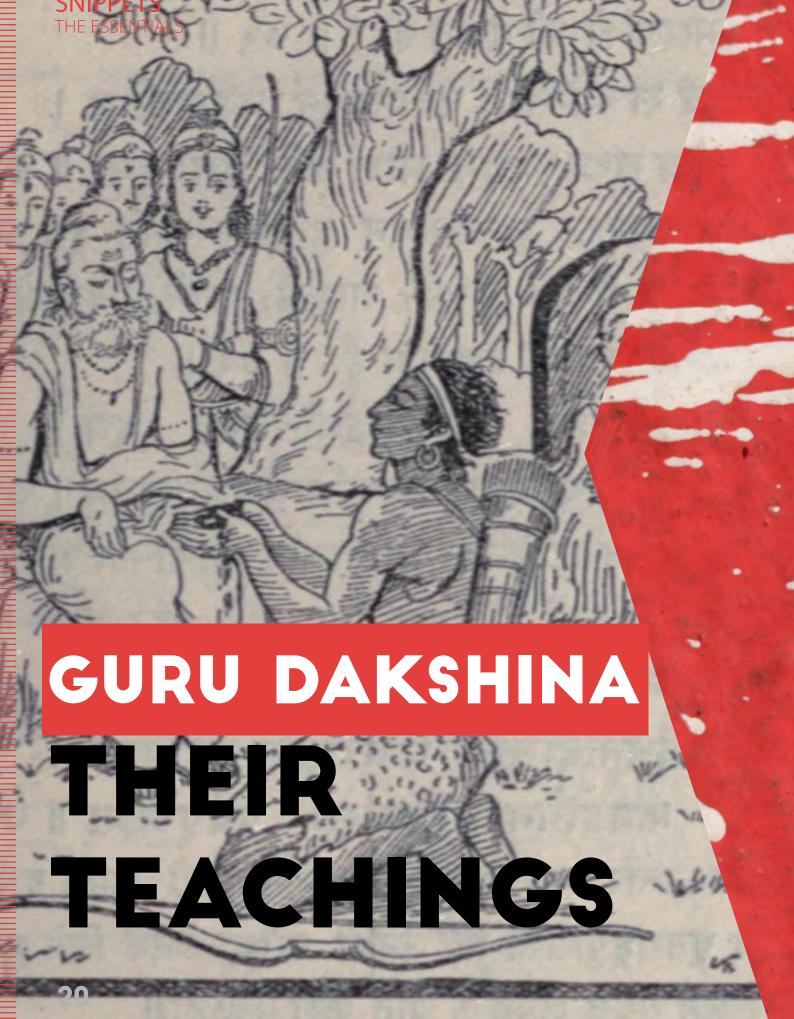


#### QUOTED

Reminiscing on the memory of the first weekend post preparatory classes, I took a lift (to visit the city) from a man who I thought was a parent dropping his ward at IBS. Little did I know that this man was a senior professor, and I blurted out everything I found difficult in an MBA (From my disadvantage in Accounts and Economics, having been an engineer, to being constrained by rules and regulations after the corporate experience). Not only having listened to my stories patiently, he was also kind enough to drop me off at the mall.

I have seen this professor take the extra mile for every student ever since and I am fortunate to still have conversations with him with the same level of honesty and candidness as the first time.

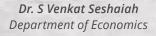
The 'non-existent 'boundaries of his knowledge still amaze me each time I converse with him, from politics, theoretical economics, world economy, entrepreneurial development, public relations, law, management basics, and the list goes on. Needless to say it's Prof. Jojo Mathew George.



#### **GURU DAKSHINA**

Dinesh Miglani Batch of 2012-2014 SAP Consultant at TCS







#### QUOTED

"No words can justify the learning experience one receives from his teaching. The kind of brainstorming involved and the examples provided, makes sure it leaves a lasting impression in your mind. Going beyond textbooks, his classes were enlightening and captivating."

#### GURU DAKSHINA Prof. Manish Kumar

Somali Batch of 2008-2010 Royal Bank of Scotlandi



#### QUOTED

Marketing wouldn't have been my cup of tea, had it not been for Manish Kumar sir. He had taken retail management to a whole different level. His way of explanation is still fresh in my memory. Always energetic and enthusiastic, he brought a positive energy to the class. I am extremely grateful to have had such an enlightened mentor to give me a solid foundation inculcating marketing ideas within me.

# THE YOUNG AND THE DYNAM

Working with KPMG which is one of the big four companies, Mr. Ankit joined IBS-Hyderabad in the year 2011. Having the taste of corporate life before, he realized that there is still lots more to learn and apply in the real corporate world.

Being a recent pass out, he is well aware of all the little idiosyncrasies that goes around within the campus as well as the students. He truly believes that IBS-Hyderabad has played a major role in honing his skills and shaping up of his personality. Right from academics, to extra-curricular activities, to handling positions at various clubs enhanced his leadership qualities. Moreover, he also headed the Alumni Relations Cell during his stint as an MBA student.

