Any intelligent fool can make things bigger and more complex... It takes a touch of genius - and a lot of courage to move in the opposite direction.

----Albert Einstein

Darpan

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 by the Chairman

Pioneer Institute is a representation of excellent education. In today's world, burdened with competition and challenges, there is nothing more significant than a high-quality Institute education for the young generation. It is eventually the excellence education the student receives that will drive her/him to a flourishing career and a noteworthy status in society - as well as inculcate the ethical, intellectual and spiritual values that is so vital to a students' all round development.

The growth achieved by this Institute since its inception makes me really happy. The Institute is committed to offer quality education and training by adopting a culture of trust, fairness, tolerance and positive orientation. Our aim is to make Institute as one of the premier Institute in the country, where students' shall acquire professional skills, knowledge and high moral standards. We aspire to develop skilled professionals and executives who will be conversant with there disciplines. To cope with the challenges of the present, the faculty members and the students are directed to upgrade themselves so that they would be able to stand on a firm grounding in a widely competitive scenario.

Broadly speaking, the Institute with its experienced and highly qualified faculty has two objectives which are jointly dependent: cultivation and development of the individual and the improvement of humanity.

Dr. CA P.K. Jain

Message by the Executive Director

Pioneer Institute has been blessed with an atmosphere of commitment, enthusiasm and service to the education sector. It upholds and preserves the quest of academic enrichment and inter-personal development. The environment that we treasure in Pioneer Institute brings force not only to education and research but also in other curriculum activities in order to transform the complete personality of a teacher and the taught.

To provide opportunities to students update their abilities and skills through exposure to modern development concepts, techniques and research, the Institute organizes a series of management development programs in various areas of management. Our management programs provide a judicious mix of conceptual knowledge and case method. These are aimed at helping the students to acquire tools of analysis and understanding as well as developing skills of situational diagnosis and problem solving.

Pioneer Institute is recognized throughout the academic world for its progressive approach and commitment to excellence. Distinction and diversity is the twin features of its attitude and beliefs. Enlightening Leadership and Intellectual Achievement is our duty. Keeping this in mind, we have an attractive, uniquely designed building, incorporating all modern facilities & amenities. The campus has natural, lush green surroundings with landscaped beautiful gardens to provide conducive environment for the healthy growth of its students. We are committed to transform unrefined into intellectuals by instilling fundamentals with concepts and skills to enable them to face the technology of tomorrow.

CA Prashant Jain

Message by Prof. Isha Jain

Education is a culture to nourish the knowledge by enlightening the spirit of dynamic and innovative professional skill. When education gets embedded with quality, the excellent human resource is generated for the man kind.

We are proud of our efficient, professional and innovative workforce which is engaged in building the reputation of the Institute. Our celebrated triumph is the placements of our students in multinational companies, have made the Pioneer Institute a brand name in the area of professional education. The professional understanding is the genuine capital for students in order to make the life and living of the mankind comfortable. It grows by learning and practicing new scientific laws and technologies. Pioneer Institute is engaged in setting fire to the growing minds in order to generate this wealth by receiving the knowledge in the fields of academics. This will not only make these young people to lead a comfortable and happy life in the years to come but also make them to participate in the processes of nation building.

Pioneer Institute is a brand name in Management education in the country, an institute engaged in comprehensive and continuous upgrading of academic environment. The motto is quality education through innovative teaching and learning processes. The faculty is actively involved into research with a commitment to full fill the dream of the Management. We at the Institute put in all efforts to inculcate virtue driven values like respect, love, compassion, friendliness, humility, gratitude etc. in our students which design their psyche in a way that they will not only be effective future managers but also successful citizens of India and of the World.

Isha Jain

Message by the Editor

We at the Institute believe that the excellence is a natural outcome if we endeavor to involve everyone in various teaching – learning activities and also in co-curricular and extra –curricular activities.

We provide opportunities to our students to engage in research activities and continue to promote a curriculum and culture in which teaching and research are inextricably intertwined. We will strive hard to create an excellent teaching learning environment and see that the students will be able to unfold their potential. We invite faculty and eminent professional from industry as visiting faculty from time to time and participate actively in various extra curricular activities.
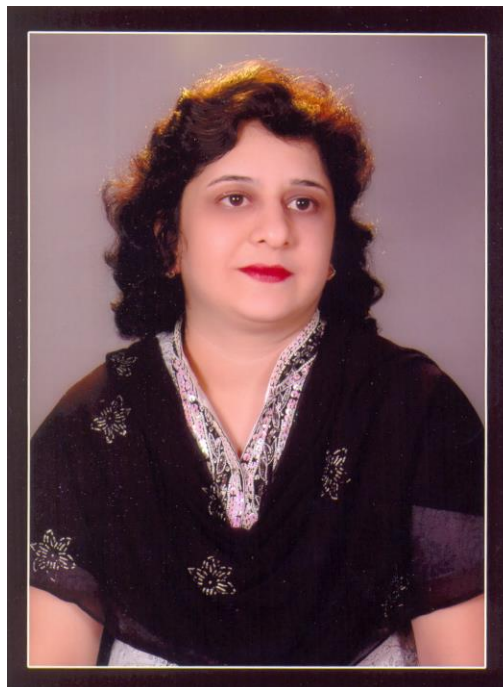
The last academic session has witnessed a number of development programs, where everyone at the Institute has contributed. Our goal is to produce future business leaders who have the ability to think, inspire, achieve, win and manage change effectively. The change is inevitable and we produce people who are socially sensitive and technically competent with a blend of subjects which focus on Social Responsibility and Ethics. The Institute organizes different programs for the faculty and students so that they can develop their skills and abilities. It gives them a platform to exhibit their potentialities.

*This issue of **Darpan** is marked by its very popular Quality Improvement Program –QIP and Staff Development Program-SDP Sessions, Entrepreneurship Development Program (EDC), Convocation Ceremony, Teachers Day celebration etc. We have witnessed record breaking participation from the enthusiastic faculty and students.*

Dr. Mona Tawar

Faculty Development Program
Quality Improvement Program (QIP), 2011

Session I: Speaker: Dr. P. K. Jain; Topic: Present Education System-Student, Faculty, Parents and Management Point of View; Date: 4th July, 2011; Time: 3pm to 4pm.

Summary: The present education system in India is the western education, which was introduced by the British rule and soon became solidified in India as number of primary, secondary and tertiary centers of education. The educational system in India has faced a basic dilemma ever since its introduction by the British. These are some faults that are found in the current education system. Several children do not even get a basic elementary education. The rich and upper middle class in cities find decent quality private schools to send their children to. Even in these schools, getting a pass in the exams is the priority, not learning. Even these schools fail in teaching various arts, and in particular common sense to children. Both the private and government schools in smaller towns and villages are uniformly pathetic. Even if a student graduates from a higher secondary school, there are not enough colleges. The only hope left to most high school graduates is correspondence education. The graduates are mostly unemployable, because of poor quality course material and teaching in the colleges. The UGC chalks many points to improve education in India but is not taking any immediate steps to develop the educational system of India. So, it is in the hands of the government of India to take necessary steps against the challenges faced by the present educational system of India and to improve the level of the present educational system to a standard level.

Session II: Speaker: Prof. Kumkum Sinha; Topic: Importance of Summer Internship Programme (SIP); Date: 5th July, 2011; Time: 3pm to 4pm.

