



DISHA EDUCATION SOCIETY

RAIPUR (C.G.)

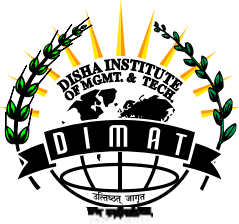
FACULTY OF MANAGEMENT

SOUVENIR

FIRST NATIONAL SEMINAR
ON
"CHALLENGES BEFORE BUSINESS"



AUGUST 29-31, 2008



Mission



Disha Education Society has the mission to impart value based Technical and Management Education, provide highest standard of professional ethics in the field of education by nurturing and cultivating the spirit of creativity and innovation among students and staff thereby empowering the students with entrepreneurial attitude so that they become job providers rather than seekers.

Vision



The vision of the society is to build leaders of future by meaningful & conscientious learning process to provide proper direction, momentum to their creativity and to imbue willpower to achieve. The society looks forward to establish august temples of learning to educate & train people to become performers and to reach the pinnacle of glory.



Invitation

Dear Sir,

Disha Education Society has become house hold name for quality education in central India in less than five years. Technology driven campus supporting the vision and a number of passionate initiatives has already attracted Students, Parents, Academicians and Industries from all over India to DES.

One more initiative that has been planned on August 29-31, 2008, is the first ever National Seminar of its kind. The central theme of the seminar is "CHALLENGES BEFORE BUSINESS", a topic close to heart of everyone, especially the budding managers. To give them a flavor of the theme, its various facets and life ahead in corporate, a number of industry stalwarts have been invited to address the students.

We hope that the entire experience will be truly memorable for EVERYONE participating in the seminar. We take this opportunity to invite you join us in the seminar.

We are sure you will appreciate our team's efforts to put together the best possible program, and we count on your support to overcome any challenges that may arise in managing such a mega event. May we request you to kindly spend some time going over the attached document to get a broad overview of the program and confirm your participation that will help us organize things more effectively?

On behalf of Disha Education Society, we look forward to welcoming you at Raipur.

Warm Regards,
Prof. Nitin Deshpande
Vice-President
(Faculty of Management)

Dr. Jayendra Narang
Secretary
Disha Education Society

Three-Day
National Seminar

Dates : August 29-31, 2008

Venue : Seminar Hall, DIMAT, Raipur

Theme :
Challenges Before Business

DAY ONE
(AUGUST 29, 2008)

S.No.	SESSION TIMINGS	NAME OF THE SPEAKER	TOPIC
1.	09.30- 10.15 A.M.	Inauguration Function	
2.	10.00 -11.45 A.M.	Mr. S. Kabra, Raipur	Gandhian Philosophy of Management
3.	11.50-12.45 PM	Mr. Vivek Ranjan Gupta, Raipur	How to be a successful Entrepreneur
4.	01.45- 02.45 P.M.	Mr. P. K. Ghosh, Kolkata	Challenges to Industry- within and outside
5.	02.45- 03.45 P.M.	Mr. Rajaram, Mumbai	Cost Management
6.	04.00-05.30 P.M.	Mr. R.K Prasad, Bhilai	HR challenges in Core Industry



Theme :
Challenges Before Business

DAY TWO
(AUGUST 30, 2008)

S.No.	SESSION TIMINGS	NAME OF THE SPEAKER	TOPIC
1.	09.30- 10.30 A.M.	Mr.L. Agrawal, Raipur	Entrepreneurship Development
2.	10.45 -11.45 A.M.	Mr. R. Mohan Iyer, Hyderabad	Challenges before Business (HR Perspective)
3.	01.00- 02.00 P.M.	Mr. A. Sheopurkar, Mumbai	Changing Business Environment & Challenges to Corporate leadership
4.	02.00- 03.00 P.M.	Mr. Bhavesh Roy, Pune	HR Strategies
5.	03.15- 04.15 P.M.	Mr. Sundara Rajan, Mumbai	Concept of Assessment Centre
6.	04.15-05.15 P.M.	Mr. P. G. Mardikar, Mumbai	Talent Management