He truly believes that IBS-Hyderabad not only helps in enhancing the talents of an individual, but also with its varied curriculum it opens up avenues for the students and also equip them with good career opportunities.

Being truly ambitious, Mr. Ankit sends out a strong message to the students, he quotes" MBA is all about managing people in the best possible manner and also how to get tasks done efficiently by others. Also, the students pursuing MBA should pay special heed to the subject called 'Organizational Behaviour' as its teachings are completely applied in the real corporate world. Moreover, he also states that not only MBA but in the real corporate world one has to follow orders of the superiors judiciously".

Mr. Ankit is currently associated with KPMG which is one of the big four companies and is well placed. We wish him good luck for all his future endeavours.



Mr. Ankit Saxena Batch of 2013



#### JASHN-E-LAMHE FAREWELL 2015

# ASHNERAME BASHNERAME BERGEBUSS

or all the hatred or the love you harbor, bidding adieu is one of the toughest thing one has to face in life. Most of our life is a series of images. They pass us by like towns on the highway. But sometimes, a moment stuns us as

it happens. We know that this moment... every part of it... will live on forever and when we talk to our seniors, we can see that for you guys this two years in IBS has been one long lasting moment that is treasured and close to your heart !! A journey of life that began at fresher's, clubs induction, the race for BMC , Aaveg, TRISHNA farewell and the cycle being repeated but roles changed !! With the cycle coming to an end with Jashn-E-Lamhe (Farewell 2015), the college was blanketed in an atmosphere of excitement, energy and somber goodbyes.



CONNECTIONS | APRIL 2015

#### JASHN-E-LAMHE FAREWELL 2015

# GOOD LUCK!

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BON NOAVCE

The batch of 2015 had their Farwell week starting on 26th January, 2015 till 31st January, 2015. Keeping it sober and simple the first day, the juniors attempted at cherishing one of the crucial part of IBS students- DHABHAS. penned, there was a simultaneous interactive video making in the progress, capturing the contagious environment of IBS.

No doubts, fresher's is one of those events that leave a lasting moment in your



In the theme of Tandoori nights, the dhabhas outside the campus were decorated and each dhabha was provisioned for a message board for the seniors to write their messages. 28th January witnessed Scribble day, with seniors penning down each other wishes and anecdotes, leaving behind a physical mark of themselves on the t-shirts. And there was also a photo booth, courtesy Nazaria. And while people were getting clicked and

college life, carrying forward its legacy for the two years, it only seemed befitting to relive it once again. Day 3 witnessed, clash of the clans bringing back memories and rehashing those old clan rivalry in form of sports, shout outs, dares. It was astounding to see the clan spirit so alive and the streets of IBS so filled with contagious enthusiasm that spread even to the juniors who came out shouting support to the clans of their choices.

Prom night seemed nothing less than a fairy-tale. Day-4 had all the visual senses appeasing with all girls and guys decked up, and looking no less than real life princes and princesses. With the basketball court set to bring in the ballroom atmosphere, day 4 was one of the sweetest evenings of IBS.

Dancing to the beat in the twilight, the juniors were given the task of being the hawk eye to give away prizes to seniors like best dressed, best smile and so on.Then arrives the farewell day of the farewell week "Jashn-E-Dawat". With music and performance lined up to entertain, the atmosphere noted a bit of somberness with the reality hitting amongst all, that yes this is the farewell. To keep the atmosphere light, there were 40 different title prizes given away to the seniors, who have made a unique mark in the college. The grand finale ended with a grand dinner as fitting to the title of the day. A happy stomach leads to a happy person leading eventually to happy toes. As tradition calls, the day ended with DI music blaring out and dance all around.

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## MRINAL ANAND ALUMNI CRICKET MEET

The three day cricket tournament organized by CLUB VAPS, with varied teams participating from alumni to faculties to students. It's one of the most eagerly awaited tournament that sees participation across all the people associated with IBS. On day one there were in total 7 matches were played of a mixed bad selection. Strikers, the Alumni team won against Vasco de Gama in the pre-quarters. Dementors the other alumni team lost to Smashers in the other pre-quarters. The alumni were given accommodation in the campus and the day also witnessed a lot of nostalgic and reunion moments.

The second day witnessed with the cricket fever running high and the fervor ascending by the day two of the tournament, the alumni team, Strikers qualified to the finals. Having played two winning matches, one against Bulls in quarter finals and the second against team Jaguars in the semifinals, the Strikers in a continuous streak again reached the finals of the annual cricket tournament.

