

Newspaper Clips

August 6, 2013

Times of India ND 06/08/2013 P-12

Consultant's plagiarism riles HRD min

Akshaya Mukul | TNN

New Delhi: Plagiarism, a common malaise of the world of academics, has now hit the high-paying world of consultants. Strangely enough, this time it is the HRD ministry — entrusted with the job of running education in the country — that is crying hoarse.

Last month HRD ministry officials were invited to the Pennsylvania State University (PSU) to address Academic Leadership Academy (ALA) on Rashtriya Uchchar Shiksha Abhiyan (RUSA) and other initiatives of the Indian government. The ministry was told that Amit Kapoor, a faculty of Management Development In-

HRD ministry sources said secret information could have been leaked to Amit Kapoor, a faculty of MDI, from one of the ministries

stitute, Gurgaon, would also be addressing ALA as an "invited faculty". Kapoor with interest in industry dynamics, regulatory mechanisms, competitiveness of firms, industry and nation and innovation and growth is also involved with the Institute for Competitiveness, Gurgaon.

Robert M Hendrickson of PSU sent Kapoor's presentation to the HRD officials since it also related to RUSA. It was revealed

that at least four slides of Kapoor's presentations were direct lifts from the Expenditure Finance Committee (EFC) note on RUSA prepared by the HRD ministry. Plagiarism from HRD document is all over Kapoor's presentation — be it summary of the RUSA programme, outcome/outputs for RUSA and even the equalization formula are blatant lift with some changes in the weightage. HRD sources said what is astonishing is that Kapoor's presentation consisted of information that is considered secret in government parlance. Ministry sources said secret information could have been leaked to Kapoor from one of the ministries where the EFC note was sent for

inter-ministerial consultation. Interestingly, Kapoor has copyrighted his presentation to the Institute of Competitiveness.

Late last week the HRD ministry wrote to Mukul Gupta, director of MDI, that Kapoor's action amounts to "blatant plagiarism" and "liable to legal consequences."

Responding to the allegation, director's secretariat in an e-mail said, "MDI has received formal complaint. An enquiry has been initiated in the matter. Based upon the findings of the enquiry, appropriate action will be taken. The due process will have to be carried through for the outcome to emerge." Kapoor only said, "I am aware of limitations and my rights."

Hindustan Lucknow 05-08-2013 P-9

अब कीजिए स्टेम सेल इंजीनियरिंग में एमटेक

इलाहाबाद | आनंद मिश्र

भारतीय सूचना प्रौद्योगिकी संस्थान ने स्टेम सेल इंजीनियरिंग में पांच वर्षीय इंटीग्रेटेड एमटेक कोर्स शुरू किया है। यह कोर्स शुरू करने वाला ट्रिपलआईटी देश का पहला तकनीकी संस्थान है। इसमें 12वीं के बाद दाखिला होगा और छह के बजाए पांच साल में ही एमटेक की डिग्री मिलेगी। इस साल दाखिले के लिए अलग से प्रवेश परीक्षा कराने के बजाए पांच वर्षीय इंटीग्रेटेड एमटेक इन बायोमेडिकल इंजीनियरिंग की प्रवेश परीक्षा देने वाले छात्रों को प्रवेश दिया जाएगा। संस्थान के फैकेल्टी इंचार्ज ने

ट्रिपल आईटी

- देश का पहला संस्थान जहां शुरू होगा यह कोर्स
- 12वीं के बाद दाखिला, पांच साल में मिलेगी डिग्री

नौ जून 2013 को हुई इंटीग्रेटेड एमटेक इन बायोमेडिकल इंजीनियरिंग की प्रवेश परीक्षा में शामिल छात्रों से दस अगस्त तक आवेदन पत्र मांगे हैं। इस कोर्स में 15 सीटों पर दाखिला होगा।

प्रवेश परीक्षा में सफल और प्रतीक्षा सूची में शामिल छात्रों की सूची संस्थान की वेबसाइट पर 11 अगस्त तक उपलब्ध होगी।

