

SAPIENCE

IMNU'S ALUM BULLETIN



Fourth Lecture Series (Page 2)

Fintalk 2.0 (Page 3)

Alumni Article (Page 4)

Faculty Article (Page 5)

Student Article (Page 6)

Save the Dates (Page 7)

October, 2017 Edition

ka↑ZEN

Fourth Institute Seminar Series: Walking The Line Between Work and Life

The guest for the Fourth Institute Seminar at the Institute of Management, Nirma University was Mr. Satheesh K V. He has more than 13 years of experience as a HR Professional and has worked with various companies like AOL, Perot Systems, Philips and Intel. Currently, he is working with Flipkart as Senior Director- Human Resources.

The topic for the session was “Walking the line between Work and Life.” He started off the session by discussing about the changing workforce demographics. He stated that the corporates now comprise of more than 50% of millennials, also known as Gen Y, and how this makes a huge difference. Flipkart itself comprises of more than 85% of millennials. The business dynamics are evolving faster than ever and therefore, for businesses like E-Commerce, it is extremely crucial to adapt according to the VUCA (Volatile, Uncertain, Complex, and Ambiguous) world. This is one of the primary reasons why workplaces today celebrate creative thinking, innovation and discussions. Another major shift that has been observed in organizations today is ‘Employee centric decision making.’ The organizations are committed to provide diverse and meaningful work to their employees, and thus, better growth opportunities for them.

Mr. Satheesh K V then talked about the lessons he has learnt from his long and successful career. “Stop learning Start unlearning”, he said. He stressed upon the point that how unlearning is the first step towards learning. He said that there is no limit to ideas as long as they are feasible enough to be deployed in the real world. He stated that how Gen Y loves ‘Working Unshackled’ and why this should be encouraged. These are the people driven by job satisfaction and work-life balance instead of just salaries, thus, give them their space and they will make an impact. Another point he made was, ‘Fail Fast.’ He emphasized that failing must not be criticized because with the fear of failure, there can be no innovation.

He concluded the session with some ‘Interview hacks.’ He said that the right Attitude can outweigh Competency at any given time. Along with this, honesty, being humble, passion, problem solving aptitude are few attributes that companies look for in any candidate.

(For any further queries, mail us at kaizen.im@nirmauni.ac.in and we will forward them to Mr. Satheesh KV.)



Mr. Satheesh KV,
Senior Director, Human Resources - Flipkart

Fintalk 2.0

Fintalk 2.0, the third financial talk session of the academic year 2017-18 was conducted by Finesse – The Finance Club of IMNU on 12th October 2017. The session was taken by Dr. Pawan K. Chugan, Professor at Institute of Management, Nirma University, and Chairperson – Indian Society for Training and Development, Ahmedabad Chapter.

The topic for the session was ‘International Transfer Pricing and its Implementation in India’. Dr. Chugan introduced the topic with basics, then built up to the complicated parts of it and finally enlightened the audience about the contemporary scenario of ITP in India which was introduced in 2001 and implemented in 2003.

The session was highly educational and very interesting as it included the recent and ongoing developments as Dr. Chugan talked about the “Evolving Transfer Pricing System in India with the incorporation of Advance Pricing Arrangement (APA) and Safe Harbour Rules (SHR) provisions.”

The finance enthusiasts of the batch actively participated in the session. He answered all the queries from the stu-

dents and kept the session very thorough yet interesting. He shared contents from his research and used it while explaining the topic with current scenario examples.

The topic for the session was ‘International Transfer Pricing and its Implementation in India’. Dr. Chugan introduced the topic with basics, then built up to the complicated parts of it and finally enlightened the audience about the contemporary scenario of ITP in India which was introduced in 2001 and implemented in 2003.

The session was highly educational and very interesting as it included the recent and ongoing developments as Dr. Chugan talked about the “Evolving Transfer Pricing System in India with the incorporation of Advance Pricing Arrangement (APA) and Safe Harbour Rules (SHR) provisions.”