"They brought the game, we ruled it all." India, being the land where cricket is not just a game but a religion and for IBS it's no exception. The most awaited tournament, making its presence felt in the campus since a week, comes to an end on the third day. Black Hawks won against Strikers, the alumni team by 7 wickets keeping the roar of victory pitch high. The 66th Republic day went on with the thrill and hype of the most awaited and finale round of the Mrinal Anand cricket tournament. On a lighter note, we would like to include some snippets of the conversation with Team Strikers, the alumni team that reached the finals of the Mrinal Anand Tournament. Varying from the tournament to coming back to the Alma mater, here is what they had to say:

"Been playing Mrinal Anand for the last 4 years with Team Warriors and now strikers, its a pleasure playing with a mixed alumni batch. I thank the college for accommodating the tournament, a great opportunity to come back here and meet up with your friends and faculty in an otherwise hectic schedule" -- NABIL BHATI (Batch of 2013).

"It's a pleasure to be back here and the hospitality has been great. We thank team ARC and VAPS for their efforts and hats off to the students and special thanks to the junior batch who have done a fabulous job." -- Subrat Sahoo (Batch of 2014).

"It's been awesome playing with Strikers and Team ARC and Team VAPS has done a tremendous job in managing the event." -- Sarthak Jaswal (Batch of 2014).

"It's a nostalgic experience coming back here to college and it's been great playing once again in these grounds. I would love to have a look at my previous room in IBS and thank ARC and VAPS for this tournament." -- Sudeepth Batra (Batch of 2014).

"Love being back here. It's very relaxing and peaceful as compared to the hustle bustle of the work life. Hope to come again next year as well." --Sarvesh Gulati (Batch of 2014).



# VOICE OF IBS

With college tuition costs climbing at a record pace, many high school students must decide whether to invest in a college degree or dive right into an entry-level job. Whether driven by economics or personal preference, this decision can have a major impact on the course of your professional career as well as your personal life.

Benefits of a College Degree: Preparation for Today's Job Market

Throughout most of the 20th century, a high school diploma was usually enough to assure American employers that job applicants could handle most basic tasks. In fact, many large companies operated their own internal training and development programs for recent high school graduates. As a result, many Americans enjoyed long, successful careers, usually working for the same companies their entire lives.

Recent changes in the global job market have put an end to those traditions. Very few people experience the stability of working for only one or two employers throughout their careers. In fact, most workers entering their first job today will change career paths at least seven times before they reach retirement age.

by **Sahil Monga** Batch of 2015



With workers jumping ship more frequently, few companies can afford to invest heavily in employee development. Therefore, more employers rely on job seekers to develop their own skills before joining a company. As a result, the demand for workers with college degrees has skyrocketed over the past few decades.

#### Advantages of Gaining Work Experience

Of course, not everyone can afford to invest in a full-time, traditional degree program right after high school. Lacking a college degree does not have to restrict your career choices. Many professionals start their careers in retail sales, customer service, or other positions that offer on-the-job training.

Although a college degree program builds critical skills, few colleges and universities can fully prepare students for real-world challenges. Despite the substantial pressure to make good grades and to complete assignments on time, few college experiences can match the demands of a regular, full-time job.In some cases, students who don't do well in high school can find real satisfaction in the work force. Without the tedium of the classroom, these individuals can find the environments that inspire them to succeed on their own terms. Despite the prevalence of MBA graduates in the work force, many successful entrepreneurs and business leaders have achieved success with little more than a high school diploma.

The Best of Both Worlds, Part I: Working on Campus

Since both strategies carry potential rewards, many colleges and universities have started to emphasize work experience as an important element of their degree programs. Depending on your college major, you might find yourself required to get professional experience while still attending classes. Each type of placement offers different benefits, and all of them help students establish strong reputations for success early in their careers.

#### Internships.

Because classroom work can only prepare you for part of the challenge of a new career, internships can help you round you to undergo hands on training and make you a highly attractive candidate for jobs after graduation. More and more industries have opened up to internship programs over the last few decades. Depending on the type of company you intern with, you could gain valuable insight into the ways in which professionals turn theory into practice.

#### STUDENT ARTICLE VOICE OF IBS

Most internship programs are unpaid at professional companies. Instead of receiving a salary, interns trade their time for the opportunity to earn college credit. In most cases, interns must keep a detailed journal of their work experiences. Usually, an intern must also prepare a final report or a presentation that demonstrates the skills s/he has developed during his or her placement.

Interns work side-by-side with professionals on real projects and products. An increasing number of hiring officers prefer to hire job seekers who have completed internships in their industry. This way, they can guarantee that new hires are familiar with the business environment.

#### Study Programs.

Each year, the federal government provides significant financial aid awards to students in the form of work-study grants. Originally, these awards funded part-time jobs on college campuses, so deserving students were guaranteed a stable job to help pay for education expenses.

