

Editorial...

“The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn.” - Alvin Toffler

The business world is highly competitive, and staying up-to-date with the latest technologies and business practices can give a competitive advantage. With new technologies and business practices emerging constantly, upskilling helps individuals stay adaptable to change and stay ahead of the curve. In order to keep track of the market expectations GSIMR is organizing a 10-day workshop **“Canvassing Yourself”** in an open platform for students of GSIMR as well as outsiders.

The takeaway of the workshop will be networking with industry professionals, knowledge, and certificate.

Management appreciates the effort of

faculty members in their respective fields, this month it's a proud moment for the GSIMR fraternity that 3 papers are published/presented in reputed journals/conferences.

The GSIMR faculty strive for excellence in all that they do like every week there is one brainstorming session led by one of the members and discussed by the whole Team. The outcome of the sessions is sharing knowledge for the benefit of students.

GSIMR is creating an environment that is conducive to learning, growth, and success.

Happy Reading!

Editorial Team

Chief Editor:
Dr. Sangeeta Jain

Editors:
Dr. Shameen Warsi and
Ms. Insha Mohammad

Student Editors:
Sakshi Gupta &
Shalini Malviya
(MBA II Sem)



A Hallmark of Management Education

With the aim to be one of the preferred B-schools in India, GSIMR has done remarkable progress as ranking as per the Times B-school survey has improved from the top 65 to 47 among Private B-Schools in India in April 2023.

Canvassing Yourself - A 10 Days Workshop by GSIMR

08-05-2023	Adapting to the Eternal Disequilibrium	Mr. Sumeet Nandedkar	Business Strategist, Coach, Associated with T.Choithram Foundation
08-05-2023	Non verbal Communication	Ms. Shweta Agrawal Jain	Director at SAJ Overseas
09-05-2023	Corporate Etiquettes	Ms. Pooja Pandey	HR Head at Pratap Snacks
10-05-2023	EQ-IQ-SQ	Dr. Sandeep Atre	Founder of Socialigence
11-05-2023	Mind Management	Mr. Prafful Joshi	Founder Save the Life Cycle
12-05-2023	Personal Branding	Ms. Deepika Upadhyay Pathak	CEO, MD at JBPL Group
13-05-2023	Attitude: Game Changer	Ms. Vishakha Atre	HR Head at 47 Billion
15-05-2023	Developing Habits	Mr. Hemsingh Patle	Coach and Author
16-05-2023	Rejuvenate Yourself	Dr. Sushama Rawat	MD
17-05-2023	Goal Setting	Dr. Mayank Shukla	Panel Anchor Doordarshan
18-05-2023	How to Achieve Happiness	CA Sourabh Purohit	Entrepreneur

Faculty Corner

As a growing institute, the GSIMR' faculties continually strive for research and it is a proud moment for us that three research papers are published/presented in renowned journals/conferences.

Research Paper Published in ABDC Journal – “Korea Review of International Studies” Volume 16 Issue 44 March 2023

Findings from “Gauging Performance through Organizational Culture”

- The rationale of this research paper is to acknowledge the necessity of analyzing the impact of organizational culture on the performance of a firm.
- **Main drivers of organizational culture are -** Innovation, Stability, Respect for people, Outcome Orientation, Detail Orientation, Aggressiveness, and Team Orientation.
- **Other dimensions -** Openness/Flexibility, Responsibility, Appreciation of employees, Success, Competence and professionalism, Risk-taking, Inter functional cooperation, and Internal Communication.
- In the study, it was found that there is a significant linear relationship between performance (dependent variable) and Managing change, Achieving Goals, Coordinated teamwork, Customer Orientation, and Cultural Strength (Independent Variables).
- From the regression model summary, the R-square was found to be 0.515, which indicates a 51.5% of variance in the performance of the employee with respect to the predictor variables. In our research, as the value of R² is greater than 50% and is related to a behavioral study that is qualitative in nature, R² can be considered significant.

Authors: **Dr. Shweta Sharma, Dr. Shameen Warsi
Dr. Dheeraj Tiwari, Ms. Insha Mohd.**

Research Papers presented in the International Conference on “Technology, Innovation, and Management for Organizational and Social Transformation” at Prestige Institute of Management and Research, Dewas, M.P.