Summary: SIP- Summer Internships Program is extremely beneficial to students, or anyone looking for hands-on expertise. As an intern, one can develop knowledge, competencies, and experience related directly to ones career goal. It helps in learning valuable new skills and getting the practical experience that employers want to see on prospects resume, one is also given an opportunity to explore in his/hers field of interest before "officially" entering it.

A student, as an intern gets the biggest opportunity of his life, to learn the intricacies of the various subjects and choose, which specialized field of his industry suits him well, and wants to choose it as his career field. Successful internships build self confidence of students and enhance their self esteem. It helps in behavioral modifications and emotional balance. Students learn to be independent and responsible. Stipendiary internships provide sustenance to financially weak students. Good companies provide handsome stipend and performance based incentives. Get to know the market standards and requirements. If the student is associated with large firms or companies, then the internship experience adds great value to his resume, which in future is of great help to pursue his career in the filed of his choice

Session III: Speaker: Dr. V. K. Jain; Topic: Relevance of NBA Accreditation; Date: 6th July, 2011; Time: 3pm to 4pm.

Summary: National Board of Accreditation (NBA) was constituted by the All India Council for Technical Education (AICTE), as an Autonomous Body, under Section 10(u) of the AICTE Act, 1987. It was set up to periodically conduct evaluation of technical Institutions or Programs on the basis of guidelines, Norms and Standards specified by it and to make recommendations to it, AICTE or to the Council, or to the Commission or to the other bodies, regarding recognition or de-recognition of the institution or program.

The goal of NBA is to develop a Quality Conscious system of Technical Education where excellence, relevance to market needs and participation by all stake holders are prime the major determinants. NBA is dedicated to building a technical education system, as vendors of human resources that will match the national goals of growth by competence, contributions to economy through competitiveness and compatibility to societal development. NBA will provide the Quality bench marks targeted at Global and National Stockpile of human

capital in all fields of technical education.

Session IV: Speaker: Prof. Vidushi Sharma; Topic: Code of Ethics for Teachers; Date: 7th July, 2011; Time: 3pm to 4pm.

Summary: The academic ethos and teaching profession have come a long way since the time when there were no universities but only learned men seeking reliable and fundamental knowledge. We have examined earlier that societies have changed and with them universities have changed too. The obligations of the teachers in the form of discovery, acquisition and dissemination of knowledge have not changed but the conditions in which they are to be brought into action have changed. Even as the Centre plans to introduce a "code of conduct" for universities to become effective and transparent, a leading academic has highlighted several loopholes in the system that needs to be plugged to improve quality of education and research.

Principles of Ethical College and University Teaching
1. Content Competence
2. Student Development
3. Avoid Dual Relationships with Students
4. Confidentiality
5. Respect for Colleagues
6. Valid Assessment of Students – Transparency of the system
7. Respect for Institution

Session V: Speaker: CA Prashant Jain; Topic: Critical Analysis of the Present Curriculum; Date: 8th July, 2011; Time: 11pm to 12noon.

Summary: In examining the current status of Indian education, a striking pattern emerges in the form of the lack of curriculum relevance to students' lives. As a product of the Indian primary education system, we can personally attest to the vast disconnect between academic topics studied and our life as a student. As a result, classroom learning has a tendency to take place on a very superficial level, leaving students unaware of the connection between classroom material and their own realties. The practice of following curriculum solely for the purpose of garnering high examination results and

the over-specialization of one discipline at an early age contributes to current Indian education tendencies that continue to encourage rote learning instead of critical thinking skills. The lack of autonomy of teachers in choosing their curriculum is yet another explanation behind the persistence of the 'textbook culture.' Thus, by evaluating the present curriculum more relevant and meaningful syllabus can be developed so as to identify the students learning habits, teacher's objectives and the student's objective of joining a certain course. This helps in the overall personality development of a student which makes him employable in the present competitive world.

Session VI: Speaker: Prof. Rashmi Farkiya; Topic: Role of Regulatory Bodies in Improving Quality Education; Date: 9th July, 2011; Time: 3pm to 4pm.

Summary: A regulatory body, in the context of education, is an external organization that has been empowered by legislation to oversee and control the educational process and outputs relevant to it.

- The various quality problems in present education system is that policies and procedures have not been streamlined to handle the vast load on education system.
- The are external interferences and pressures in all aspects of education
- There is wide variation in admission policies adopted by various institutions.

The regulatory bodies can come a long way in improving the quality issues in today's present education system. The can focus on autonomy: operational, financial and academic autonomy coupled with accountability so as to improve the quality of education in India.

Session VII

Speaker: Dr. Mona Tawar; Topic: Organizing FDPs/Seminars/Conferences and Workshops; Date: 11th July, 2011; Time: 3pm to 4pm.

Summary: Enlistment of ideas and practical solutions is good to have in mind when organizing a conference. Holding a successful conference year after year constitutes a hallmark of excellence for a professional society or an educational institution. While many factors contribute to the success of such a meeting, a key factor is careful planning and organization. The presentation described a systematic

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approach to conference planning and organization: (1) making preliminary analyses and assessments; (2) obtaining the agreement of co-sponsors; (3) selecting key conference officers; (4) organizing conference committees; (5) selecting the conference site, hotel, and dates; (6) developing the conference master plan; (7) following through and implementing planning decisions; (8) anticipating and managing contingencies; and (9) coordinating post-conference activities. Using a systematic approach simplifies the task and makes it possible to run an annual meeting successfully.

Session VIII:
Part I: Speaker: Prof. Sadhna Mandloi; Topic: Evaluation System with respect to B-Schools; Date: 12th July, 2011; Time: 2pm to 3pm.

Summary: The overall performance of a student is indicated by the assessment tools which are embedded in the academic structure itself and allows academic progress to be assessed on a continuous basis. The evaluation system in management institutes or B-Schools is thus integrated and holistic. Typically, a course could include one or more of the following components:

- Class Participation
- Tests & Quizzes
- Projects (Group & Individual)
- Research
- Assignments
- Term Papers
- Case Studies
- Seminars
- Mid-Term Examination
- End-Term Examination

Part II: Speaker: Prof. Anish Patel; Topic: Generating Student's Interest in Lectures; Date: 12th July, 2011; Time: 3pm to 4:30pm.

Summary: Lecturers/Instructors are expected to prepare organized, interesting, and helpful presentations. A traditional lecture style in which the lecturer presents information and works examples can be efficient and organized in covering material. However, it might not be the most effective in getting students to learn and think about the ideas in class. If students are asked questions or involved in some other way, they have

to actively think about the material and process the information and ideas themselves. "Active learning" occurs when students participate and are guided towards understanding a topic in their own words. Traditional lectures provide students information, which is one role of lecture. If the goal is to increase the number of facts and amount of information students have, then giving them lists that they record is one way to do it. Questions, discussions, and activities, on the other hand, require that students think and form summaries and conclusions in their own words. If the goal is to increase a student's ability to ask questions, reason, think of counterexamples, and compare and contrast different ideas in the course, then a more participatory class might be advantageous. Alternatives to straight lecture include group work, activities, discussions, and asking questions. For most instructors, planning and practice will be needed to make alternative styles of teaching effective and comfortable. To increase the amount of time you have in class to let students participate, you could ask them to do readings before class or assign them a question or two to think about outside of class.

Session IX:
Part I: Speaker: Prof. Rakesh Gupta; Topic: Importance of Library; Date: 13th July, 2011; Time: 2pm to 3pm.