Over the past few years, many students have taken advantage of relaxed guidelines for workstudy placements to earn jobs in a variety of career-oriented positions. Instead of working in campus dining halls, many students use workstudy positions to gain hands-on experience in social service agencies, non-profit organizations, and performing arts troupes. In addition to jobs offered by a student's institution, many students can find work-study openings at government agencies and non-profit groups within a mandated distance from campus.

Co-operative Work Placements.

In high-growth fields, such as nursing and technology, employers need as much help as they can get. Therefore, a growing number of colleges and universities offer cooperative work placements to help students gain paid work experience while still completing their degree programs.

Students in co-operative work placements can often start earning competitive hourly wages and seniority within a company. By recruiting students from prestigious schools, companies can guarantee a flow of qualified, eager, new employees. Meanwhile, students can eliminate the stress and the uncertainty of the post-graduation job hunt.

#### Apprenticeships.

In a number of specialized professions, students must complete an apprenticeship under the direction of a skilled supervisor before they can earn a license or a certification in their field. Traditionally, most apprenticeships begin immediately after a student earns their degree. More recently, colleges and universities have begun to offer extended degree programs that encourage students to begin their apprenticeships while completing their final few years of study.

Employers rely on these supervised work experiences as an opportunity to bridge the gap between formal learning and on-the-job skill building. Moving beyond mere tradition, apprenticeships offer students the chance to really understand the demands of a profession before moving on their first full-time jobs.

Wishing all the IBS students all the very best for Future Prospects. Proud to be an Alumnus of IBS Hyderabad.

Wish You Good luck!!

Best Wishes!!



#### STUDENT ARTICLE VOICE OF IBS

### **LIFE AT IBS** THE EXHILARATING TWO YEARS!

Life at IBS – Three simple words and it brings about a plethora of terms and events in my mind. So much, that even listing them down in a proper chronological order seems like a mortifying task. It's not exaggeration when I say that Life at IBS has changed my perspective about day to day things, and me as a whole.

The experience at the campus has been wonderful and time just flew! Time management is what an MBA Institute instils in its students and at IBS with activities extending to be a combination of leisure time and learning experience; it was a wide arena to explore.

Having had the opportunity to work with the best clubs in campus, I can surely say that IBS has given me a lot. The diversity of the place is what made it most fascinating. You grow not from what you have solely learnt but what others taught you.

I was blessed to have such wonderful seniors at campus. They provided guidance in a way that you were never on your own. Networking makes a difference and that is what this place has taught me. You make friends who will be there for a lifetime and that is what you earn. People in your life! ROI? Way more than I asked for.

All in all, I would say that IBS is all about knowing yourself! About how much you can take from the Institute and develop yourself as a distinct individual where there is healthy competition and varied opportunities in academics as well as co-curricular. "Success breeds success" and this place is a perfect example of this quote. Choosing IBS is a decision I will always cherish closest to my heart and having just been introduced to the corporate, I don't know what lies ahead but what I left behind paved that path. Looking forward to coming back...until then- Hasta-Ia-Vista!!!



by **Jasjyot Sidhu** Batch of 2015

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## WONDERWALL THE EXPERIENCES

NIPPETS

#### THE BIG TWO YEARS

A B.Sc. Graduate with specialization in the field of Biology stepped into the hallowed portals of the institute of IBS-Hyderabad in the year 2001. Being a biology student, Mr. Sandeep Mishra had little knowledge of computers, which was then a booming subject in the field of Technology. He went on to do a dual specialization that is MCA/ MBA which was a three year course.

Mr. Sandeep got good knowledge of subjects comprising of sales, marketing, IT and so forth with his sheer determination and the support of the esteemed faculty. He mastered in this particular field to the extent of getting placed in reputed Software Company in a techno functional role.

Mr. Sandeep has very recently quit the Software Company and plans to open his own Management Consultancy and Training firm catering to all verticals with a special focus on Software and Digital Marketing Companies. Being optimistic in nature, Mr. Sandeep sends out a powerful message to the young generation, he quotes "Everyone should have a dream and a systematic plan to achieve those dreams coupled with effort so that the execution of the dream takes place smoothly".

Mr. Sandeep is also a budding dialogue and a script writer and shares one of his motivational quote which states" Jisko Sangharsh Main Bhi Harsh Milta Hai, Ussi Ko Safalta ka Sparsh Milta Hai".

As students we would try to imbibe Mr Sandeep's learning in our lives and wish him good luck for all his future endeavors.



Mr. Sandeep Mishra Batch of 2004





#### KAIZEN

Kaizen - Established in 2008, is the official Operations club of IBS-Hyderabad. Here at Kaizen we take operations out of the classroom and into the realm of practicality giving exposure to the young talented minds and guiding them through the path of continuous improvement to help them excel in their future endeavors.