EXCLUSIVE

By **Neha Pushkarna**
in New Delhi

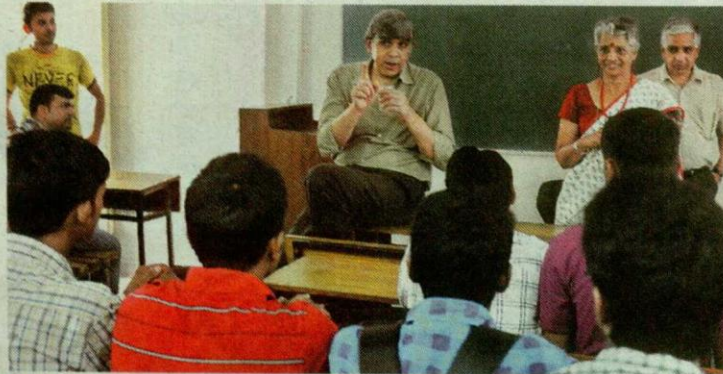
DELHI University may have been criticised for its "flexible" learning model introduced in colleges this year, but the government too, seems to be interested in following the same mantra.

The ministry of Human Resource Development is planning to set up 200 community colleges by the end of this year which will give learners the freedom to choose how much to study, options to quit with credits, time to work in the industry and a facility to come back later for further education.

Union HRD minister M.M. Palam Raju had announced in June that the ministry was keen on setting up colleges that will cater to a community and focus on developing skills among its youths through vocational education to make them employable. It has received 178 proposals from 96 polytechnics and 82 colleges from across the nation to establish the community colleges — a concept popular country in the US and Australia.

"The proposals are being scrutinised by the University Grants Commission (UGC) and All India Council for Technical Education. The host institutions are likely to

Govt to set up 200 community colleges



HRD Ministry's proposal to set up community colleges has been inspired by DU V-C Dinesh Singh's (left) FYUP plan.

be disbursed funds soon," a senior HRD official said.

Since not all community colleges can be built in one go, the ministry has decided to set them up in existing institutions to begin with. The colleges will train the potential workforce

from a community to work in the industry. The ministry had constituted a committee of state education ministers last year whose recommendations were accepted as the framework for the community college scheme.

COMMUNITY COLLEGE FACT FILE

- A community college generally refers to a two-year institution of higher education that offers different levels of instructions adapted to fit the needs of the community
- The term can have different meanings in different countries
- The concept is popular in Australia and the US
- HRD ministry will set up 200 community colleges in India that will offer diploma and certificate courses

MBA grads beat global peers in salary hikes

Vanita Srivastava

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NEW DELHI: MBA graduates in India have shown a 'more handsome' salary growth and better job market as compared to their global peers, according to a study released on Monday.

According to the survey done exclusively for India by the global body Graduate Management Admission Council (GMAC) there has been a 122% annual change in salary pre to post degree for the two-year full timers MBA. For the one year

post graduate programme the salary growth was 88%.

The GMAC owns the Graduate Management Admission Test (GMAT), a standardized assessment that is widely used by graduate business administration programs.

The study titled --India Management Graduates Survey: Class 2013 was done among 553 graduates at 18 business schools in India including the Indian School of Business and three IIMs.

"The salary increase of 122% reflects the anticipated

earnings change from pre- to post-degree salary. This figure is greater than the percentage change in salary seen by global peers for full-time two-year MBAs, increasing annual base salary by 79% for the class of 2013," Michelle Sparkman Renz, Director, Research Communications, GMAC told HT.

Another important finding was that nearly 75% of all job-seeking management students in India had received a job offer by mid March 2013. Renz, however, said that these figures var-

ied according to factors like programme, type and location. "The results for India indicate a healthier job market from the overall global picture, but let us not make any historical comparisons at this time," he said.

The class of 2013 graduates send a median number of seven resumes for a yield of four interviews and one job offer per graduate.

The report also added that more than 80% of the MBA graduates felt their course had given them a competitive edge in the job market.

Engineering Grads Likely To Get a Degree in Slowdown!

Bleak Scene at Campus



Dayananda Sagar Institutions

Had 85% placement record last year, would be happy to touch 70% this year

Slot sharing by cos right from first day of campus placements

VIT University

• Include more cos even if they offer salaries as low as

₹3 lakh

BIT Mesra

• Reaching out to more cos & hopes to repeat last year's 86% placement



RV College of Engg.