Theme :
Challenges Before Business

DAY THREE
(AUGUST 31, 2008)

S.No.	SESSION TIMINGS	NAME OF THE SPEAKER	TOPIC
1.	09.00- 10.00 A.M.	Mr. S. K. Pendse, Warananagar	Challenges Before Indian Manufacturing Industry
2.	10.00 -11.00 A.M.	Mr. Pravin Gogia, Pune	Challenges before Indian Business- Globalization (GWPR- Case Study)
3.	11.15- 12.15 P.M.	Mr. B. K. Gupta, Raipur	Experiences of an Entrepreneur
4.	01.15- 02.15 P.M.	Mr. H. A. Shidhaye, Nashik	Quality Awards for Organizational Excellence
5.	02.15-03.15 P.M.	Mr M.L. Purohit, Raipur	HR Sourcing Challenges
6.	03.30-04.30 P.M.	Mr. N.Gujar, Mumbai	Open house on careers before Management students
7.	04.30-05.00 P.M.	Valedictory Function	

Inauguration of National HR Meet

On 29th of August 2008, Disha Education Society started National Seminar with formal inauguration at the hands of Shri. S. Kabra, Vice President, Faculty of Management Prof. Nitin Deshpande, DSM Principal Shri Nadeem Khan. The seminar commenced with the felicitation ceremony of Chief Guest Shri. S.Kabra, followed by paying a tribute to Devi Saraswati and Deep Prajwalan ceremony.



Mr. S. Kabra
Executive Member
Urla Industrial Association

A successful entrepreneur engaged in manufacturing of HDP bags and water proof bags. He was former President of Urla Industrial Association and presently he is Executive Member. He is also associated with various communities which promotes industrial growth in Chhattisgarh.

Mr. S.Kabra delivered lecture on "Gandhian Philosophy of Management"

".....Management & Mahatma Gandhi are inseparable. Customer for any business is equivalent to God. Gandhian philosophy says respect your subordinates and don't do anything which you won't like to do it to yourself. The modern day employee morale and retention programme revolves around the same. Customer Relationship Management talks about listening to the customer's say, understanding their problems"



Mr. V.R. Gupta
General Secretary & Director
Urla Industrial Association

A Mechanical engineer and former President of Lions Club, Mr.Gupta is currently a member of Rotary Club and is also General Secretary and Director of Urla Industrial Association and promoter of several SME's

Mr. Vivek Ranjan Gupta delivered a lecture on "How to be a Successful Entrepreneur"

".....There are no shortcuts to success. Only hard work, determination, dedication and passion are the ingredients to be successful. The role of ethics and etiquettes in the corporate world is inseparable and the growing importance of Corporate Social Responsibility and Customer Relationship Management are the new challenges for any budding entrepreneur. There are numerous do's and don'ts for being a successful entrepreneur....."



Dr. P.K. Ghosh
Visiting Prof.
IIM-Kolkata

A Chemical Engineer from Jadavpur University, and a fellowship in Management from IIM (A). He was Executive for more than a decade in various Indian organizations. A visiting professor at IIM (C), a full-time professor in Indian Institute of Social Welfare and Business Management. Also worked in IIM (L), IIT Kharagpur, ICFAI, Kolkata, Globsyn Business School, Kolkata, JIS College of Engineering and Technology and various others. He runs "Core Management Consultants", Kolkata. He has designed Customer Satisfaction Module, authored 2 books and has taken Industrial Marketing Research assignments for companies like SAIL, Voltas, ACC, etc. He got recently associated with Disha family.

Dr.P.K. Ghosh delivered a lecture on "Challenges to Industries: within and outside".

"..... As a planner and strategist one has to know your environment both outside and inside the firm by undertaking steps like diagnosis, prognosis, objective setting, strategy formulations, and fixing tactical issues and lastly follow up. Assess Functional, Managerial and Specific Strengths and weaknesses. Know the local, national and international environment and analyse its economic, technical, political, social, cultural and legal scenario....."