Summary: A library can be considered a store – house of knowledge. In dictionaries the word "library" has been defined as "a building or room containing a collection of books". A library renders a great service to the society. There are a large number of Public Libraries maintained by the local authorities throughout the island.
 A library plays a very important role in promoting the progress of knowledge. There are many people who love reading. But they can't afford to buy books because the prices of books are very high. So when one becomes a member of a library, he can borrow valuable books. A member can borrow two books at a time and he can keep it with him for two weeks. Libraries are particularly useful for poor children. Even those who are better off can't afford to buy all the books they require for their studies. For instance, invaluable books like Encyclopedias and large dictionaries cannot be purchased. The future of library will be as a knowledge center that is dynamic, where not only the librarian, the "books" (whether real or virtual), and the users engage in an interchange of ideas — but the library architecture acts as not only a surrounding framework, but also as a healthy "space" where ideas can flourish, live, grow and even be protected.

Part II: Speaker: Prof. Nidhi Shukla ; Topic: Institute Industry Interface; Date: 13th July, 2011; Time: 3pm to 4:30pm.
Summary: Universities and industry, which for long have been operating in separate domains, are rapidly inching closer to each other to create synergies. The constantly

changing management paradigms, in response to growing complexity of the business environment, today, have necessitated these two to come closer. A productive interface between academia and industry in the present times of knowledge economy is a critical requirement.
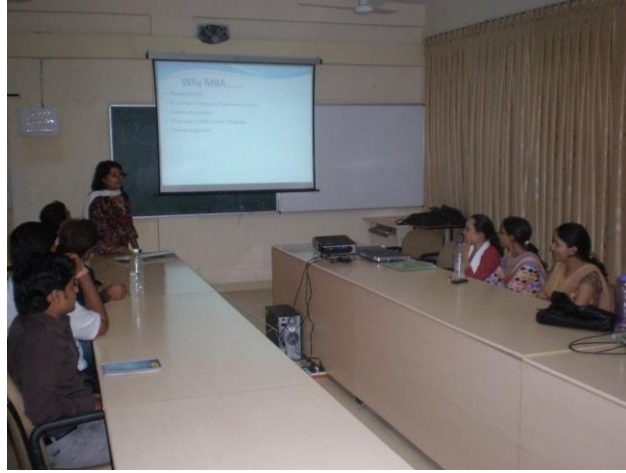
In institute industry interface, the management institute remains in continuous touch with the industry for overall developments of the management students. The students are made to interact with the corporate world at frequent intervals so that they can imbibe corporate culture and norms followed there. A productive interface between academia and industry is a critical requirement for inclusive growth.

Session X

Speaker: Prof. Rashmi Choudhary; Topic:Present Education System-Corporate Viewpoint; Date: 14th July, 2011; Time: 3pm to 4:30pm.

Summary: Education has a very broad and deep meaning; it is not confined to time or space, it is an attitude, a constant search for learning founded on an insatiable curiosity. An "educated" person is not only someone who knows a great deal, but someone who wishes to learn in any circumstance, who poses questions, who probes, reflects and assimilates, to gain both knowledge and wisdom.

The present system of higher education does not serve the purpose for which it has been started. In general education itself has become so profitable a business that quality is lost in the increase of quantity of professional institutions with quota system and politicization adding fuel to the fire of spoil system. This increases unemployment of graduates without quick relief to mitigate their sufferings in the job market of the country. The drawbacks of the higher education system underscore the need for reforms to make it worthwhile and beneficial to all concerned.

India aspires to be powerful, it wants to play a role in the international community, for that to happen, its economy has to grow multifold and for that to happen, it requires a huge force of entrepreneurs who could transform it into a nation which produces, from the one which only consumes.

Session XI

Part I
Speaker: Prof. Jitendra Chouhan; Topic: Faculty-Student Relationship; Date: 15th July, 2011; Time: 2pm to 3pm.

Summary: The teacher-student relationship lies at the foundation of the educational process. As a matter of sound judgment and professional ethics, faculty members have a responsibility to avoid any apparent or actual conflict between their professional responsibilities and personal relationships with students.

When faculty and students work together in the deep collaborative learning process, the relationship between student and instructor takes on a new form. Some students view instructors simply as guides who point them in a given direction. Others may want a mentor and ally to support the life and learning journey in more substantive ways. When student and instructor acknowledge that they're both learning, the instructor's offering becomes more dynamically connected to the student.

As teachers, the professors encourage the free pursuit of learning of their students. They hold before them the best scholarly standards of their discipline. Professors demonstrate respect for students as individuals and adhere to their proper roles as intellectual guides and counselors. Professors make every reasonable effort to foster honest academic conduct and to assure that their evaluations of students reflects each student's true merit. They respect the confidential nature of the relationship between professor and student. They avoid any exploitation, harassment, or discriminatory treatment of students. They acknowledge significant academic or scholarly assistance from them. They protect their academic freedom.

Part II
Speaker: Prof. Veena Dadwani; Topic: Co-Curricular Activity and Student's Growth; Date: 15th July, 2011; Time: 3pm to 4:30pm.

Summary: Co-curricular and extra curricular activities are an integral part of the curriculum which provide educational activities to the students and thereby help in broadening their experiences. Co-curricular activities can be defined as the activities that enhance and enrich the regular curriculum during the normal school hours. Whereas extra curricular activities are the activities that take place beyond the normal school hours wherein the students are encouraged to participate voluntarily in activities like NCC, athletics etc.

Its Importance

These activities are designed to meet the needs of the students and cover a broad / wide range of their abilities and talents. Such activities stimulate the interests in the students and provide equal opportunity to all the students to participate. These activities enhance the learning experience of the students and help in recognizing and developing their inner skills such as leadership qualities, creative or innovative skills. Co-curricular and extra curricular activities give the students a chance to think out of their box and get creative ideas of their own with the help of a guide / facilitator. These activities help the students in developing a richer learning experience by giving them a chance to think in new ways to solve a problem or answer a question. Students need to take time outs to do more than just studying and co-curricular and extra curricular activities give them a chance to relax, refresh and mingle easily with others. In short, these activities prepare the students practically for their future.

Session XII

Part I

Speaker: Prof. Himanshu Gupta; Topic: Importance of Undergraduate Programs; Date:16th July, 2011; Time: 2pm to 2:30pm.

Summary: In India it takes three or four years to complete a "graduate" degree. The three year undergraduate programs are mostly in the fields of arts, commerce, science etc., and the four year programs are mostly in the fields of technology, engineering, pharmaceutical sciences, agriculture etc. However, for medicine, law and architecture, the period has been five years.

UG Programs are the crucial tool to generate professional skills in an individual so that they may become competent for professional environments. However an individual should not choose stream only as per the trend but should evaluate own calibers interest related to the requirement

Part II

Speaker: Prof. Varun Keshari; Topic: Professionalism at Workplace; Date: 16th July, 2011; Time: 2:30pm to 3:15pm.

Summary: Professionalism is the expertise that a professional has of a certain field. In the workplace, professionalism refers to an individual doing their job, with sincerity and genuineness. Professionalism leads to logical and unbiased decision. In the absence of professionalism, the concepts of "politics" and "mind games" find room to breed. But, this explanation is not enough to understand the concept of professionalism. These days, every salaried employee with a degree considers himself a professional. If that fact was worth any salt, professionalism would not be hard to find and tough to keep in the corporate sector, right?