As a part of our mission we conduct workshops, events, guest lectures and industrial tours to maintain a balance and establish a link between the theoretical knowledge and its practical applications. In the past academic year Kaizen has conducted numerous activities and successfully imparted knowledge into all those who were a part of it.



#### The Environment and Adventure club of IBS Hyderabad, The club aims to ingrain and promote the

aims to ingrain and promote the feeling of living with harmony with nature.We take care of nature and other natural things. We work to keep the beauty of environmental resources.We have conducted many fun and nature related events like:

1. Snake-o-pedia: - This is our flagship event, in this event members of a NGO named as "friends of Snake" came and show cased different types of snakes both venomous and non-venomous, and also explained what is to be done when we fall prey to a snake bite. It was a wonderful experience and event.

2. Scrazzle:- it was a fun and adventurous event conducted for all. the participants have enjoyed alot.

3. Bird watching- This event was conducted inside IBS where members of Andhra Pradesh Bird Sanctuary Association accompanied and guided us as they told us about the different bird species.

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#### MONEY MATTERS CLUB

The last three months starting from October 2014 to January 2015 was filled with various activities. Starting from our event "Carnival Financiera" to "Lock Down Money" and to "Ruee Financiera" in Trishna. The event Carnival Financiera dealt with various economies across the world and a game was played. They had to find the health of economies, then buy properties and repay them. The team who had the maximum funds at the end were the winners.

We helped organize the precious International Conference On Business & Finance, which was organized by IFHE in the month of January 2015, where researchers from various institutes read out their research papers and accordingly the best paper was awarded.

Then we had our auspicious event Ruee Financiera on Trishna 2015. The event was meant to find out the best financer. The year ended with both happiness and sorrow in our hearts, because we were happy that we have achieved our best, but our dearest ones are leaving us away for their new journey. The new year, the year were we complete 10 glorious years of our journey with IBS thus begins with a message," every end of a road is a beginning to a new one."





#### DOT CLUB

D.O.T which stands for Develop on Technology is the techno-managerial club in ICFAI Business School (IBS), Hyderabad.

One of the specialties of DOT club has been that it always stays as a group of individuals that exhibit excellent team chemistry with a blend of creativity. Technozion 4.0

The flagship event of DOT club, Technozion released its 4th edition Technozion 4.0 for Trishna 2015. Based on Prime Minster Narendra Modi's pet project 'Make in India', Technozion 4.0 was a small scale version of this. Each team were given a state and raw material and were asked upon to build their industries and come out with creative advertisements for their companies.

#### Road ahead

The seeds of success have been sown and now it is time for it to grow and become a fruitful tree. Over the years DOT club has been an emerging club and with the right sort of infrastructure and with the able leaders DOT club carries forward to academic year 2015-2016 its vision of spreading techno-managerial knowledge to all the students in IBS Hyderabad.



## SAMAVESH

Samavesh is the cultural club of IBS-Hyderabad commemorating each and every festival. By organising festivals in a humongous way not only does Samavesh pay off its respect to the diverse culture present in IBS but also makes the students feel at "home" and at the same time stay connected with their roots. Apart from organising and celebrating festivals, Samavesh also dents in the field of dance, muorganising various competitions and also representing IBS Hyderabad at inter collegiate dance and singing competitions. Some of the famous festivals celebrated and organised by samavesh recently were Lohri, Pongal, Sankranti Puja, Saraswati Puja and so forth. Samavesh plays an integral role when it comes to making Rangoli for various events thereby enhancing its beauty. In a nutshell, Samavesh is the most colourful club of IBS-Hyderabad who never miss the chance to celebrate minutest of the event with great pomp and show. **APRIL 2015** 



#### AAINA

The year 2014-15 embarked a new beginning for the official awareness club of IBS Hyderabad "AAINA" being grounded with our core motive and thoughts reaching beyond horizon. Last three months club initiated many awareness activities. November began with a remarkable guest lecture by Padmini Swaminathan on Engendering development and development policies in India ,which was followed by a strong lasting impactful awareness campaign on World AIDS Day. We know art & entertainment are the essentials of every successful education, that's what we inculcated by coming up with a unique and never ever experimented way by showing a movie"SHIVAJI The Boss" on Anti-Corruption Day. After number of events, the club made its presence noticeable with its participation in E-week. Another guest lecture on "GEN-DER MAINSTREAMING IN MAN-AGEMENT EDUCATION" by Prof Susheela Kaushik, kept us grounded and attachted to our core roots. A major INTER College fest began with a Pre-event, called "VISTA" that reckoned our prestigious College fest "TRISH-NA", where we were honoured to host a major three days event "BEYOND THE HORIZON".





