

*Volume IV, Issue - I, 2011  
(January- March)*

*"Be more dedicated to making solid achievements than in running after swift but synthetic happiness."—*

*Dr. A. P. J. Abdul Kalam*

# *Darpan*



*Edited by  
Dr. Mona Tawar  
CA Prashant Jain*

**PIONEER**



*Diligence and Excellence  
Since 1996*

*Pioneer Institute of Professional Studies™  
(An Autonomous Institution Established in 1996)*

*· NAAC Accreditation · NBA Accreditation · ISO 9001:2008 Certification*

## *Message from the Desk of the Chairman*

*In a knowledge-based society, involvement to the field of information can unwrap innovative and exhilarating prospects on top of giving the society what is popularly known as ecstasy of Success.*

*Information is being measured as one of the most imperative drivers of the economy today and shall continue to be so in the years to come. Becoming a flourishing Institute requires the capability to generate significant research that expands the frontiers of awareness. The Program in Management and IT, at Pioneer Institute Indore, provides an excellent opportunity to faculty members and students and all those who wish to contribute to the field of management and IT by participating in the broad spectrum of management disciplines. The goal of the program is to prepare faculty and students for an excellent career in the field of teaching, training, and research.*



*The best ways to serve society will be to make the young generations more creative and responsible; this can be achieved only through quality education. We, the promoters, took a endeavor in this course and established Pioneer. I am happy to see the steady augmentation and enlargement of this Institute since its initiation.*

*Faculty and students are speedily drawn into the stimulating academic discourse that takes place in numerous Guest Lectures, Workshops, Seminars and Conferences. These workshops give faculty, participants, and visiting scholars, the opportunity to expose their ideas to the constructive feedback and the opening to discover immediate knowledge of their contemporaries.*

*I welcome you to be a part of the Pioneer community.*

***Dr. P.K. Jain***

***Pioneer Institute of Professional Studies***

## *Message from the Desk of the Executive Officer*

*Pioneer Institute of professional Studies has been established in Indore to outfit to the needs of professional education. The Institute is indomitable to stimulate unquenchable fire of desire to discover, and to implant the persistent stamina for success with a sensible understanding so as to be successful in whatever fields of activities they are operating and whatever positions they hold on completion of their education. The Institute is committed to make its students fully secure, well-informed, societal alert.*

*Our aim is to groom students and to make them top managers of tomorrow and develop the abilities to look at things from all perspectives by focusing not only in academics*

*but also culture that is marked by association and teamwork. Students at Pioneer make an early transition from learning knowledge produced by others to producing knowledge themselves. To carry this conversion, faculty as well as counselors is assigned the task to give appropriate direction to the students from the day they join us. We are committed to provide a great learning atmosphere.*

*I look ahead to the unconditional support from all establishments, concerned academic institutions, industries, community, colleagues, faculty, friends and most prominently the students, who have joined hands in realizing my dreams into reality in serving to humanity and making this institute a great success.*

*I am sure, that the Institute will undoubtedly develop into a top-level management institute of the nation very short and craft a position for itself.*



**CA Prashant Jain**

**Pioneer Institute of Professional Studies**

## MESSAGE FROM THE EDITOR

*Dear Colleagues,*

*Our e-news letter, Darpan – a Quarterly Newsletter has played a critical role in conveying an overview of an assortment of activities.*



*I am delighted to present this issue to you as it represents the culmination of efforts from many people who believe that to figure out education publication deserves proper exposure and recognition.*

*This issue of Darpan inroads and offers its readers, a range of interesting articles. I am thrilled to report that we have appealing features in this issue that provides an insight on an innovative approach to teacher learning.*

*Our 2011 horoscope says this is our year for big changes; a fabulous time for personal growth. This is the year, we plan to re-evaluate our priorities, reflect on past years and look towards a glass-is-half-full future.*

*Our motto is to turn every obstacle into an opportunity.*

*I anticipate that these activities will give strength to some of the inspiring projects that are ongoing and will endow with an insight into the budding impact of the activities described. We are presenting you with a new issue. Our goal is to create a new forum for exchange of information on all aspects. Future scope of the News is open to your suggestions. I would like to encourage you to submit your opinions, and short communications, give you inside stories on the development strategies and directions, I wish to see Darpan develop into a scientific newsletter with the rather than remain a bulletin. The success depends on your response. I would appreciate your feedback,*