The finance enthusiasts of the batch actively participated in the session. He answered all the queries from the students and kept the session very thorough yet interesting. He shared contents from his research and used it while explaining the topic with current scenario examples.



Dr. Pawan K. Chugan
Chairperson - Indian Society for Training and Development

New Banking Revolution



Student Article

Manali Nyati

MBA FT (2017-19)

The Central Bank of India gave a jerk to the Commercial banks by directing them to keep aside 50% of the loan amount as expected losses for all cases referred to the insolvency process. It also laid the foundation for changing the way Indian banks engage with big business families hereon.

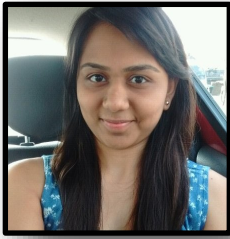
It is a direct jump from earlier 15%. Further, the provisioning will be higher to 100% in cases that are out of resolution and needs to be liquidated. RBI further added that accounts with more than Rs. 5000 crores outstanding balance of which at least 60% was classified as non-performing will also be referred for bankruptcy. It is a considerably steep increase in the provisional requirements. Bankers were expecting RBI to avail forbearance on the order for 8 quarters. Their request was turned down by when RBI ordered them to start insolvency proceedings against the country's top 12 defaulters. They are expecting to have a high toll of Rs. 50000 crores on their earnings. Now, when banks cannot operate their business in the earlier manner, they are seeking ways by walking alongside insolvency professionals in an unknown territory with little clue on how to go about resolving the problem.

Majorly, the troubled sectors were taken into account to ensure the liquidity against the borrowed funds. The telecom sector undermines the special attention as the revenue is declining due to the 4G revolution by Reliance Jio.

This is going to be a revolutionary step in the banking sector as it will lead to better transparency in the cash flow and performance of banks across country. Initially banks are going to face a great financial burden but it will eventually balance the funding and resolve the problem of non-performing assets.

This code will lead to decrease in the number of bankruptcy cases eventually which in turn will lead to improved working of banks in India. The depositor's interest will also be kept safe and banks will gain faith in the eye of the people. Even from the investor's perspective, the code will prove to give a sigh of relief once they invest in the stocks of bank. Even the investors will get the timely report from the bank about the financial position of the company of which they will be the prospective investor.

HR Profession: Can I HeRo It?



Noopur Naik
Batch 2013 - 15
HR Business Partner
Tata Consultancy Services

The day from which we make a decision of pursuing MBA, we face with a plethora of choices. Which entrances test to opt for, which colleges to apply for, what will be an ideal course for me??? When being faces with such choices, the decision is generally derived from the market value of these courses. On basis of the current and historic data we make a choice...From my little experience, there is only one mantra you should keep in mind while choosing a specialization- “What are my core strengths. What is my personality like? Why did I decide to do MBA despite having a marketable degree”?

Factor’s to choose HR Specialization

Once you have answered these questions, come another set of questions. What will my job entail? What kind of skills, knowledge, acumen, temperament should I have? These are the correct questions to ask.

Coming to the theme of this article, what are the answers to these questions, if you are choosing HR as a specialization. Below are certain aspects that are a part of HR’s job.

Judgement not niceness

One basic misconception we have is that since I can’t “act nice” with people HR is not a profession for me. Contrary to this popular belief, an HR person needs to take a lot of harsh decisions, where it is not easy to clearly specify right or wrong. You may need to be very assertive while saying the harshest things. You need to be fair and clear. It can sometimes take an emotional toll on you as well. I had a situation wherein the project was adamant on not releasing an associate, the associate however was going through a lot of problems in his life- depression, mother’s cancer, financial issues. He was not willing to disclose these to his manager, fearing they would feel he is using his personal matter to gain a release, which would spoil his reputation. Manager on the other hand is running the company’s business, the same company I am working for. In such cases

you need to fight with the right people, try to use your better judgement and not let emotions cloud your decisions. Compensation is to be determined gauging company’s policies and balancing them with what people want. It can’t be on basis- “I feel this guy is good for business, lets pay him more!!!”. So your judgement is something that you bring to the table. Use MBA case studies to develop this skill. Focus on real scenarios and possible choices.