Mr. Rajaram
Business Processes & Systems
Alok Industries
Mumbai

An IITian and a management graduate from IIM has got 32 years experience in the corporate world. At present, he is President, Business Processes & Systems of Alok Industries, Mumbai. Formerly he was Senior Executive Vice President of Reliance Industries (Polyester) and Director Commercial, Good Year India Ltd. He has worked in various functional areas of Hindustan Lever Group. He has also been associated with academics and currently visiting faculties at IIM Kolkatta, FMS Delhi, Welinkar Institute, Mumbai and a member of interview panel for IIM Kolkatta admissions.

Mr. Rajaram delivered a lecture on "Cost Management".

".....Cost management is the practices of understanding what causes cost to occur using a set of cross functional and cross industrial tools. The diverse facets of cost management and its tools include cost control & cost reduction which results in revenue enhancement thus leading to attainment of overall organizational goals....."



Mr. R.K. Prasad
Deputy General Manager
Bhilai Steel Plant
Bhilai

A Mechanical engineer and a management graduate, Mr. R.K.Prasad is Deputy General Manager in Bhilai Steel Plant, Bhilai. He has been working at BSP since 1981 and has contributed in all its functional areas. He has visited UK and Saudi Arabia for sharpening his managerial skills and has presented numerous papers at National Seminar and is presently pursuing PhD.

Delivered lecture on "HR Challenges of Core Industry".

In his speech he highlighted-

".....Increased pace of change, attrition of people and invasion of technology are the key issues to ponder upon. Unfavorable working conditions, fixed working hours, restricted career opportunities, obsolete technology, poor response rate, low labour productivity, skill depletion, geriatric population of ex-employers, absence of support infrastructure are the key challenges in core industries....."



Mr. L.K. Agarwal
Entrepreneur
Chitrak Appliances Pvt. Ltd.
Urla

An eminent industrialist from Raipur, Mr. Agarwal is the entrepreneur of Chitrak Appliances Pvt. Ltd. in Urla. He is the former Secretary of Urla Industry Association, Raipur. Prior to establishing his own enterprise, he has worked in Century cement as Assistant Engineer.

Mr. Agarwal delivered a lecture on "Entrepreneurship Development"

".....Instead of job seekers one should try to become job providers and should take a career in Entrepreneurship. An Entrepreneur should always be ready to face new challenges. There are various problems faced by first generation Entrepreneurs. Various opportunities are available for Entrepreneurs in Chattisgarh....."



Mr. R.M. Iyer
Business Analyst
Satyam Computers Services Ltd.
Secunderabad

A Business Analyst at Satyam Computers Services Ltd., Secunderabad, Mr. Iyer is a BBA from SEMCOM, S.P University and MBA from Indian Centre for Management and Human Resource Development with specialization in HR. He is a gold medalist. Earlier he had worked as Marketing Operations for a brand of Switches and accessories in a sole proprietorship concern, handling export related issues.

Mr. Rajesh Mohan Iyer delivered a lecture on *“Challenges before Business environment (HR perspective)”*.

“.....The conceptualisation and implementation of a process, as along with the other factors, plays a very significant role. The power of 4 E's, i.e. Energy, Energize, Edge and Execution is very important for any Business Organization. Attrition and Career growth are few of the challenges before HR. Various Concepts and Principles that can be implemented in Business Organization for Success.....”



Mr. A. Sheopurkar
Senior Vice-President-HR
HDFC Asset Management,
Mumbai

Being, Senior Vice President and Head of HR., Mr. Sheopurkar is a part of senior Leadership team of HDFC Asset Management Company Ltd, Mumbai His key focus areas are HR, Organisation Development and Capability Building, Communication and Employee relations. He has 18 years of experience with companies like Tata Iron and Steel, Grasim, Crompton Greeves, Cadbury Schweppes and AIG, where he worked in functions of HR like Training, Quality management and Employee Engagement.

Mr. Sheopurkar delivered lecture on *“Changing Business Environment and Challenges to Corporate Leadership”*.