*I hope you will enjoy reading this issue and we welcome your feedback on any aspect of the newsletter.*

*With Best Regards,*

*Dr. Mona Tawar*

*Pioneer Institute of Professional Studies*



# Faculty & Students' Development Program

## NATIONAL CONFERENCE ON “MAPPING FOR EXCELLENCE: CHALLENGES AHEAD” ON FEBRUARY 16, 2011 IN ASSOCIATION WITH AIMS, HYDERABAD

Pioneer Institute of Professional Studies, Indore organized a **National Conference on “Mapping for Excellence: Challenges Ahead” (In Association with AIMS, Hyderabad) on February 16, 2011**. The Program started with *Inaugural Session* with Lighting of Lamp and Saraswati Vandana, followed by welcoming the Guests with Bouquet and Institute Presentation.

*CA Prashant Jain, Executive Director*, Pioneer Institute gave a welcome address to all the dignitaries and delegates. *Dr. V.K. Jain, Director and Conference Chairman* threw a light on the purpose and objective of organizing the Conference. A Souvenir was released which was a collection of the Abstracts contributed by the Researchers. A book titled **“Excellence Beyond”** was also released, edited by *Dr. Pawan Patni & Dr. P. K. Jain*.

*Dr. Prem Vrat, Prof. of Eminence, MDI, Gurgoan, was the Keynote Speaker*. On this day, Pioneer Institute felt honored to confer upon him **“Pioneer Management Excellence Award-2011”**.

Dr. Prem Vrat mesmerized the audience with his charisma, his sharpness and experience.

Then the *Special Guest, Mr. A. Dutta Gupta, Vice President (Materials), Gajra Differential Gears Ltd., Dewas* was introduced, followed by his enlightening speech that captured everyone to his fold.



*Mr. R.G. Dwivedi, General Manager, MPFC, Indore*, was introduced as the *Chief Guest*, followed by his speech that captivated and captured the audience.

As a token of remembrance and celebration, the Mementoes were presented to the dignitaries. In the end, a word of thanks was proposed by *Prof. Satnam Ubeja, Conference Jt. Secretary*.

As per the Indian tradition, the Inaugural Session was over with the *National Anthem*.



*Session I* comprised of *Marketing for Competitive Advantage*. The Session was chaired by *Dr. D.L. Sunder, Prof. IIM, Indore and Dr. Anand Sapre, Prof. IIPS, DAVV, Indore*. **27 presentations were scheduled in this session.**

*Session II* was named as *HR for Sustained Growth* that was parallel to the previous session. **24 presentations were scheduled in this session.** The Session was chaired by *Dr. Sangeeta Jain, Prof. IMS, Indore and Dr. Pawan Patni, Director MBA, Pioneer Institute, Indore*.

*Session III* was based on *Financial Dynamism*, combined with *Information Technology (IT)* that ran parallel with *Emerging Challenges*. **20 presentations were scheduled in this session.** The Session was chaired by *Dr. Sharad Knandelwal, Consultant and Dr. Ganesh Kawadia, Prof, School of Economics, DAVV, Indore*.

*Session IV* was based on *Emerging Challenges and General Management*. **30 presentations were scheduled in this session.** The Session was chaired by *Dr. R.C. Sharma, Dean, Management, DAVV, Indore and Dr. V.K. Jain, Director MCA, Pioneer Institute, Indore*.

The *Valedictory Session* started at 5.00 p.m. It started with *Welcoming the Guest, Feedback Sharing* of Delegates regarding their experience of the Conference.



The *Conference Report* was read in the session. The highlighting part of the conference was a brief introduction of *Chief Guest, Dr Pawan Kumar Singh, Professor, IIM, Indore* and his gripping and attention grabbing address.

It was then followed by the most awaited segment i.e. *Certificate Distribution to the Delegates*.

A Memento was presented to the Hon'ble guest. *Vote of Thanks* was offered by Dr. V. K. Jain, Conference Chairman.