#### SANKALP

Sankalp the official leadership club of IBS Hyderabad ad its flagship event in Trishna which also happened to be Trishna's flagship event. We held the Best Manager event called Megistanos 4.0. The event tested the participant on all the aspects a manager might face in a practical life. Before the fest we had an Internal Best Manager event where we gave an opportunity to all the IBS students to fight for the best manager. After Trishna, the club had its handover ceremony where in the batch of 2016 were assigned the posts. Soon came the republic day function where Sankalp had two events, one within the campus where we asked the students of IBS to jot down all the social issues the government needed to tackle and Sankalp drafted petition and sent it to the government and one SSR activity in a nearby village called Gopularam where we visited the local school and spread knowledge regarding the republic day. Sankalp also brings out leadership within campus called" In conversation with the leaders", where we tap leaders from all the fields and have a formal interview session with them. Our first target was the field of sports where we spoke to the cricket team The Black Hawks. Along with all this, sankalp also launched its website and an online initiative called PEEK-IN-PIC.

#### CONVERGENCE

ONVERGE

The last three months was quite busy for club convergence arranging and organising several programmes for the benefit of the students.We organised a guest lecture on 20th November, 2014 by Anurag Mohit ,on the topic of Compensation and Benefit. This was also the time for our flagship event Cine HR which was a grand success with a footfall of over 200 plus.We also participated in E Week in association with Macon and conducted a workshop on Training and Creativity which was headed by Mr Santosh Nagarajan.Convergence also was an active participant in Trishna marking its presence and solidarity with the other clubs of IBS Hyderabad.tvvv

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#### **GRAY MATTERS**

Gray Matters, The Official Quizzing Club of IBS Hyderabad continued to host quiz oriented events across the campus with the motive of generating general awareness amongst the IBS Hyderabad community. The team successfully hosted quizzes in the areas of sports and business namely Sportivo 2.0 and The Endeavour and the team is slated to host university level Quizzer of the Year Award 2014 with Winner of TATA Crucible as the Quizmaster for the day.

Gray Matters have also conducted its internal training sessions to engage its members in the fruitful discussions regarding latest developments in the global economy.

CONNECTIONS | APRIL 2015



The most eventful journey of VAPS exhibited in the past three months were exhilarating. It all started with the grand opening of AAVEG 5.0 (a national inter B-school sports fest hosted by IBS Hyderabad and our flagship event). Headlined with the presence of Mr. Saba Karim, our guest of honor and like every year AAVEG got bigger and better.

IBS Olympics- An event with a new concept was given birth this year. 4 squads- VICTORY, AMBI-TION, PASSION and STRENGTH competed in 10 different sports with the goal to be called the winners with the highest overall points. The most awaited fun event in Trishna, 'FREAK-O-OLYMPICS - Reverse your sport' was appreciated and liked by all. It had tasks where you had to play the sport in the way it is not usually played. We also organized a cricket match for our faculty, where our enthusiastic faculty took out time from their busy schedule to flex their cricketing prowess. The last event in the calendar year was MRINAL ANAND, a cricket tournament where the alumni of IBS also took part to revive the sporting memories. After a long journey it was time to handover the club to the upcoming batch who would lead the club further to new heights. At V.A.P.S as they say, "Sky is NOT the limit".





#### INFINITY

Infinity Studios - the official entertainment club of IBS Hyderabad always had the mission and vision to entertain each and every victim of education. We kick started our year with our flagship event DJ on THE HOU-SIE, wherein the juniors danced their hearts out. Apart from that the routine weekly movie fiestas continued with 2 States, Rang De Basanti, Project X, Gangs of Wasseypur and Anabelle being the biggest hits of them all. We also entertained the people by noodling on their funny bones by organizing LET'S LAUGH IT'S FRIDAY where we sure did get help from Russel Peters and Kapil Sharma to set IBS rolling on the floor laughing.

BLOCKBUSTER flagships, BOX OFFICE. Popcorn and pepsi in our sweet combo just put a bigger smile on the already smiling faces of our own peeps of IBS. We signed off big with BIOSCOPE as our bunch of supremely talented students put up quality movies which was premiered all together in one glorious evening. With all the people dressed up it looked nothing less than a red carpet event and was evening to be remembered for a long time.

Infinity Studios once again had a successful year of entertaining and grooving their way into the heart of the IBS Family.



Finstreet is the official Capital Markets Club of IBS Hyderabad always thrives for holistic development of both its members and the IBS Hyderabad fraternity. We successfully hosted notable market analysts from news channels such as Mr. Prakash Gaba and Mr. Ambareesh Baliga. We also hosted industry experts and eminent authors like Dr. Prasanna Chandra, Mr Anurag Lidhoo (VP Franklin Templeton Investment) and Mr. Aditya Srikanth Prabhu (VP India Infoline) on campus. Our flagship event "Bhavmandi" was held on 5th January. During Trishna, we hosted a Major event "Warriors of FinStreet", a 3 day event which tested a participant's knowledge on capital markets and a minor event "CFO- Chief Financial Officer". We also had a live trading game "intelligent investor", a sector outlook presentation and an article writing competition to keep the students of IBS Hyderabad highly engaged and aware.