• Advocating entrepreneurship among students

Delhi Technological University

Added 15% new recruiters only for computer science and IT students

Non-IIT and second-tier engineering colleges are looking for ways to beat placement blues

DEVINA SENGUPTA & SREERADHA D BASU
BANGALORE | MUMBAI

It isn't intended to crush young dreams. But for over a million engineering students who are stepping into placement season this month, Nasscom President Som Mittal's confirmation that IT hiring will indeed decline 22% to 1.8 lakh this year does just that.

"Ten years ago, we could hire half the graduating engineering students, but now, there is global

uncertainty, automation, non-linear growth," Mittal told ET even as a new engineering placement season gets underway in a rather bleak economic backdrop. "We cannot provide jobs to all."

As it is, a fifth to a third of engineering graduates run the risk of being unemployed. Many others will take jobs well below their technical qualifications, an ET special feature had reported recently.

That's the environment in which hundreds of non-IIT and second-tier colleges are now get-

ting into a placement overdrive. They are roping in newer industries, inviting more companies, settling for salaries that are much lower than the minimum benchmarks, and encouraging more students to entrepreneurship.

"Last year, we had a placement record of 85%, but this time, we would be happy even if we meet 70% of the target," says Guru Venkatesh, V-P (placement and corporate relations) for Dayananda Sagar Institutions. "Up until 2012, there were companies we would not touch...but this

year, we are looking at all." But top-rung institutes, including the Indian Institutes of Technology, remain relatively insulated. "We have no worries. Only 15% of our students join the IT sector and for our 1,200-odd students (all streams included), salaries are expected to go up as well," said an official from the placement office of IIT-Madras. The average salary has gone up from ₹8.9 lakh for the batch of 2012 to ₹11.4 lakh for the class of 2013.

Cos to Share Slots from Day 1 ►► 10

EXECUTIVE ASSISTANTS

NewGen CEO Aides

Long ago, executive assistants were called 'secretaries'. But the job description has gone light years beyond typing letters and fixing appointments. EAs have a 360-degree view of the business and economy and advise CEOs on game-changing decisions. "An EA is the eyes and ears of the CEO," says Anant Goenka, MD of Ceat, an RPG company. "The EA needs to be thorough on the essentials of running a business. And (since) the learning curve is extremely high, it is often a stepping stone to larger responsibilities," he adds.

Many EAs have gone on to become CEOs. This has inspired MBAs and PhD holders from top colleges and universities to apply for the job. Recently, Pranay Jain and Surbhi Garg from IIM Bangalore were appointed as EAs to Mukesh Ambani, chairman of Reliance Industries. "These roles offer a high degree of visibility to young talent in large organisations and are also very challenging," says Dipak Gupta, MD Kotak Mahindra Bank.

An EA's position is a great training ground, but most companies get them to shift to a line job after two to three years, says Rajeev Dubey, president, group HR, corporate service and after market, Mahindra & Mahindra.

However, there are concerns surrounding the role. "Organisations need to create a defined career path for these students, who are of high calibre," says professor Sankarshan Basu, chairperson, office of career development services, IIM Bangalore. This is what also worries AM Naik, L&T chairman. "I don't believe in hiring MBAs to build a talent pool. My style is to pick out average people and groom them to handle top jobs," he says.

Rajiv Bajaj, MD, Bajaj Auto, says he's never had an executive assistant, and doesn't feel the need for one. "People like Sanjay Saraswat, VP (marketing) and Madhav Kini, DGM (business development) have worked with me as a team from their first day at Bajaj Auto and have risen the ranks due to their exceptional talent and performance." They were never placed in an "off-line role", he says, as he doesn't believe management is a "spectator sport wherein one can be developed for higher responsibilities by observing and commenting from a cozy corporate corner."

Even so, a lot of CEOs place their trust in them. ET looks at three highly-qualified EAs in India Inc and their take on the job.



Vardhan Phadnis, 31

EA to Anant Goenka, MD of CEAT



Education | ISB Hyderabad, 2012; masters in industrial engineering from Georgia Institute of Technology

Work Experience
6 YEARS (Cappgemini Consulting; Cummins)

"Working closely with the MD gives me a bird's eye view of the organisation and a more generalistic understanding of business as compared with a role in sales or supply chain."