The Institute received papers from prominent Institutes. The Delegates and Researchers

came from *Nagpur, Ujjain, Jabalpur, Haldwani, Pune, Nasik, Surat, Gujrat, Rajkot, Harayana, Sarigram, Bangladesh, Bhopal, Kannur, Dewas, Udaipur, Bhalki, Noida, Sehore and many more prestigious Institutes from Indore, including IIM, Indore.*

*The Organizing Team comprised of Dr. V. K. Jain, Dr. Mona Tawar and Prof. Satnam Ubeja.*

The *Inaugural Session* was conducted by *Dr. Mona Tawar* and the *Valedictory Session* was conducted by *Prof. Rashmi Chaudhary*.



# *Case Writing Workshop*

## *National Case Writing and Analysis Workshop in Association with AIMS, Hyderabad*

With the changing time, the management education in India is also changing. More and more management Institutes in India are now adopting the “Case Method” for teaching the management theories and practices. The case method, as per the experts has upper hand in teaching management to students as it blends theory with real life situation in a class room environment. Students find this simulation of real business world in to a class room stimulating and challenging as compared to traditional teaching practice. This method also has an advantage of making class room sessions interactive as the students are required to provide their views on the situation being discussed.

Writing cases is a challenging task, but the learning outcomes that stem from their use can be rewarding. Case writing involves complex and reflective endeavors as well as the opportunity for creative expression. A case writer has to analyze, evaluate, interpret, and synthesize information and ideas. In fact, writing cases can enrich one’s teaching and research. The writing process comprises four major activities: planning, organizing, drafting, and revising.

However the availability of relevant and quality cases is seen as constrain, faced by many faculty members while adopting this method of teaching. Realizing this shortage in availability of cases, **Pioneer Institute of Professional Studies, Indore in association with Association of Indian Management Schools (AIMS)** organized a *three day workshop from 28<sup>th</sup> -30<sup>th</sup> March, 2011*. The main objective of the workshop was teaching the participants better case writing techniques and effective tool for analyzing them in class.

Preparations for organizing the workshop began a month in advance which included sending emails and calling over phone potential participants at national level. Invitation letters to experts were sent to ensure that there is no last minute cancellation of scheduled lectures. After receiving the confirmation letters from various participants, the groups were formed comprising of faculties from the same functional areas i.e. *Information Technology, Finance, Human Resource and Marketing*.

The workshop began by an *Inaugural Lecture* by the much known personality *Dr. Nishint Dubey, Director, Maharaja Ranjeet Singh College, Indore*. Dr. Dubey started by explaining why we need a case and went on to discuss the structure and advantages of case



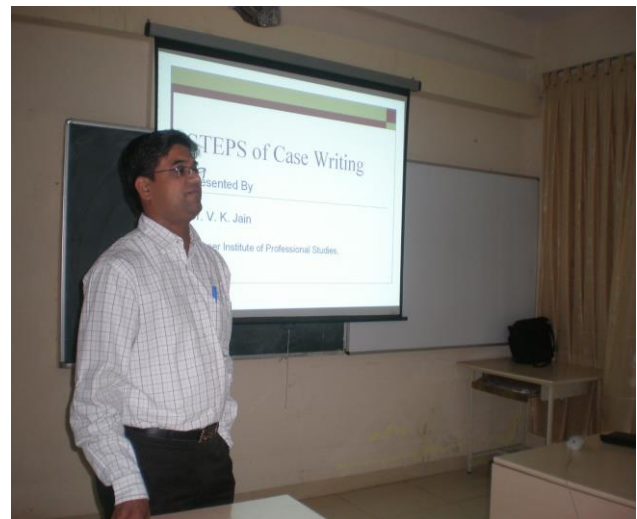
teaching. It is based on an in-depth investigation of a single individual, group, or event. Case studies may be descriptive or explanatory. Case study should be defined as a research strategy, an empirical inquiry that investigates a phenomenon within its real-life context. He said case study research means single and multiple case studies, can include quantitative evidence, relies on multiple sources of evidence and benefits from the prior development of theoretical propositions.