Well, then how do we understand professionalism in the workplace? Professionalism at work requires an individual to possess these characteristics:

- Knowing oneself and being in control of one's reactions and work related antics. Losing control over one's temper is not considered professional at a work place.
- Handling constructive criticism. Constructive or not, criticism is a part of any working experience. As such, as a part of professionalism at work, one needs to be receptive of criticism. While giving the criticism a thought and following it through if it is constructive and ignoring it if not.
- One has to be aware that workplace conflicts are natural and hence inevitable. It is not in human nature to be around so many people for so much time on a regular basis, under occasional stress, and yet manage to be conflict-free. The point is to harness that conflict into positive productivity and leave it at that.

Session XIII

Part I
Speaker: Prof. Mukesh Gupta ; Topic: Problems Faced by Students during Post Graduation Programme; Date: 18th July, 2011; Time: 2pm to 3pm.

Summary: Students are the "Basic Building Block" of the country. While time spent at college is a fond memory and a happy experience for most, college life is not without its rough patches and problems. While each person's problems are unique to their current circumstances, I know that there are a few problems that almost all college students deal with at least once during their time at college. Today's Students are the future for tomorrow, for any country. If our present has problems, definitely it will grow

gradually in future also. So, we should try to handle the problems of present so that we can make a bright future of country for tomorrow.

Part II

Speaker: Prof. Neha Zanzariya ; Topic: Academic Performance Indicators for Teachers; Date: 18th July, 2011; Time: 3pm to 4pm.

Summary: A performance indicator or key performance indicator (KPI) is a measure of performance which usually defines the success factor. It is a method to measure the degree to which key objectives are achieved. The basic objectives of Performance Indicators is to view performance snapshots at various levels, assess current situation and determine root causes of identified problem areas, set goals, expectations and trend the performance of the selected individual. It also helps to keep a record and tell a story, benchmark against your goals, helps new teachers achieve their full potential, provides fair, effective and consistent teacher evaluation in every educational institution and lastly promotes professional growth.

The various performance indicators for Teachers are as follows:
Teacher, Teaching quality, Research paper publication, Innovations, Communication skills, Concern for students, Ethics, Co curricular activity, Knowledge, Currently updated, Qualification, Strength, Coordination, Desire to achieve, Leadership, Creativity, Honesty, Interpersonal relationship, Punctuality etc.

Session XIV

Part I

Speaker: Prof. Ankita Jain; Topic: Ethical Values in Education System; Date: 19th July, 2011; Time: 2pm to 3pm.

Summary: Education is a golden way to empower people to improve their activities or diversify them, increase their income, get and interpret information and make decisions, strengthen social cohesion and participation and promote ethical values. Education is a mission and not profession. The whole education system in India is running on damage control. Ethics are the desired norms of behavior set by society to guide us what is wrong and what is right. Ethics involves critical reflection on morality,

including the ability to make choices between values and the examination of the moral dimensions of relationships. Ethics refers to the code of conduct that guides an individual while dealing with a situation.

Values are things that an individual believes to be intrinsically worthwhile or desirable, that are prized for themselves (e.g., truth, beauty, honesty justice, respect for people and for the environment). Values are our fundamental beliefs which guide us to judge what is right or wrong. Every unethical practice done by student is a mere reflection of unethical on the part of all parties responsible for his formal and informal education. If we want to produce people who share the values of a democratic culture, they must be taught those values and not be left to acquire them by chance.

Part II
Speaker: Prof. Sumit Zokarkar; Topic: Challenges faced by Confidential Section in an Autonomous Institute; Date: 19th July, 2011; Time: 3pm to 3:30pm.

Summary: The College autonomy was recommended by The Education Commission (1964-66) for promoting academic excellence. Autonomous Status is granted by University Grant Commission in India. A Permanent Affiliation with Parent University is a prerequisite for Granting Autonomous status. The fundamental objectives of giving autonomy to institutions are as follows:

- Autonomy to prescribe own courses of study and syllabi
- Autonomy to use modern tools of educational technology
- Autonomy to evolve methods of assessment of student's performance, the conduct of examinations and notification of results
- Autonomy to promote healthy practices in education

The work flow in the confidential section of an autonomous institute consists of three steps which mainly includes pre-examination, exam conduction and post examination stages. The major challenges faced by the confidential section are as follows:
- ➢ Maintaining wide spectrum of Subject Experts
- ➢ Quality of Paper Setting
  - Non specific, incomplete and irrelevant questions
  - Illegible writing
  - Negligence of moderator
- ➢ Evaluation pattern
  - Large Variation from person to person
  - No standard marking pattern
  - Time consuming
- ➢ Procedural Delays

- ➢ Record keeping
- ➢ Student Grievances
- ➢ Complexities of Year Back and ATKT Students
- ➢ Dealing with accounts / payments

Part II

Speaker: Prof. Shweta Mogre; Topic: Teaching Methodologies for College Students; Date: 19th July, 2011; Time: 3:30pm to 4:30pm.

Summary: Teaching methods can best be defined as the types of principles and methods used for instruction. Need of different Teaching Methods arises from various reasons such as Due to subject demand, to meet the purpose of making the students understand the subject/Topic, for making the topic more interesting, for time saving, to make work easy and to make students more attentive in the class room. The various types of Teaching Methods are:

- ➢ Lecture and Lecture With Discussion
- ➢ Class Discussion
- ➢ Case study
- ➢ Role Play and Panel of Experts

Student Development Program

The First Meeting of Entrepreneurship Development Cell was constituted under sponsorship of AICTE held on July 9, 2011 at Board Room, Pioneer Institute of Professional Studies

SN	Particulars	Details
1	Date	July 9, 2011
2	Place	Board Room, Pioneer Institute of Professional Studies, Mahalaxmi Nagar, Indore
3	Time	11:00 AM to 12:00 AM

The following members of Board of Studies attended the meeting:

- **Dr P. K. Jain, Principal, PIPS, Indore**
- Dr. V. K. Jain Senior Faculty PIPS, Indore
- Dr. Pawan Patni, Senior Faculty PIPS, Indore
- Mr. P. N. Raikwar, Representative of Directorate of Industries/General Manager of DIC
- Mr. Rishi Dwivedi, Representative of SIDBI
- Representative of NABARD
- Mr. P. K. Shrivastava, ZM, Bank of India, Representative of Lead Bank
- Shri Anil Gorani Two members from Industry Associations/Entrepreneurs
- Shri Ashok Jaiswal MD, Sai Machine Tools
- Shri Amiya Pahare, Two representatives from reputed R&D Institutions of the region
- Dr. Sanjeev Joshi Director, M.P. Institute of Social Science Research
- **Dr. Mona Tawar, Chief Coordinator of the Center**
- **CA Prashant Jain, Co-Coordinator**

The agenda of the meeting were as under:
1. To welcome all the Members of Advisory Board of EDC
2. To appraise the present status of the Institute.
3. To appraise about Entrepreneurship Development Cell (EDC)
4. To discuss the objectives of Entrepreneurship Development Cell (EDC)
5. To discuss various Strategies/Action Plan for the activities to be organized under Entrepreneurship Development Cell (EDC)
6. Any other Agenda with the permission of the Chair.

AICTE Sponsored Staff Development Program (SDP)
On
Total Quality Management (TQM)
July 20-30, 2011

Pioneer Institute of Professional Studies, Indore structured a well-through –out AICTE Sponsored Staff Development Program (SDP) on Total Quality Management (TQM) that was scheduled from (July 20-30, 2011). This SDP was anticipated to endow with a comprehensive training on Total Quality Management and correlated issues applicable to manufacturing, service and education sector. It consisted of 60 hours meticulous learning agenda intended at making all the participants trained on diverse aspects of TQM. The SDP developed the skills of writing case studies on Manufacturing Process, R&D, Benchmarking, TPM, SCM, and other connected issues. It also facilitated the participants to comprehend the importance of case based research.