“..... Insight, Idea and Implementation, all three together are called Innovation. Innovation is the key business driver. Factors essential for the success of an individual are Finance, Technology and HR skills. Characteristics that are essential for a Leader are humility, courage, fitness, mystique, carriage and calmness and other requirements for a successful organization, like holistic perspective, passion to grow and learn, visioning, employability etc.....”



Mr. B.K. Roy
Manager HR
Mahindra Navistar
Engines Pvt. Ltd.
Pune

Manager HR in Mahindra Navistar Engines Pvt. Ltd, Pune has key responsibilities for end to end Human Resource Initiatives. He is also associated with the fields of Training and Development, Performance management and Competency Mapping, Manpower Planning and Recruitment along with Project Manning, Talent management and Employee Engagement and Building people capabilities. Earlier he was Tata Technologies Ltd. as an Associate in recruitment.

Mr. Roy delivered a lecture on "HR Strategies".

".....The role of an organisation's HR function is to help the organisation achieve its stated objectives through the best use of its employees. Therefore, the basis for the Human Resource strategy is the Organisational strategy. The generic process for Developing a Human Resource Strategy follows a number of distinct steps for each part of the HR Strategy like; Business Project, Objectives, Processes, Sub-processes, Design Brief, Design, Build and Test. Various factors that influence HR are Globalisation, Competition, Speed etc....."



Mr. Sundara Rajan
Founder & Managing Partner
TVPS Thomas
International in India

An Engineer by profession, he has done his MBA IIM Ahemdabad. He is Founder and Managing Partner of TVPS Thomas International in India, Mr.Sudera Rajan has also pioneered the use of Behavioral Profiling as a Management tool among Indian Corporate Sector for over 7 years. He has also worked as consultant on HR, Recruitment, Appraisal and Integration and Team Building needs for companies like Godrej and Boyce, Larson and Toubro Infotech division, Mahindra and Mahindra Finance and many more. He has also been a speaker in many International and National Seminars.

Mr. Sundara Rajan delivered lecture on "Concept of Assessment Centre".

"..... The concept of Assessment and Development Centre is a fairly new concept in Industries in India. It has been derived from the army. Competency mapping is a process of identifying key competencies for a particular position in an organisation, and then using it for job-evaluation, recruitment, training and development, performance management, succession planning, etc....."



Mr. P.G. Mardikar
Dy. General Manager, HR
KEC International Ltd.
Mumbai

A post-graduate in Labour Management, Mr. Mardikar is the Deputy General Manager, HR in KEC International Ltd., Mumbai. He has been working in the field as HR and IR specialist since last 27 years in various capacities. He has been associated with the organisations like Richardson and Cruddas, Noble Explochem Ltd., Sunflag iron and Steel Ltd. Etc.

Mr. Mardikar delivered a lecture on "Talent Management".

"..... Few of the important reasons why people prefer to stay in an organization are Career growth, learning and development, Exciting or challenging work, Recognition for work well done, Autonomy, a sense of control over one's work, Fair pay and benefits etc. The satisfaction level of the employees can be measured by the technique called Engagement Survey. The Employer Brand is the sum of experience either positive or negative that employee have had with the organization. The Employer Brand can be communicated to employees through organization anthem, and motivational videos, stories which influence them"



Mr. S.K. Pendse
Plant Head
Biltube Core
Boards Ltd.

A mechanical engineer and PGD in foundry technology, Shri Pendse is also a Certified ISO/TS 16949:2002 internal auditor by BVQI. He is at present plant Head at Biltube Core Boards Ltd. He was also GM operations at Bestretch Elastomers International. Ltd. He has also spent more than a decade at Ceat at middle & senior management. He was also a Quality Management Facilitator.

Mr. S.k. Pendse delivered lecture on " Challenges Before Indian Manufacturing Industry".

".....The major challenges are from knowledge Zone human resource zone and Economic Zone. Heavy Shortage of competence personnel and high Inflation rate have doubled the problem. The radical Change methodology includes productive improvement. quality improvement and there by Overall organization Improvement. The scope of good economical growth and high intellectual stimuli, creamylayer of carrer iterance is attracted by service industry this manufacturing industry running short of competent personnel. Despite of the challenges child center education, women center family, human center development, knowledge center society and innovation centered country could help as reliable and viable solution....."