*The Second Session* of the first day was started by the eminent personality, **Dr. P.N. Mishra, Prof., Institute of Management Studies, Indore.** He began by defining a case and explaining the art of analyzing the case. He gave significant tips on solving the case and explained the history of case. He also discussed a classical case from Harvard, which is widely used by leading business schools.



*The Third Session* of the first day was started by **Dr. V.K. Jain, Director, Pioneer Institute of Professional Studies, Indore,** who focused the participants attention towards various ways of data collection for writing a case and finer details that involved experience of practicing managers for gathering quality information. This was scheduled in the post lunch activity as industrial visit by the participants. After lunch the participants in their functional groups were sent. The **IT group** visited **Yash Technologies,** **Finance group** visited **HDFC Bank,** **Marketing group** visited **Bharti Axa and HR group** visited **Reliance HR Solutions.**



The **Second Day** of “National Case Writing and Analysis Workshop” began by sharing of the participant’s experiences while gathering information for case writing, followed by a session regarding the Do's and Don'ts of case writing by **Dr. V. K. Jain**. After this session, the participants had sufficient knowledge and information regarding the preparation of a case. It was a time now to give participants time and space to sit in ones own group and prepare a rough draft of the case, based on the information collected on the previous day. Before the participants call it a day, all the groups got ready with the printouts of their final drafts revised at least three times before taking a final print for submission.

Before the case presentations, **Mr. Yashveer Singh** gave a demonstration on the usage of **EBSCO**. He demonstrated how to use EBSCO Information Services, which is the leading service provider of e-journal, e-book and e-journal package and print subscriptions, e-resource management tools, full-text and secondary databases, and related services for all types of libraries and research organizations.



**The Third Day** began by presentation of cases by participants in groups, critical comments and suggestions by all the participants in a session which was chaired by Dr. V.K. Jain. He saw all the presentations, analyzed the appropriateness of the title, the contents, etc.

The presentation session was followed by lunch and informative session by Dr. Pawan Patni discussing the various approaches for teaching a case and tips to be given to students for solving a case in examination. Case study refers to the collection and presentation of detailed information about a particular participant or small group, frequently including the accounts of subjects themselves. A form of qualitative descriptive research, the case study looks intensely at an individual or small participant pool, drawing conclusions only about that participant or group and only in that specific context. Researchers do not focus on the discovery of a universal, generalizable truth, nor do they typically look for cause-effect relationships; instead, emphasis is placed on exploration and description.



**Photo Session and the Distribution of Certificates** of participation marked the end of three day long National Case Writing and Analysis Workshop.

On **3rd February 2011**, **Brig. Kiran Kumar Thacker** gave a motivating lecture to the students, where he covered the significance of various aspects like **Knowledge, Time Management, Attitude, Aptitude, Communication Skills**, where he stressed on the importance of reading, writing, speaking and listening skills. He focused on discipline, honesty, integrity, and target orientation. He said never to give up because we never know where the finishing line is. He said, “Work appropriately, accurately and that too on time. Also keep doing your job and don’t bother about results.”



## ***Information Technology for Organizational Excellence***

A pioneering conception was bestowed to Pioneer Institute by **Prof. Sadique Khan** in **2010** with the development of **MIS Software**. This system is still into practice. The MIS Software generates Reports automatically regarding **Daily Lectures** taken by faculty, **CC Activities, and Extra Curricular Activities**. There is also a provision for precious **Suggestions** from the faculty and staff to improvise the schemes and the systems of the Institute. This software is effectively functioning since then and is **an imperative tool to make assessments**.



Prof. Sadique conducted a **one day workshop** regarding the usage of MIS. The top management appreciated him greatly for his intellectual creativity.