#### NAZARIA

Nazaria ,the official photography club, made a fun filled beginning this year with a spooky photobooth 'Spookvilla' and DJ on the evening of Aug 27,2014 to set the spirit and welcome the batch of 2014.Workshop on Basics of Photography: A photowalk cum workshop was conducted for the newly recruited members of club to equip them with photography knowledge.

Harsh Sultania, eminent photographer of Nazaria , conducted workshop on photoshop for members of Nazaria Batch.An external workshop was also conducted for students of IBS on lightroom basics to give handy insights on editing the photographs.

On Oct 21, 2014 PickaHunt was organized on.lt was an event when the participants got high on solving mind crunching riddles and capturing with their friends.

Nazaria laid a photobooth on the eve of Nostalgia celebrated with high zest and nostalgia on Nov 22, 2014. Everybody celebrated remembering the IBS affairs with their old friends.The senior batch of Nazaria along with the juniors held a on field workshop on sports photography to prepare the team to capture the moments of forthcoming Annual Sports fest of IBS ,Aaveg , on 28 th Nov,2014.



#### **NEWSWIRE**

Newswire is the Official news portal of IBS-Hyderabad. The news club is a perfect match for those who prefer to share knowledge across the student community. We started as a platform to share knowledge, increasing in scale and we now also train our members through intensive sessions and offer them the possibility to interact with the most prominent people in their respective fields. Carrying on with the interaction with Dr. Kiran Bedi, we have interviewed more than 30 guests in the past 3 months (Oct'14 – Jan'15).

We are a professional group and take our work very seriously. The prize for the hard work is the events that we organize from time to time to keep the morale high and bonding strong. We have organised 2 events in the last 3 months and also our first ever event in Trishna named "PRESS CORPS".



#### ADMIRE

The year 2014-15 has been an eventful and successful year for club Admire. To start off with, the flagship event of the club, Juari, witnessed a record breaking footfall of over 1100 students from across the various departments. The whole idea behind the event is to give the participants the feel of a real life casino with games such as poker, roulette, teen patti, black jack, wheel of fortune and the like. The next in line was our three events in the cultural fest of IBS, Hyderabad, Trishna. The fun event saw participant running helter skelter to complete the tasks given to them and outdo their competitors. The minor event 'Desh Mera Tera' tried to put the participants in a situation where they have to apply their skills of conviction and perfection to get things done keeping in view the theme of the event, India- Past, Present, Future. The major event "Desi Roots" tested participant on their knowledge of Indian brands, past and present, in conditions that psyched them physically and mentally. It also tested them on their awareness of different branding techniques and elements of brand by giving those products which they would have to advertise and brand innovatively to impress the judges and make a winning strike.



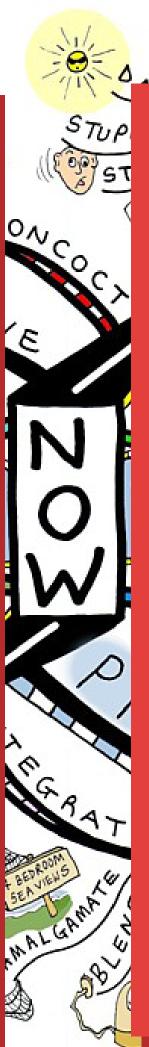


### CONNECTIONS | APRIL 2015





Articulation is important not only in words but in actions too and we at Prayaas-the official inter B school club of IBS Hyderabad are committed to it. At Prayaas- Rooted to our club's principles helped us to bag 1st prize in Dance and 1st and 2nd Prize in Debate held at IMT annual management fest. The annual management fest of Christ Bangalore had 3 entries from our college as channelled by our club. In association with Mahindra Bolero Prayaas conducted "Cresign" – Modify your dream SUV, competition with prizes worth 1000/- . Prayaas flagged itself high in "Trishna" by conducting a trail of events with a total cash prize worth Rs 65000/-: Tactica 4.0 (Minor event) which centred around trading and live simulation with a whooping cash prize of 20000/-," Sports, Business and you"- Case writing competition in association with ICMR with cash prize of 30000/-,Buzzz it - digitalization of your creativity on video and poster making (IAW Mahindra), Mr and Miss Trishna – The Talent Tiara with a wooing cash prize of 10000/-We work towards coiling in more participation through our sustained efforts and versatile domain advantage.





#### MAVERICK

Maverick welcomed December with great enthusiasm and launched Conclave 2014 with the current sensational topic Brand India, where prominent personalities from various industries came under one roof to discuss our Prime minister's pet project the "Make in India" campaign.