“Application of Financial Analytics in Banking Sectors”

Findings:

- **Better Risk Management:** Financial analytics can help banks identify potential risks and take appropriate measures to mitigate them. By analyzing historical data, banks can identify patterns and trends that indicate potential risks, such as credit defaults or fraud.
- **Improved Customer Insights:** It provides a better understanding of customer’s behaviour and preferences that can help them tailor their products and services to meet customers' needs.
- **Enhanced Decision-Making:** Banks can identify trends and patterns that can help them in better-decisions Making.
- **Improved Efficiency:** Financial analytics can help banks optimize their operations and improve their efficiency.
- **Regulatory Compliance:** Banks can identify potential compliance issues and take appropriate measures to address them

Presented By,

**Dr. Dheeraj Tiwari
Ms. Insha Mohd.**

A study of Government Initiatives toward Financial Inclusion for Rural India with reference to Madhya Pradesh

This research paper is a descriptive study of different government schemes which aim to give easy access to financial services to people in rural India. Findings are:

- The government started various schemes like **Pradhan Mantri Jan Dhan Yojana, Stand up India Scheme, Atal Pension Yojana, and Pradhan Mantri Jeevan Bima Yojana** to name a few which help people in rural India to access financial services and promote money-saving among them.
- According to Atal Bihari Vajpayee Institute of Good Governance and Policy Analysis (AGPA) government is able to segregate Madhya Pradesh into three parts:
 - High Financial Inclusion Districts, Medium Financial Inclusion Districts and Low Financial Inclusion Districts.
- Government recently did a campaign in Datia to make people aware about financial services.

Presented By,
Ms. Amita Agarwal

Quality Meets Excellence

The quality improvement program involves systematic activities that are organized and implemented by GSIMR to improve the quality of academics. The output/key learnings of Brainstorming sessions by faculty members are mentioned as follows:

A Case Study Discussed on Additional Fund Needed & Sustainable Growth

Discussed by **Dr. Sangeeta Jain**



- The case provided the basis for understanding the concepts of additional funds needed and a self-sustaining growth rate.
- It is important to gauge the amount of additional funds or external financing required to implement the project.
- It is also important to measure the growth rate the company can achieve if no external financing is available because external finance might be costly or unavailable.

Atomic Habits

Discussed by **Dr. Neha Modi**
SMALL HABITS CAN HAVE A HUGE IMPACT ON YOUR LIFE



- We don't notice tiny changes, because their immediate impact is negligible. However, these small changes, if repeated every day, can cause major changes in our lives. You might not even notice that change is taking place but over time you will see a difference.
- Small changes often appear to make no difference until you cross a critical threshold. The most powerful outcomes of any compounding process are delayed. You need to be patient.

Research Metrics

Discussed by **Dr. Dheeraj Tiwari**

Research metrics allow researchers, institutions, and funding agencies to assess the performance and productivity of individual researchers, research groups, and entire fields of study.

- Evaluating research impact: Metrics such as citation counts, h-index, and altmetrics provide a way to assess the impact of individual papers and researchers.
- Comparing research productivity: Metrics such as publication and citation rates can be used to compare the productivity of different researchers, institutions, and fields of study.
- Identifying emerging trends: Metrics can be used to identify emerging trends in research and to track changes in research activity over time.



Kaizen - Continuous Improvement

Discussed by **Dr. Shweta Sharma**

“Continuous improvement is better than delayed perfection”.



- Think outside the box.
- Locate problems and work on solving them.
- Avoid perfectionism.
- Choose creativity over money.
- Ask for the help, wisdom, and opinions of others.

Latest Organizational Trends

Discussed by **Dr. Shameen Warsi**

- Sheep Dip Approach
- Bean Feast
- Organizational Network Analysis
- Dealing with GenZ Employees
- Diversity, Inclusion, and Equity
- Myntra's Employee Experience Program



Unfolding leadership through Vedic approach

Discussed by **Mr. Vijendra Howal**

- Impact of a nation's culture on a style of management.
- Understanding the types of employees through Rajsik, Tamsik, and Satvik.
- Learning to deal with people as per their personality trait.



GET READY FOR THE WORLD

Hindi is a must but proficiency in English is required. English has become one of the most widely spoken languages in the world. Being proficient in English can open up numerous opportunities for individuals, particularly in terms of career advancement and personal growth.

International Communication

Many multinational corporations use English as their primary language, which makes it necessary for employees to communicate effectively in English.

Higher Education Opportunities

Individuals who want to pursue higher education or planning to go aboard for studies require a minimum level of proficiency in English.

Travel

English is the language of tourism. Individuals who are proficient in English are comfortable in communicating with people from different countries.

Personal Growth

For a successful carrier, the English language plays a significant role because the individual can make connections with people from different cultures, countries, etc.

Knowing English can open up numerous opportunities in business, education, travel, and cultural exchange.

Compiled by: **Mr. Vijendra Khowal**

WALL OF FAME

Current Month



Punet Patkar 21-23 Batch, joined **SK Finance Ltd.** as **CPU Executive** on March 23. During first month only, he performed excellently and got the honor of having **Star Performer of the Month Award** It shows his dedication and hard work. Keep it up Punet. We are proud on You.

Placement Update



14 Students
Appeared

11 Students
Selected

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