# *Industrial Visits*

<i>S. No.</i>	<i>Date</i>	<i>Name of the Event</i>	<i>Name of the Industry</i>
<i>1.</i>	<i>15.03.10</i>	<i>Industry Visit</i>	<i>Neo Corp International, Pithampur</i>
<i>2.</i>	<i>13.03.10</i>	<i>Industry Visit</i>	<i>Ritspin Synthetic, Pithampur.</i>
<i>3.</i>	<i>12.03.10</i>	<i>Industry Visit</i>	<i>Sayaji Hotel, Indore</i>
<i>4.</i>	<i>25.02.2011</i>	<i>Industrial Visit</i>	<i>Peb Lloyd Steel</i>

## *Report of Industrial Visits*

### *Neo Corp International, Pithampur*

The students of Pioneer Institute learned how **NCIL** has been securing people and their possessions since two decades through eco- friendly, efficient products through state of the art production facilities. They learned that NCIL has entered into other **technical textile segments like Geotech and Agrotech.**

Regarding its **Industrial and Consumer Packaging**, it is manufactured with state of the art manufacturing facilities. Their wide range of **PACKTECH** products provide cost effective solutions for storage carriage and protection requirements of industrial, agricultural goods.

Packaging is an ideal and long established application for textiles. The Packtech application area includes all textiles used for the **temporary containment, carriage, storage and protection of industrial, agricultural and other goods.** It ranges from relatively heavyweight woven fabrics used for bags, sacks, FIBCs, wrappings for textile bales and carpets etc. to lightweight woven used as Leno bags and other food and industrial product wrappings.

Students also learned the concepts of the major works like *Manufacturing, Extrusion, Weaving, Knitting, and Assembly*. They were highly privileged to meet *Col. (Retd.) Nishit Kumar Mathur, Vice President, H.R. & Administration*.

### *Ritspin Synthetic, Pithampur*

The students of Pioneer Institute learned that the unit of *Ritspin Synthetic, Pithampur* is a *Leading Yarn Manufacturer* of 100% VSF in all over India. Their Spindle capacity is 25608 nos. In 2002-03, the company was rewarded by *SRTEPC* for exporting highest 100% VSF yarn from the India. Presently, they are manufacturing 100% VSF, 100% PSF, P/V 65: 35, V/P 67: 33 and specialty yarn like 100% Tencel (Lyocell), VSF/Polyamide blend. Their business type is *Manufacture*. The Number of Employees are 51 ~ 200. The Business Scope is *Textile*. They are member since 2007.

### *Sayaji Hotel, Indore*

The students felt the Midas touch of hospitality, check-in....sit back and relax! They wondered whether they will ever be able to see it again. When everything they wanted happened in one touch. There was some magic as some idyllic haven. Why not just because the haven is Sayaji.

1000 square feet *Presidential Suite, 5 Suites and 11 Executive Accommodations* make up the Grande Seventh on the 7th floor. It is where standards have been re-set, benchmarks in luxury and services created and redefined.

It is where comfort and personalized service have been taken to the highest level. It is where, after a stay, we realize that this is no ordinary accommodation. That is the *Grande Seventh*. The main features are *Complimentary Wi- Fi connection across every possible corner at Sayaji, Computer in each room, Mercedes Benz pick up & drop, Internet, email, fax, answering machine, Ford Ikon in attendance, Butler service, Music and Movie on demand of choice, 24 hour floor check in and out, Secretarial service on Grande floor, Personalized stationary, Billing status on room PC, Self check out for regular guests*.

## *Peb Lloyd Steel*

Lloyds have joint venture with PEB group of companies, based in Europe, having its manufacturing unit at Vietnam and experience of over 3,200 PEBs in *China, Vietnam, Thailand, Myanmar, Laos, Bangladesh, Qatar, Sri Lanka and Cambodia.*

PEB Steel Lloyd offices are staffed with talented and experienced engineers who are very pleased to offer a completely free consultation and a comprehensive quotation including proposal drawings, in the shortest possible time frame. The students got to know that the Pre Engineered Buildings are extremely quick and efficient. They have a simple design, are light weight & easy to construct. Their delivery takes an average of 6 to 8 weeks. Thus, both costs & time of erection are minimized. The erection process is easy, fast, step by step and easy to fabricate. Their outstanding architectural design can be achieved at low cost. PEBs are flexible and modular and lend themselves easily to future expansion. The students learned *Analysis & Design of Structures, Co-Ordination with Sales office & Design Consultant PMC, Submission of Design / Detailing / Fabrication / Erection Drawings, Co-Ordination with Manufacturing Unit*

The most common applications of PEBS are *Factory Sheds, Warehouses, Hangars, Workshops, and Power plants, Fuel and Gas Stations, Supermarkets, Airport Terminal Buildings, Cold Storages, Retail Showrooms, Hospitals, Stadiums.*