The SDP was for Lecturers from Management Institutes, Engineering Institutes, and MCA Institutes, with teaching experience of less than 5 years and working in AICTE Approved Institutions. The program was designed for 40 participants who were registered on a first-cum-first served basis. The SDP was a mix of Theory, Case Studies, Field/ Industrial Visits, Exercises/Role Plays etc. The faculty members from IITs, IIMs and Senior Professionals from Industry and Academics shared their experiences with the participants.

For outstation participants, the traveling allowance was paid by the Institute (train/bus) for the shortest route. Accommodation was also provided by the Institute on a twin-sharing basis.

DAY I

On **20th July 2011, the Inauguration Ceremony** started by the dignified presence of **Dr. P. K. Mishra, Vice Chancellor, DAVV, Indore and Dr. P. N. Mishra, Professor IMS, DAVV, Indore.**

Hon'ble Vice Chancellor Dr. P. K. Mishra, enlightened all by his wisdom and experience and threw a light on various issues related to quality. He also focused on the obligation of each individual whether it be Teachers, Students or any responsible citizen of the nation.

On **20th July 2011, Understanding Quality** was the **First Session** taken by Hon'ble Dr. P.N. Mishra said Philosophy and common sense tend to

see qualities as related either to subjective feelings or to objective facts. The qualities of something depends on the criteria being applied to and, from a neutral point of view, do not determine its value (the philosophical value as well as economic value). Subjectively, something might be good because it is useful, because it is beautiful, or simply because it exists. Determining or finding qualities therefore involves understanding what is useful, what is beautiful and what exists. Commonly, quality can mean degree of excellence, as in, "a quality product" or "work of average quality".

The **Second Session** was taken by **Mr. Shiv Kumar, Director Inox Works & Consultant Pvt. Ltd.** on **Understanding Quality.** Mr. Kumar talked about two types of improvements that are small improvements and structural changes. Mr. Kumar discussed about the quality philosophies given by W. Edwards Deming and Joseph Juran.

On **20th July, 2011,** the **Third Session** was taken on **Quality Philosophies** by **Dr. P.K. Jain, Principal, Pioneer Institute of Professional Studies, Indore.** He started by questioning why Quality is required? Is quality vital for growth of the human being, corporation, students, teacher and society at large? He said Man by Nature always like quality, whether it is related to Product, Services, or Individual. Every one expects BEST in every field/area. This word "BEST" means nothing but Quality and…… Quality is again a relative term. Its level

increases every time. Every time you expect more than earlier. There are some Personal Attributes like Attitude, Punctuality, Discipline, Hard work, Knowledge level and Re-Engineering. He revised upon few quotations like "Quality is not an act, it is a habit" and "Quality is never an accident; it is always the result of intelligent effort" and also quote by **Mahatma Gandhi, "**It is the quality of our work which will please God and not the quantity." He repeated the words by **W.**

Edwards Deming, "Quality is everyone's responsibility." So Quality is nothing but mindset at that particular moment. As a result for every company, every individual, the meaning of quality is different and it goes on changing with time. He ended his presentation with an inspirational saying, "Every work is a portrait of a person who did it. Autograph your work with excellence".

The **Third Session** was conducted on **Quality Philosophies** by **Prof. Anish Patel, Reader, Pioneer Institute of Professional Studies, Indore.** He delivered Quality can be

a confusing concept, partly because people view quality in relation to differing criteria based on their individual roles in the value chain, such as perfection, delighting or pleasing the customer, eliminating waste, doing it right the first time, and/or consistency. He also focused on W. Edwards Deming 14 Points, concepts of Joseph Juran, and Six Sigma.

Philosophy and common sense tend to see qualities as related either to subjective feelings or to objective facts. The qualities of something depends on the criteria being applied to and, from a neutral point of view, do not determine its value (the philosophical value as well as economic value). Subjectively, something might be good because it is useful, because it is beautiful, or simply because it exists. Determining or finding qualities therefore involves understanding what is useful, what is beautiful and what exists. Commonly, quality can mean degree of excellence, as in, "a quality product" or "work of average quality".

DAY II

On **21st July 2011**, the **First Session** was on **Quality Circles**, taken **by Dr. S. S. Yadav, Director, AFMR, Indore.** He highlighted on the Voluntary group of employee and supervisor and said that QC works on the basic of a continuous & on going process in an organization. In 1960s first quality circle was developed. It was developed in Japan, it spread to more than 50 countries.

He also explained various Principles of QC and said that Employees want to do a good job. They want to be recognized as intelligent and interested individuals who like to participate in decision making issues. Employees want to be better informed about organizational goals and problem. Employees want recognition and responsibility and a feeling of self esteem. Highlighting on the advantages, he focused on Rise in organization morale, inspiring more effective team work. Promoting job involvement, creating problem solving capability by members of QCs themselves, Promoting personal and leadership development, Improving communication within the organization, Promoting cost reduction and Increase in employees motivation.

The **Second Session** was continued on **Total Quality through Japanese 5- S** by **Dr. S. S. Yadav, Director, AFMR, Indore.** He said that the 5 -S practice is a technique used to establish and maintain quality environment in an organization. The name stands for 5 Japanese words:-

•Seiri - Stratification management and dealing with the causes
•Seiton - Functional storage and eliminating the need to look for things
•Seiso - Cleaning as inspection and degree of cleanliness
•Sieketsu - Visual management and 5-S standardization
•Shitsuke - Habit formation and a disciplined workplace
He also explained the concepts on 5 s Audit worksheet.

The **Third Session** was on **Total Quality through QMS by Mr. Nilesh Gupta, MOODY International, Indore.** He explained Certification Services, Awareness About Quality Management Systems , The ISO 9000 Series, About ISO 9000:2005, About ISO 9001:2008, About ISO 9004:2009, The PDCA Cycle, ISO 9001:2008, Role of top management within the quality management system, Quality Management Principles, Types of Audits, Quality Management System Documentation, Process Documentation, . Resource Management, Product Realization, Design and development planning, Design and development inputs, Design and development outputs, Design and development review, Design and development verification, Design and development

validation, Control of design and development changes, Measurement, analysis and Improvement. He ended his presentation with beautiful lines of Mahatma Gandhi, "A customer is the most important visitor on our premises. He is not dependent on us. We are dependent on him. He is not an interruption on our work. He is the purpose of it. He is not an outsider on our business. He is a part of it. We are not doing him a favor by serving him. He is doing us a favor by giving us an opportunity to do so."

The **Fourth Session** was on **TQM in Education, Dr. V. K. Jain, Director, Pioneer Institute of Professional Studies, Indore.** TQM is a Comprehensive Management System which focuses on meeting customers' needs by providing quality services at a cost that provides value to the customers. Quality improvement is a continuous process of customer satisfaction and it can be achieved by analyzing the processes used to create products and services. He said that we can find Quality in the Room. The Roof inspires us to Aim High, Fan to be cool and calm, Clock says- Every minute is precious, Mirror says Reflect before you act, Window inspires to See the world, Calendar- Be up-to-date, Door- Don't miss the opportunity, Bed- Relax, Think, Recharge for facing the challenge and innovation. We have two categories of Customers, Internal (Students, Teachers, Employees, Administrator) and External (Parents, Employers, Alumni, Suppliers, Community). He spoke on various factors and resources like Man, (Academic staff, Students), Machines, Materials, Money, Markets, Management, Methodologies, Measurement, Motivation and also on Manufacturing Dimensions, Service Dimensions etc. To inculcate the concept of TQM in the system, The Top Management must not only "talk the talk" but also "walk the talk"

DAY III

On **22nd July, 2011,** the **First Session** was on **Continuous Improvement Using Six Sigma, taken by Dr. Nagendra Sohani, IET, DAVV Indore.** He defined Six Sigma as a new way of doing business, Wise application of statistical tools within a structured methodology, Repeated application of strategy to individual projects, Projects selected that will have a substantial impact on the 'bottom line'.