Mr. Praveen Gogia
GM-Global Marketing
Garware Wall Ropes Ltd.

A post graduate in foreign trade, a mechanical engineer and at present GM Global Marketing of Garware Wall Ropes Ltd. Shri Pravin Gogia was also Senior Executive Imports in Maruti Udyog Ltd. Gurgaon.

Mr. Praveen Gogia delivered a lecture on " Challenges before Indian Business- Globalization (GWPRL- Case Study) "

".....The challenges of global market include knowledge of market and dynamics, brand and quality consideration, economies of scale, language and cultural issues and logistical challenges along with technical collaboration are the key factors. The only approach is solution oriented selling and adding value to customer business along with focus on product development....."



Mr. B.K. Gupta
Entrepreneur
Kesri Metal Ltd., Raipur

A chemical engineer destination from Bangalore Shri Gupta has been Managing Kesri Metal Ltd; a family owned business for the last 20 years, at Raipur. Today he is in the business of manufacturing aluminum extrusions and aluminum grills.Mr. B.K. Gupta discuss the topic "Experiences of an Entrepreneur".



Mr. H.A. Shidhaye
General Manager
Legrand (I) Pvt. Ltd.

Mr. Shidhaye has done Diploma in Mechanical Engineering Degree in Industrial Engineering and DBM. he brings with him 31 years of experience in various organisations such as, Kirloskar Brothers Ltd; Ralnon Engineering Ltd; KSB Pumps Ltd; Indian Link Chain Mfg. Co. Currently he is working with Legrand (I) Pvt. Ltd. as General Manager - Works for last seven years.

Mr. Shidhaye delivered lecture on " Quality Awards for Organizational Excellence "

".....The customer is the most important visitor of any business because he is the very purpose of it. Mahagurus described quality as juran, deming, corsby, ishikawa, feigenbaum. Quality is not a machine nor is it training alone, rather it is a mind and an environment which can only come into force through conviction and practice followed by recognition and reward. Customer focus, involvement of people, process approach, systems approach, factual approach and continuous improvement are the important factors for the total quality management."



Mr. M.L. Purohit

AGM (HR and CSR), MCCPL
Raipur

A Ph. D pursuer in military science, Shri Purohit has also passed Ayurved Ratna from Prayag. He had attended number of courses in BSF and Army. He is presently AGM (HR and CSR) in MCCPL Raipur. He had also worked as principal in Jindal higher Sec. School at Raigarh. He has also worked for many social causes in Monnet Ispat Welfare Society.

Mr. Madhusudan Lal Purohit delivered lecture on “ HR Sourcing Challenges”

“.....The biggest challenges I today is to select, to motivate, and to retain a talented and competent worker. The modern business era is characterized by people rather than money and material. With the world turning in to Global village, technology, money or capital and infect human resources are mobile. And therefore the need to enthuse and inspired the work force scores more importance than to dictate.....”



Mr. Nikhil Gujar

Board of Directors
M/S Eyeglobal Technologies Pvt. L td.

Mr. Nikhil Gujar is the Board on the Board of Director of M/S Eyeglobal Technologies Pvt. Ltd. Shri Nikhl has also been associated with Mafatlal Group as Sr. GM–IT. He has also been involved in change management and deployment of IT. He has a wide experience of 27 years. He has also worked with Associated Capsules Group, M/S Josts Engineering company Ltd and M/S Cable corporation of India Ltd. He is an active member and Secretary of CIO KLUB.

Mr. Nikhil Gujar took an open house session on “Careers before Management students”.

Valedictory Function



Nilesh Kumar Soni, President Student Forum, giving his valedictory speech

The Seminar concluded on 31st of August, 2008, with the valedictory function at the Seminar Hall of the Institute. The function started with welcome speech by Mr. Nilesh Kumar Soni, President, Students Forum.