# Placements

CONGRATULATIONS  
To all Students of Session 2010-2011

Name of the Student	Specialization	Specialization	Co Name	
AARTI BHAWSAR	FINANCE	MARKETING	CAPITAL VIA	
AMIT JHANWER	FINANCE	MARKETING	CAPITAL VIA	
AMITA JAIN	FINANCE	MARKETING	CAPITAL HEIGHT	
ARPIT TIWARI	FINANCE	MARKETING	IBM	
BADAL BHARTI	FINANCE	MARKETING	CAPITAL VIA	
BHUPENDRA KUMAR GOHITE	FINANCE	MARKETING	CAPITAL VIA	
BIMLESH SINGH	FINANCE	MARKETING	HDFC	
DEEPAK PURI GOSWAMI	FINANCE	MARKETING	CAPITAL HEIGHT	
DURGESH BHATI	FINANCE	MARKETING	CAPITAL VIA	
GEET LAMBHATE	FINANCE	MARKETING	IBM	
HADYENDRA GAUTAM	FINANCE	MARKETING	CAPITAL HEIGHT	
KRITIKA PURWAR	FINANCE	MARKETING	CAPITAL VIA	
LALIT ASNANI	FINANCE	MARKETING	IBM	
MAYANK DARIYANI	FINANCE	MARKETING	HDFC	
MEENU YADAV	FINANCE	MARKETING	CAPITAL VIA	
MITHILESH KUMAR SINGH	FINANCE	MARKETING	E-CLERX	
MOHIT MANGHNANI	FINANCE	MARKETING	CAPITAL VIA	
MONIKA GOUR	FINANCE	MARKETING	CAPITAL VIA	
NAMRATA GOUR	FINANCE	MARKETING	CAPITAL VIA	
NEHA DIXIT	FINANCE	MARKETING	CAPITAL VIA	E-CLERX
NEHA DUBEY	FINANCE	MARKETING	IBM	
NISHA TRIPATHI	FINANCE	MARKETING	IBM	E-CLERX
PRIYANKA ASATI	FINANCE	MARKETING	HDFC	
PRIYANKA JHA	FINANCE	MARKETING	IBM	
PRIYANKA PHADNIS	FINANCE	MARKETING	IBM	
ROHIT BHAT	FINANCE	MARKETING	HDFC	