He gave example of Motorola and said that it learned from customers (Need to change all systems to focus on total customer satisfaction) and from Japanese (Involvement all employees to increase efficiency and moral and Simpler designs result higher levels of quality and reliability). **Six Sigma** Focuses on customer satisfaction, Data, Reach-out goals, Team based, All employees involved, Clear

definition and understanding of roles, Personal growth etc. Six-step continuous improvement methods includes to create the operational statement and metric, define the improvement teams, Identify potential causes, Investigate and root cause identification, making improvement permanent, demonstrating improvement and celebrate etc.

The **Second Session on Kaizen** was taken by **Prof. Nidhi Shukla, Reader, Pioneer Institute of Professional Studies, Indore.** She said Quality is both thinking why something is done, and why it is done that way; then thinking differently to improve it by Akio Toyoda, Chairman of Toyota. Kaizen: means "improvement". Kaizen strategy calls for never-ending efforts for improvement involving everyone in the organization-managers and workers alike.

Kaizen in Japanese means to modify, to change (Kai) for the better (Zen). Although the term has become associated with the philosophy of gradual, orderly, continuous improvement, involving everyone in the organization. It's an On Going improvement which involves everyone into organization (Top – Lower Managers). It is Process Oriented Way of Thinking. Kaizen Philosophy assumes that our way of life-be it our working life, our social life, or our home life- deserves to be constantly improved. The essence of Kaizen is simple and straightforward is "IMPROVEMENT & IMPROVEMENT". Kaizen recognizes that improvements can be small or large. Many small improvements can make a big change- So Kaizen works at a detailed level. The foundation of Kaizen method consists of five following elements: Teamwork, Personal Discipline, Improved Morale, Quality Circles, and Suggestions for improvement.

The **Third Session** on **Kanban** was taken by **Dr. Alok Mittal, Director, SVCE, Indore.** He gave an example of Toyota Production System and said that Toyota production system was developed & promoted by TMC. The main purpose of TPS is to eliminate waste through continuous improvement activities, Profit through cost reduction, Elimination of over production, Quality control, Quality assurance, Respect for humanity etc. As you reduce costs, you create options.

Lower prices, which often lead to higher market share, More R & D, Growth through acquisitions or diversification, Higher investment in training and equipment, Greater profitability, which rewards shareholders, including employees, Options give the company the means to survive on its own terms, even in slow economic times, and grow as the economy recovers. The Main Features of TPS are Greater Product Variety, Fast Response (Flexibility), "Stable" Production Schedules, Supply Chain Integration, Demand Management etc. The Elements of TPS are The SMED Program, Highlight Problems (Jidoka), Gradual Elimination of Waste, Continuous Improvement (Kaizen), Root-Cause Analysis (5-whys?) and Fool-proofing (Poka-Yoke), Cross-Trained Workers, Just-In-Time Production, Stable Production Schedules (Heijunka).

The **Forth Session** on **JIT** was also taken by **Dr. Alok Mittal, Director, SVCE, Indore.** Just-in-time (JIT) is an inventory strategy that strives to improve a business's return on investment by reducing in-process inventory and associated carrying costs. Or JIT is a 'pull' system of production, so actual orders provide a signal for when the product should be manufactured. Demanding 'pull' enables a firm to produce only what is required, in the correct quantity and at the correct time. He also covered the following topics like Objectives of JIT, JIT Principles, Types of JIT, History, Process, JIT Implementation, Advantages, and Disadvantages of JIT Production etc.

DAY IV

On **23rd July, 2011,** the **First Session and Second Session** was on **BPR by Dr. Nishith Dubey, Director, MRSC, Indore.** He started by saying that in The Existing Setup Jobs are broken to simple tasks and assigned to "Specialists" who can perform only that broken part (principle of Adam Smith which was successfully used by Henry Ford).

Manager's responsibilities include to look at "the numbers" – sales, profit, inventory, market share of various divisions and check for appropriate action if they deviate from defined targets.

The nature of change has changed. Changes now have become both pervasive and persistent. The pace of change has accelerated, especially with the astounding change in technology. Reengineering, properly, is the fundamental rethinking and radical redesign of business process to achieve dramatic improvements in critical, contemporary measures of performance, such as cost, quality, service and speed. Every job in this company is essential and important. I do make a difference. I belong to a team. We fail or we succeed together Nobody knows what tomorrow holds. Constant learning is part of my job. The actual work of reengineering is done by the team, who produce ideas and plans to reinvent the business. They contain insiders and outsiders. Processes not organizations are are the object of reengineering. The departments are not reengineered the work inside the department is reengineered. Apart from this , he explained in detail, the various issues related to BPR like Why this will not work , What is Reengineering, Reengineering Themes, Characteristics of Reengineered Business

What changes occur, Values in Reengineering, IT as Enabler, Who will Reengineer, What and Reengineer, Techniques, Where do you start etc.

The **Third Session and Fourth Session were** on **Total Quality Services** and **Measuring Service Quality by Dr. R. K. Jain, Director, PIMD, Dewas.** He said the global market is becoming more competitive every day. Companies continually search for new ways to gain an edge over their competitors around the globe. Global competition and deregulation in a number of industries is forcing companies to turn to quality in order to survive. Quality is our best assurance of customer allegiance, our strongest defense against foreign competition, and the only path to sustained growth and earnings. Perhaps the most important reason for pursuing quality is that quality pays. Research shows a relationship between quality, market share, and return on investment. Quality is one of the core components of value in the S-Q-I-P model. Quality is still a powerful competitive force facing companies. Modern communications permit and in some cases encourage customers to shift their patronage from one producer to another. Global competition has resulted in increased choice and has raised customer expectations of what constitutes acceptable quality. Technology - marketing is a contest for consumer's attention and the Internet is now competing for that attention as the number of Internet users worldwide continues to rise.

He also explained about Deming's 14-Point Philosophy on Quality, The 6 Sigma Approach to Quality, Crosby's Philosophy of Quality, Quality Function Deployment (QFD), Mapping Service Quality, SERVQUAL Model: Gap Analysis, Benefits of SERVQUAL, How to Improve Quality etc.

Customers use service quality attributes such as reliability, competence, performance, durability, etc. to evaluate technical quality. Functional Quality has more to do with how the technical quality is transferred to the consumer. Service quality attributes such as responsiveness and access would be important in helping the customer judge the functional quality of the service encounter. Defining quality for services is more difficult than for products because of the intangible, variable nature of service characteristics.

DAY V
On **25th July, 2011,** the **First and Second Sessions** were on **Total Productivity Maintenance (TPM), taken by Dr. S.S. Bhakar, Director, PIMG, Gwalior.** He said a company-wide team-based effort to build quality into equipment and to improve overall equipment effectiveness; all employees are involved in TPM Process.