It’s all about numbers

Gone are the days when talking was all that an HR had to do. Your numbers also have to do speaking for you. Engagement scores, attrition data, performance data, they all are not just numbers but insights into your workforce. E.g. I had a team which had a lot of attrition. The obvious strategy is to analyze attrition numbers and identify common reasons for resignation. However, when I correlated the attrites to their employee engagement score, I was able to identify the actual reasons. The reasons which generally don’t come up when you have resignation discussions. Same goes for identifying training needs, hiring strategies, etc. Don’t be afraid to experiment with numbers, correlate them and use all the market research methodologies. HR analytics is the future of an HR. Devise your strategies using numbers; this will guarantee better results.

Patience

Above all, patience is the key. You will have lots of people coming to you for a lot of things (sometimes a lot of people for the same thing over and over again!!!). Issues, business challenges, legal issues; some may even come just to vent their feelings out. Your role will be of a mentor as well as a general manager. You will be needing use of your better judgement to go through the day smoothly. So patience and empathy will be a key!

So take a deep breath, dig deep and be a HeRo!

Energy Derivatives



Prof. Nisarg Joshi

Assistant Professor

**Area: Human Development, Globalisation,
Health Economics and Policy**

The volatility of the energy market regularly scares away many traders. There is a not unusual notion that average buyers fail to earn attractive returns from electricity trading and it is a distinctiveness of pro players who can guess large and might hold their trades for longer intervals. This may additionally had been real in the past, as records regarding converting market trends of power commodities inclusive of crude oil and natural gasoline become scarce and is primarily based upon essential statistics. This is in particular true for crude oil given its sensitivity to geopolitical factors. A small war in a far off a part of the world can flip tables upside down. Therefore, many investors could live away and instead change fairness markets.

This, however, has changed with the advent of recent technology. Today you have fundamental and technical facts your fingertips. There are effortlessly available energy forecast equipment that can help you make informed choices and time your entries and exits extra successfully. These equipment provide accurate information and utilize technical data that affect the price moment in electricity commodities. Here are some of the ways wherein electricity forecasts assist you cozy market intelligence and vicinity effective trades on power commodities.

Access to Real-Time Predictions:

With a trendy energy forecast tool you would have get admission to real-time predictions. This allows you to act on profitable marketplace opportunities to maximize your returns. These forecasting tools analyze the markets and consider all the elements that might have position in the fee of the commodity. In most cases, they offer you indicative charge trends inside the coming

days and weeks which might be most customarily accurate. With regular updates you may be able to live on pinnacle of market.

Knowledge of Support and Resistance Levels:

Knowledge of support and resistance have continually been utilized by seasoned investors whilst making an investment money in the market. This is also critical in strength buying and selling wherein volatility is a great deal higher whilst in comparison to the fairness markets. A good power forecast tool would replace you on the aid and resistance degrees frequently therefore easing your investment decisions. You might be able to set practical profit goals along with your exchange.

Risk Mitigation:

Ask any trader of strength commodities and they would say that energy danger management would honestly be near the top of their radar. After all Health Fitness Articles, managing hazard correctly is what propels human beings to earn healthful returns on their trades. You can easily mitigate threat if you have in-depth analysis of the energy commodities and the market at massive. A exact electricity forecasting and trading device would offer you with rigorous element of the commodity and benchmark it towards historical charges. These sensible suggestions go an extended way in mitigating dangers and limiting your exposure in times of excessive risk and volatility.

If you are new to the arena of strength buying and selling subscribing to an awesome energy forecast device is your ladder to get success. Most pro buyers in this market use them and also you should additionally follow these in shape.