<b>ROHIT PRATAP SINGH</b>	<b>FINANCE</b>	<b>MARKETING</b>	<b>CAPITAL HEIGHT</b>	
<b>RUCHIKA OSWAL</b>	<b>FINANCE</b>	<b>MARKETING</b>	<b>CAPITAL VIA</b>	
<b>SANDEEP SAHU</b>	<b>FINANCE</b>	<b>MARKETING</b>	<b>CAPITAL VIA</b>	
<b>SANKALP MANGHNANI</b>	<b>FINANCE</b>	<b>MARKETING</b>	<b>E-CLERX</b>	
<b>SHIVANGI BAGHEL</b>	<b>FINANCE</b>	<b>MARKETING</b>	<b>CAPITAL VIA</b>	
<b>SHIVANGI SAXENA</b>	<b>FINANCE</b>	<b>MARKETING</b>	<b>CAPITAL VIA</b>	
<b>TANU KHARE</b>	<b>FINANCE</b>	<b>MARKETING</b>	<b>CAPITAL VIA</b>	
<b>UMA MAHESHWARI</b>	<b>FINANCE</b>	<b>MARKETING</b>	<b>IBM</b>	
<b>VED PRAKASH BHARDWAJ</b>	<b>FINANCE</b>	<b>MARKETING</b>	<b>E-CLERX</b>	
<b>VIJAY SHARMA</b>	<b>FINANCE</b>	<b>MARKETING</b>	<b>HDFC</b>	
<b>VINOD YADAV</b>	<b>FINANCE</b>	<b>MARKETING</b>	<b>CAPITAL VIA</b>	
<b>VIPIN GARG</b>	<b>FINANCE</b>	<b>MARKETING</b>	<b>CAPITAL VIA</b>	
<b>BINCY BABU</b>	<b>HUMAN RESOURCE</b>	<b>FINANCE</b>	<b>HDFC</b>	
<b>MEENU KHANDELWAL</b>	<b>HUMAN RESOURCE</b>	<b>FINANCE</b>	<b>IBM</b>	
<b>MONIKA SENGAR</b>	<b>HUMAN RESOURCE</b>	<b>FINANCE</b>	<b>CAPITAL VIA</b>	
<b>NANDA TANDON</b>	<b>HUMAN RESOURCE</b>	<b>FINANCE</b>	<b>CAPITAL VIA</b>	
<b>NEELAM MALAKAR</b>	<b>HUMAN RESOURCE</b>	<b>FINANCE</b>	<b>CAPITAL VIA</b>	
<b>NEHA SRIVASTAVA</b>	<b>HUMAN RESOURCE</b>	<b>FINANCE</b>	<b>IBM</b>	
<b>PRIYANKA NAYAK</b>	<b>HUMAN RESOURCE</b>	<b>FINANCE</b>	<b>E-CLERX</b>	
<b>SAKSHI VASUDEV</b>	<b>HUMAN RESOURCE</b>	<b>FINANCE</b>	<b>IBM</b>	
<b>SHILPA TIWARI</b>	<b>HUMAN RESOURCE</b>	<b>FINANCE</b>	<b>CAPITAL VIA</b>	
<b>SONIYA JAIN</b>	<b>HUMAN RESOURCE</b>	<b>FINANCE</b>	<b>E-CLERX</b>	
<b>SHRESHTHA GHOSH</b>	<b>HUMAN RESOURCE</b>	<b>FINANCE</b>	<b>CAPITAL VIA</b>	
<b>TANUSREE CHATTERJEE</b>	<b>HUMAN RESOURCE</b>	<b>FINANCE</b>	<b>IBM</b>	
<b>VAISHALI WADHWA</b>	<b>HUMAN RESOURCE</b>	<b>FINANCE</b>	<b>CAPITAL VIA</b>	
<b>VINITA SHARMA</b>	<b>HUMAN RESOURCE</b>	<b>FINANCE</b>	<b>IBM</b>	
<b>DEVENDRA RAGHUVANSHI</b>	<b>PRODUCTION</b>	<b>MARKETING</b>	<b>HDFC</b>	
<b>NITIN DERWAL</b>	<b>PRODUCTION</b>	<b>MARKETING</b>	<b>SBI</b>	
<b>RICHA JAIN</b>	<b>PRODUCTION</b>	<b>MARKETING</b>	<b>HDFC</b>	
<b>VAIBHAV TIWARI</b>	<b>PRODUCTION</b>	<b>MARKETING</b>	<b>HDFC</b>	

<b>PRASHANT RAI</b>	<b>PRODUCTION</b>	<b>HUMAN RESOURCE</b>	<b>COLLABERA</b>	
<b>ANKITA SINGHAI</b>	<b>HUMAN RESOURCE</b>	<b>MARKETING</b>	<b>IBM</b>	
<b>ANSHUPRIYA BHARGAVA</b>	<b>HUMAN RESOURCE</b>	<b>MARKETING</b>	<b>IBM</b>	
<b>FIRDAUS ZAMAN</b>	<b>HUMAN RESOURCE</b>	<b>MARKETING</b>	<b>IBM</b>	
<b>PANI PANKAJ PANDEY</b>	<b>HUMAN RESOURCE</b>	<b>MARKETING</b>	<b>HDFC</b>	<b>COLLABERA</b>
<b>PRACHI JHALA</b>	<b>HUMAN RESOURCE</b>	<b>MARKETING</b>	<b>IBM</b>	
<b>PURVA PITRE</b>	<b>HUMAN RESOURCE</b>	<b>MARKETING</b>	<b>IBM</b>	
<b>RUBINA QURESHI</b>	<b>HUMAN RESOURCE</b>	<b>MARKETING</b>	<b>IBM</b>	
<b>SHUBHANGI MITTAL</b>	<b>HUMAN RESOURCE</b>	<b>MARKETING</b>	<b>HDFC</b>	
<b>SHWETA D/O BADRI NARAYAN</b>	<b>HUMAN RESOURCE</b>	<b>MARKETING</b>	<b>CAPITAL HEIGHT</b>	
<b>SILKY JAIN</b>	<b>HUMAN RESOURCE</b>	<b>MARKETING</b>	<b>CAPITAL VIA</b>	
<b>SHRUTI KARE</b>	<b>HUMAN RESOURCE</b>	<b>MARKETING</b>	<b>THE LOOT</b>	
<b>VARNIKA VIJAYWARGIYA</b>	<b>HUMAN RESOURCE</b>	<b>MARKETING</b>	<b>IBM</b>	
<b>VIJAY LAXMI SEN</b>	<b>HUMAN RESOURCE</b>	<b>MARKETING</b>	<b>HDFC</b>	