TPM aims to eliminate all accidents, defects and breakdowns, enhances Productive, actions are performed while production goes on, troubles for production are minimized. He spoke on Maintenance, good conditions, repair, clean, lubricate etc. TPM combines the traditionally American practice of preventive maintenance with Total Quality Control and Total Employee Involvement, to create a culture where operators develop ownership of their equipment, and become full partners with Maintenance, Engineering and Management to assure equipment operates properly everyday. TPM brings maintenance into focus as a necessary and vitally important part of the business. It is no longer regarded as a non-profit activity. Down time for maintenance is scheduled as a part of the manufacturing day and, in some cases, as an integral part of the manufacturing process. It is no longer simply squeezed in whenever there is a break in material flow. The goal is to hold emergency and unscheduled maintenance to a minimum. He explained the Origins of TPM, TPM principles, OEE, World Class OEE, Calculating OEE, TPM Goal, and Objective of TPM, Differences between TQM and TPM, Tools used in Kaizen, TPM implementation, 3 requirements for fundamental improvement etc.

The **Third and Forth Sessions were on Benchmarking,** taken by **Prof. Anish Patel, Reader, Pioneer Institute of Professional Studies, Indore.** He said it is a management technique to improve business performances. It is used to compare performance between different organizations or different units within single organizations, undertaking similar processes on a continuous basis. The aim of Benchmarking is to document and measure a key process and then compare the resulting data with those relating to similar process in other organizations. He explained Types of Benchmarking, Approaches to Benchmarking, Procedures representing the approach, Selecting benchmarking partners, the benchmarking visit, Necessary Underpinnings of Benchmarking, Recommendations for better Benchmarking, Modes of Benchmarking Process used by the Demonstrator Organizations for the Benchmarking Exercises etc. He said it is a value to organization

involved in quality programs. It is a quality tool and most used where the culture and practices are focused on achieving best practice. Where it is to be introduced, training must be implemented first. He explained what benchmarking is, how implemented within the organization, what it involves and why it is being carried out, To make staff understand the necessary, mapping and measuring stages of the process and supply the data and the needed documentation.

DAY VI

On **26th July, 2011** the **First and Second Sessions** were taken by **Dr. V. K. Jain, Director, Pioneer Institute of Professional Studies, Indore** took a lecture on **CRM.** He said CRM "is a business strategy that aims to understand, anticipate and manage the needs of an organisation's current and potential customers". It is a "comprehensive approach which provides seamless integration of every area of business that touches the customer- namely marketing, sales, customer services and field support through the integration of people, process and technology".

CRM is a shift from traditional marketing as it focuses on the retention of customers in addition to the acquisition of new customers "The expression Customer Relationship Management (CRM) is becoming standard terminology, replacing what is widely perceived to be a misleadingly narrow term, relationship marketing (RM)". "CRM is concerned with the creation, development and enhancement of individualised customer relationships with carefully targeted customers and customer groups resulting in maximizing their total customer life-time value". The focus [of CRM] is on creating value for the customer and the company over the longer term". When customers value the customer service that they receive from suppliers, they are less likely to look to alternative suppliers for their needs. CRM enables organisations to gain 'competitive advantage' over competitors that supply similar products or services.

The **Third and Forth Sessions Dr. A.C. Shukla, Professor, GEC, Ujjain.**

He focussed on Supply chain strategy – its context, components and structure, Location decisions – including how multi-national companies integrate operational resources, Inventory Decisions, Information systems and SCM, Supply chain modeling, analysis and costing, Performance measures and quality control option, Transport management, including planning techniques and opportunities for improvement, Performance measurement, Customer Service levels selection and supply chain vulnerabilities, Supply chain integration and e-supply management. He explained on Material Flow Integration - Stage I, Material Flow Integration - Stage II= Logistics, Material Flow Integration –

Stage, III = Supply Chain Management, Integrated Supply Chain Approach, "Globally" Integrated Planning, Extended Supply Chain, Sample definitions of Supply Chain, Schematic Illustration, Dynamics of Order Flow Dynamics of Material Flow, Supply Chain Process, Supply Chain Building Blocks, Mathematical Models, Information Building Blocks, Key Problem in SCM, Supply Chain Planning, Supply Chain Operation, Reasons to Globalize Operations, Global Process Design & Technology, Factors guiding the Operating environment, Major determinants of product positioning strategy etc.

DAY VII

Industrial Visit

On **27th July, 2011,** the **First Four Sessions** were based on **Case Development on TQM (in Groups).** The details of groups that went for industrial visit and case writing were:
Group 1(Cummins, Dewas)
Group 2 (Neo Corp, Pithampur)
Group 3 (Ranbaxy, Dewas)
Group 4 (Tata Steel)
Group 5 (Gajra Differential Gear Ltd.)

DAY VIII

All the participants of SDP started the compilation of the data, facts and the material collected. They sat in the Computer Lab and started giving a shape and to their case.

DAY IX

On **29th July, 2011,** the **First Two Sessions** were Presentation of the Cases that were developed by faculty and delegates. Thereafter **Dr. Pawan Patni, Director, Pioneer Institute of Professional Studies, Indore** took **Third and Forth Sessions** on Case Formation and Presentation. A case study is an intensive analysis of an individual unit (e.g., a person, group, or event) stressing developmental factors in relation to context. The case study is common in social sciences and life sciences. Case studies may be descriptive or explanatory. The latter type is used to explore causation in order to find underlying principles. They may be prospective, in which criteria are established and cases fitting the criteria are included as they become available, or retrospective, in which criteria are established for selecting cases from historical records for inclusion in the study. "Case studies are analyses of persons, events, decisions, periods, projects, policies, institutions, or other systems that are studied holistically by one or more methods. The case that is the subject of the inquiry will be an instance of a class of phenomena that provides an analytical frame — an object — within which the study is conducted and which the case illuminates and explicates."

On 30th July 2011, Dr. Nitin Seth, Prof, IIFT, New Delhi took **Two Sessions on Global Supply Chain Management and World Class Manufacturing.** With increased globalization and offshore sourcing, global supply chain management is becoming an important issue for many businesses. Like traditional, supply chain management, the underlying factors behind the trend are reducing the costs of procurement and decreasing the risks related to purchasing activities. The big difference is that global supply chain management involves a company's worldwide interests and suppliers rather than simply a local or national orientation. Because global supply chain management usually involves a plethora of countries, it also usually comes with a plethora of new difficulties that need to be dealt with appropriately. One that companies need to consider is the overall costs. While local labor costs may be significantly lower, companies must also focus on the costs of space, tariffs, and other expenses related to doing business overseas. Additionally, companies need to factor in the exchange rate. Obviously, companies must do their research and give serious consideration to all of these different elements as part of their global supply management approach.

The **Valedictory Session,** the **Last Session** was marked by the presence of **Dr. P. K. Jain, Principal, Pioneer Inst. Indore and Dr. Nitin Seth, Prof, IIFT, New Delhi.**

The Chief Coordinator of the SDP was Dr. V. K. Jain and the Coordinator was Dr. Mona Tawar

On *25th August 2011,* eight students (MBA III Semester) of Pioneer Institute of Professional Studies went to Mumbai for the presentation and made a remarkable position in *8th NATIONAL COMPETITION FOR MANAGEMENT STUDENTS i.e. NCMS - 2011, conducted by AIMA.* The theme was "Building Sustainable Indian Multinationals – An Agenda for Action". NCMS this year explored how Indian organisations effectively manage and integrate global operations. This was a great opportunity for students as they were provided a great platform. 25,000 recruiters from big business houses marked their presence.