Next to deliver his speech was Prof. Nitin Deshpande, Vice President, Faculty of Management, regarding the conduct of HR meet.



Isha Talreja, Vice-President Student Forum giving vote of thanks

Chief guest of the function Mr. Nikhil Gujar was welcomed and felicitated by Ms. Isha Talreja, Vice-President of Student forum. Mr. Nikhil Gujar, Chief guest, delivered his speech on this occasion and shared his views on Challenges before Business and the way out. He was presented memento as a token of appreciation by Ms. Isha Talreja. The programme concluded with vote of thanks by Ms. Isha Talreja.



Faculties & Students attending the seminars

Glimpses of National HR Seminar



Committee members for National Seminar

OVERALL SEMINAR COORDINATORS

Faculty Incharge
Prof. Vijay Sakalkar
Ms. Nidhi Singh
Ms. Maitreyee Roy
Student Incharge
Nilesh Kumar Soni
Sahil Batra

SEMINAR ATTENDANCE AND DISCIPLINE COORDINATORS

Faculty Incharge
Prof. Nadeem Khan
Prof. Imran Siddiqui
Student Incharge
Somanth Kar
Ritesh Soni
Pritam Kumar
Nilesh Tiwari
Tusi Dunia
Arvind Agrawal
Punit Agrawal
Nitesh Mahawar
Anjali Singh
Stutti Bafna

STAGE COMMITTEE

Faculty Incharge
Dr. Monica Sethi
Mrs. Sukanya Guha

WELCOME COMMITTEE

Santosh Kumar
Manas Ranja

LOGISTICS

Faculty Incharge
Prof. Sujeet Dey
Prof. Suresh Patnaik
Prof. Vibhuti Jha
Student Incharge
Sahil Batra

Abhinav Thakur
Yogesh Singh Thakur
Abhishek Agnihotri

Arti Khatwani
Gagan Rathore
Subhash Singh
Jaishri Banerjee
Jitendra Pradhan
Mansi Khandelwal
Monal Sharma
Sudeep Tiwari
Neha Pomal
Naveen Jadhvani
Stuti Banthia
Nilesh Soni
Syed Irshad Ali
Nitesh Khandelwal
Syed Irshad Ali
Nitesh Khandelwal
Nitin Kalla

Priyamvada Chandrakar
Sonu Ram Agrawal
Shripad
Stutti Bafna
Renu Choudhary
Aarshi Anjuman

COMPARING

Student Incharge
Sneha Rathi
Renu Paraj
Tanushree Pujari
Ankita Agarwal
Sparsh Lunkad
Ankita Singhal

CAMPUS VISIT AND HOSPITALITY

Faculty Incharge
Prof. Jay Dewangan
Ms. B. Gayatri Rao
Student Incharge
Yogesh Singh Thakur
Sudeep Tiwari
Richa Agrawal
Neha Pomal
Renu Choudhary
Praveen Ketki
Nitesh Khandelwal
Smita Saha
Kshama Vyas
Praveen Mishra
Chhaya Dewangan

PUBLICITY

Faculty Incharge
Ms. Maitreyee Roy
Mr. Paramanand Khatri
Student Incharge
Abhishek Agnihotri
Ankita Agarwal
Tanushree Pujari
Sneha Rathi

INVITATION

Faculty Incharge
Prof. Vijay Sakalkar
Student Incharge
Sahil Batra
Neha Vermani
Subhash Singh

SOUVENIR

Faculty Incharge
Ms. Maitreyee Roy
Mr. Paramanand Khatri
Student Incharge
Ankita Agrawal
Renu Paraj
Sneha Rathi
Yogesh Singh Thakur
Suraj Bajaj
Prashant Das

INFORMATION TECHNOLOGY SUPPORT Incharge

Mr. Govindra Chandra Rath
Mr. Neeraj Singh Kushwah
Mr. Milaan Pal
Student Incharge
Priyank Jha
Niraj Kumar Nirmal
Rashmi Varya
Yogita Nayak



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