# Celebrations

On *1<sup>st</sup> February 2011*, the management, faculty and staff of the Institute arranged a pool lunch, without any formal settings or formal arrangements to fret about. The *luncheon* was just to have fun and getting relaxed... Good food choices included complete food, sandwiches, salads, light appetizers and a variety of fun. The relaxed atmosphere was a great change of pace that just turned into a comfortable event for all. Pioneer Institute feels deeply that motivated and happy employees make for a happy and productive culture; a fact that most Institutes also realize.



Employees are assets, assets that need to be valued and appreciated. Employee motivation games help the organization come together and function as a team. It encourages teamwork. Games weave the concept of teamwork into the delicate fabric of diverse and a large number of differently conditioned people. So keeping this in mind, there were also arrangements for indoor and outdoor games like *Badminton, Antakshari, and Cricket etc.*

# New Initiatives

Classrooms are getting "smart" in the sense that teachers can connect to internet sources from their classrooms. Lecturing is done primarily to establish an intellectual and personal relationship with students and is further enhanced through *projects, term papers, weekly essay assignments, and midterm and final examinations.*

**Explaining:** Students visualize a problem, then use *reasoning and hypothesizing* to determine an answer.

**Demonstrating:** Demonstrations provide an opportunity learn new exploration and visual learning tasks from a different perspective. Faculty use experimentation to demonstrate ideas in class by reasoning or showing evidence. *The uses of examples have become standard practice in the realm of textual explanation.*

**Collaborating:** Collaborating allows students to talk with each other and listen to all points of view in the discussion. It helps students think in a less personally biased way. The faculty tries to assess the lesson by looking at the *students' ability to work as a team, leadership skills, or presentation abilities.*

**Discussion:** A different kind of group work is the discussion. After some preparation and with clearly defined roles as well as interesting topics, *discussions take up a major part of the lesson*, with the teacher giving a short feedback at the end or even in the following lesson. Discussions take a variety of forms.

**Learning by teaching:** *The students take the teacher's role and teach their peers through PPT.* This method is very effective. It is a great way to get the students to really study out the topic and understand it. By having them participate in the teaching process, it also *builds self-confidence, self-efficacy, and strengthens, students speaking and communication skills. Students gain experience that could be very valuable for life.*

**Inquiry-based learning:** It takes a lot of time, energy, and planning. Students practice *problem solving and critical thinking skills to arrive at a conclusion.* This teaching method is extremely student-centered and student-directed, and can be modified for students at any level, reaching them where they are.

**Cooperative learning:** It is another teaching method that is considered highly effective when done correctly. *Students are put in small groups to work together. They are usually not grouped by ability, but put in a group with students at a variety of levels.* The students are then given tasks to accomplish together.

# Publications

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- 1. Tawar Mona & Jain Prashant (2009). Darpan: e-News Letter, Pioneer Institute of Professional Studies, Vol. 3, No. 4.*
- 2. Satnam Kour Ubeja and Dr. D.D. Bedia (2011). A Study of Impact of Advertising on Consumer Purchasing Behavior", International Conference by Prestige Institute of Management and Research, Excel Book Publication, ISBN No. 978-81-7446-928-1*

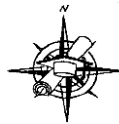


*“Great dreams of great dreamers are always transcended.”*

*- Dr. A.P.J. Abdul Kalam*



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