The students who participated were:

Ms. Sana Khan	Ms. Subhi Modi
Mr. Rahul Shukla	Ms. Suchi modi
Mr. Rohan Konde	Mr. Abhjeet Singh Thakur
Ms. Richa Champavat	Mr. Angad Singh Hora

It is an extremely celebrated and mesmerizing moment when Mr. *Prasanna Vyas, MBA III Semester* student of the Institute has won various Laurels for the Institute. He has won the prize for year- 2011 in different streams and registered his talent among one of the most versatile student of Pioneer. He has added many feathers in the hat of the Institute. To mention a few, he secured

First Prize in Inter College Solo Song Competition at Manthan- 2011, organized by Prestige Institute of Management and Research; secured First Prize in Joke Studio, a competition organized by 94.3 MY FM Jiyo Dil Se; and secured Second Prize in Inter College Poetry Competition, organized by Arihant Institute, Indore.

He was also a distinguished part of *My Music Concert* where he matched his voice with one of the most high-flying singer *Hon'ble Jaspinder Narulla,* where he was appreciated and respected for his singing talent too.

Entrepreneurship Development Cell [EDC]

On *27th August, 2011*, *Dr. PK. Jain, Chairman, Pioneer Institute of Professional Studies, Indore* gave his *First Lecture* for the *Entrepreneurship Development program (EDC).* He started by asking questions to the students whether they want to be job seekers or provider? Whether they want to do a job or be an Entrepreneur? Why can't you generate employment? Get ready for taking risk and to survive in uncertainties. Do not just join the organization of others.

He said that the students want to do a job as they do not have the daring to face the uncertainty and risk. Sometimes there is resistance from parents regarding the family traditions or regarding capital. The aim of the study is not to get a job. It is seen that the focus of most of the Institutes have changed from education to placement. As if they are employment exchange.

He gave examples of IIM and IIT students who chose to be Entrepreneurs rather than job holders.

Dr. PK. Jain gave his own example and the history of Pioneer Institute. He trained around 200 people in 2-3 years. The idea cropped up to open up an Institute. Our basic aim is to inculcate values. We are engaged Co-Curricular Activities (CCA) for students so as to train them for employability. Be ready to work for 24 hours. This is the only formula for success- Do or Die.

On *9th September 2011, Dr. PK. Jain, Chairman, Pioneer Institute of Professional Studies, Indore* gave his *Second Lecture* for the *Entrepreneurship Development program (EDC).*

Inflation rate is increasing by 25-30%; though government is showing an increase of 12-13%. Increment does not match with inflation. Students share rooms and the monthly expenses amount to Rs. 5000- 6000/- approx. People are caught up in this cycle. Every 6 months, there visiting cards change.

He gave various examples of successful Entrepreneurs of Indore, who started from a very small scale and has reached to the zenith of success. He also quoted the names of many people who are not very educated, yet very successful in their field. Its important to recognize your presence in job as well as in the market through dedication, determination, hard work, sincerity and commitment, along with high values to be a successful person.

On *29th September 2011, Brahmapita Yogi Shri Pancham* Singh gave a motivational and spiritual lecture. Once a dreaded dacoit of Chambal, today he preaches peace. Having shunned violence in 1972, Pancham Singh (81) is now a completely different person. While people around him may still be scampering in the worldly rat race, he is tenaciously worming his way on the path of salvation. During his 14 years of life as a dacoit Pancham claims to have snuffed out 100 lives. Kidnapping, extortion and robberies were just routine affairs, he says without betraying a sombre look on his face. He said in 1958 he joined a gang of dacoits led by Mohar Singh after he was constantly harassed by the members of the opposite party in panchayat elections. They beat him mercilessly and he was hospitalized for 20 days, he became a dacoit to take revenge. And once he killed 12 people from the opposite party; he never looked back. On the assurance of then-prime minister Indira Gandhi, Pancham Singh finally surrendered in 1972.

Mohar Singh and Pancham Singh were awarded life sentence and after serving it, Pancham joined Prajapita Brahma Kumaris, which changed his life. Recalling the past, Yogi Pancham said, during encounters with police there was a fierce battle as both sides exchanged fire and many people would die in front of his eyes. He said several former dacoits have now entered politics, and many gangs use strong-arm tactics on behalf of various political parties. He himself has served as the head of the Nagar Panchayat of Mehangaon, where he was elected un-opposed. Pancham, however, confesses, 'I never wanted to join politics.' Most dacoits who surrendered during those days have been living peacefully, farming 30 bighas of land that government allotted them. Even when he was dacoit, he used to pray for four hours in the jungles, who is now following the path of peace and universal brotherhood.

Celebrations

The management, faculty and staff of the Institute went to *Nakhrali Dhani,* an ethnic village resort ans the mirror of Rajasthani. Everyone enjoyed the tasteful & authentic symbol of evening life and enjoyed on theme of typical Rajasthani & Malwi village and experienced the rich warmth & rustic charm of typical Rajasthani village, where festivities could not end. Live dance & music performance all through the evening were the major attraction among all. It was an on going celebration of the rich & vibrant culture heritage of Rajasthan & Malwa. Traditional dances added charm to the core. Puppet show, Camel ride, bullock cart ride, Goat ride, was a hit among all. The mouth watering typical Rajasthani & Malwi food was served on a leaf platter and the taste buds will remember this treat for a long time and will stay in the hearts forever.

Convocation Ceremony

TEACHERS DAY AND CONVOCATION CEREMONY

Pioneer has been celebrating Teacher's Day on 5th September, since 1996 to commemorate the birthday of Dr. Sarvepalli Radhakhrishnan, a philosopher and a teacher par excellence. In the first half, the Institute celebrated Teacher's Day by allowing the senior students to pose as teachers for a day. It is a fun-filled activity, which was enjoyed by both the acting teachers and their junior students.

On this day, students brought gifts for their most admired teachers as well. It is an equally special day for teachers, as they get to know how much they are liked and appreciated by their students. Gifts to teachers included flowers, greeting cards and titles. The students also conducted an Entertainment Test for the Teachers. The teachers also played Antakshari. Some students also wrote poems and messages for teachers. Students looked forward to Teacher's Day with a lot of anticipation, for the sheer spirit of the occasion. Acting as teachers, they got a fair idea of the responsibility, so efficiently burdened by their teachers. It required a lot of hard work and dedication to be a good teacher and earn the fondness of the students at the same time. All in all, it was a celebration mode for everyone! In the *Second Half*, there was the *First Convocation Ceremony* for the passed out batch. They were given

their *Degree and Certificate* for completing all the *Co-curricular Activities* effectively. A *group photograph* with the top management was taken with all the faculty and students.

CONVOCATION CEREMONY

Publications

1. **Tawar Mona, & Jain Prashant (2011),** *Darpan: e-news letter, Pioneer Institute of Professional Studies, Vol IV, No.II.*

Forth Coming Events

1. **Mid Semester Examination:**   **Nov. 12-19, 2011**
2. **Semester Examination:**   **Dec. 12-27, 2011**
3. **Comprehensive Viva, Project Viva & Practical:**   **Dec. 28-31, 2011**
4. **Classes Start (Even Semester):**   **Jan. 01, 2012**
5. **National Conference on Mapping for Excellence:**   **Feb. 16, 2012**
6. **Mid Semester Examination:**   **Mar. 12-20, 2012**
7. **IT Conference:**   **May 06, 2012**

"Any man who reads too much and uses his own brain too little falls into lazy habits of thinking."

---Albert Einstein

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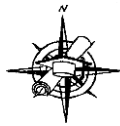
Diligence and Excellence
Since 1996

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