Carnival which is the flagship event of the club got bigger and better this time with " Carnival Pentagon Week" which was observed from December 21, 2014 to December 24th, 2014 wherein clubs like IBS Blues, VAPS, Samavesh, Infinity studios collaborated and celebrated carnival the maverick way.

Maverick organized informal events like "Back to school" cherishing the good old memories of school, the Kotler way, "Brand Baazigar"- focusing on the strategic abilities of aspiring managers and an external strategic workshop on "Brandexchange" by Prof. Sriram Rajan.

Maverick presented itself in Trishna 2015 with "The Best CMO" (Major)-Event on Growth of Retail sector, Brandscendence (Minor) - Event on Strategic Mind Games and Digital Marketing and





# SNIPPETS THE ESSENTIALS

# CLUB BYTES THE JUNE ESSENTIALS



Club ECOBIZZ not only involves in academics or activities but also involves in sports too. The club has its own team named "Bizzy Jacks" in the previous and ongoing IBS IPL tournament organised by team V.A.P.S.

The club has its own team named "Bizzy Jacks" in the previous and ongoing IBS IPL tournament organised by team V.A.P.S.Club EcoBizz also understands its responsibility as a society builder and hence it conducted a workshop by NCFW (No Country For Women) in the month of November 2014. For fun and frolic club EcoBizz organised a couple of fun events. On 8th of December it organised "Bol-Bolly-Bol, an interactive gave based on the theme of bollywood and on 11th December again an event was organised name "karobar". On 15th December ecobizz organized an event "Bizz On" for the macon E-week. It was a fun filled event.

The club was in a festive mood for Christmas and organised "Bizzy mania" on 24th December with games and Santa clause on the house.

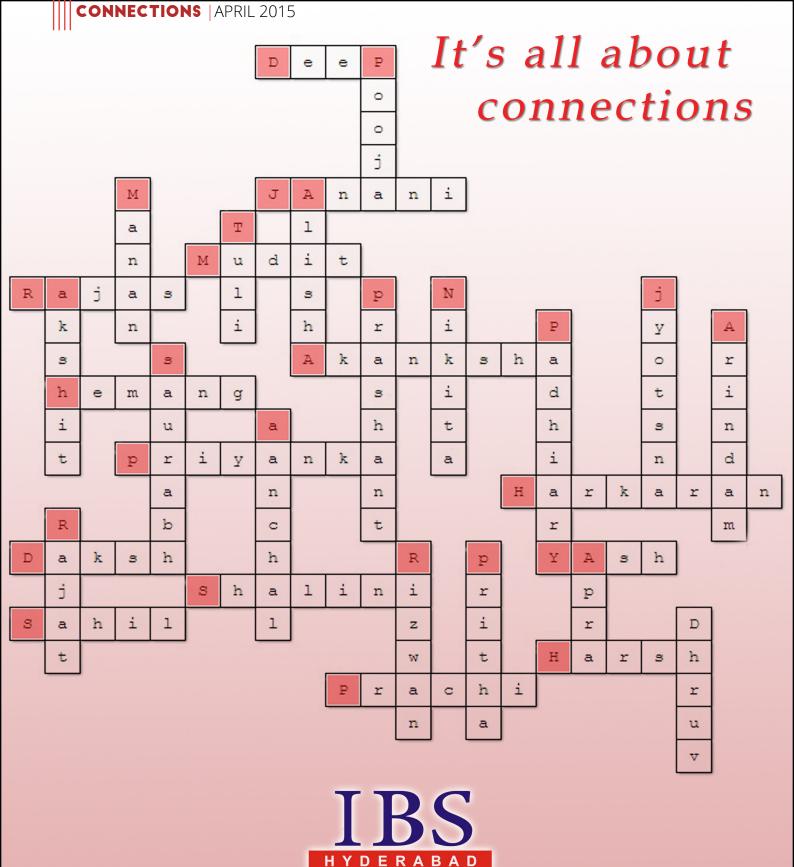
Last but not the least the great E3 summit by club Ecobizz. Here economics concepts like economy, energy and employment were on a hot discussion by eminent personalities like Mr. Sanjay Gadhalaya, Ms. Padma Gunde and Mr. Ali Abbas.



The entire year of 2014 was full of events starting from the recruitment of the new batch to handover of the club. Major highlights of the cell were inclusive of all the events ranging from ME Gang (learning opportunity through research work) to INCUBE and SHOWCASE wherein students got a step closer to the reality by preparing a B-plan and getting mentorship from the industry-experts.

Entrepreneurship Week was organized which was a weeklong event inclusive of guest lectures by eminent speakers, workshops and business-plan competition to celebrate the entrepreneurial spirit and for value addition to the respective participants. It was followed by the flagship event 'Renaissance' in the annual fest 'TRISHNA' where participants from the top notch colleges like IIM-B, XLRI etc were present.

Finally, the list of events came to a halt with an overwhelming farewell preceded by the handover ceremony.



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