VARDHAN PHADNIS, EA to MD Anant Goenka at Ceat, an RPG company for a year now, earlier worked in the supply chain management consulting space with Cappgemini Consulting in North America followed by a short stint with Cummins in India in operations strategy.

His role as EA mostly revolves around strategy and operations. "This role has provided me with a bird's eye view of the multi-dimensional issues an organisation faces," he says. The knowledge base and versatility that the role has given him will help him achieve his long-term goal of heading an SBU in a quicker way, he adds.

The job also involves leading key initiatives under the MD's purview, undertaking project management activities and representing the MD in certain audits and reviews on a periodic basis, thereby driving organisational improvement.

Phadnis spends half his time monitoring the company's operational performance and raising issues that require the MD's attention. The other half goes into defining and driving the company's strategic objectives and initiatives, besides giving insights to the top management on the company's functioning. "Every day is different," he says.

Shantanu Rege, 30

EA to Anand Mahindra, Chairman of Mahindra & Mahindra

Education | IIT and MBA from Harvard

Work Experience
SOME YEARS IN MCKINSEY, US



"With leadership come responsibilities."

HARVARD-EDUCATED Shantanu Rege is a constant at most M&M meetings, taking notes and shadowing chairman Anand Mahindra on several important assignments. Rege, 30, graduated from IIT Bombay in 2006 and did his MBA from Harvard Business School in 2012. He wanted to return to India so he could work for an industry leader who could be a role model. Anand Mahindra fit the bill. "Despite his success, he remains extremely genuine, humble and compassionate. That is a very rare quality in any leader," he says.

Before HBS, Shantanu worked at management consulting firm, McKinsey, in India for a couple of years followed by a two-year stint at global PE major Blackstone. He was looking for a role that would provide him a bird's eye view of the challenges confronting CEOs.

Shantanu works very closely with Anand Mahindra, providing him qualitative inputs before meetings and reviews and is a part of crucial meetings with bureaucrats and senior executives. He looks forward to continuing in the Mahindra Group even after this stint in the chairman's office. "This is the perfect job post-business school as it provides me with an opportunity to turn management theory into practice," he says.

Aditi Mittal, 28

EA to Vikas Oberoi, MD, Oberoi Realty

ADITI MITTAL, 28, EA to Vikas Oberoi MD, Oberoi Realty identified the role of an EA as a stepping stone to become the company's CEO.

Her decision to choose this role was sealed during her interview with Mr Oberoi. "If I can emulate even 5% of his thought process at this juncture, I can go a long way," she says.

Aditi has no intention of being confined to this division though. "An EA's role gives me the perspective to take informed decisions about which area to specialise in," she says.

Her day starts with checking the MD's calendar and then doing a quick status update of the scheduled meetings.

Aditi interacts with blue-collared personnel and also sits through board meetings and conferences with some of the most eminent people in the industry. She also interacts with the stakeholders, addressing queries and taking feedback.

She believes that the biggest advantage of this role is being able to view the organisation from the CEO's lens without losing sight of ground realities. "Interacting with the CEO and people inside and outside of the company broadens your perspective and helps you question the status quo," she says.



Education | CA and ISB Hyderabad (2013 batch)

Work Experience
2 YEARS AT MCKINSEY

"It gives me the perspective to take informed decisions about which area to specialise in. I have a long-term ambition to get into a CEO role one day... I have no intention of being confined to this division."

EAs WHO BECAME CEOs

Rajan Anandan
HEAD OF GOOGLE INDIA

WAS | EA to Michael Dell, founder and CEO of Dell Inc.

Nitin Paranjpe
MD, HINDUSTAN UNILEVER

WAS | EA EA to Niall Fitzgerald, chairman & CEO of Unilever

N Srinath
MD, TATA TELESERVICES

WAS | EA to Ratan Tata, Tata Group chairman

Sonjoy Chatterjee
CEO, GOLDMAN SACHS INDIA

WAS | EA to KV Kamath, chairman of ICICI Bank