## Times of India, ND  26/01/2014    P-26

# Stanford study puts IIM-B on top of list

**Bangalore:** A Stanford study of Indian universities, colleges and institutes puts the Indian Institute of Management-Bangalore (IIM-B) on top in the Business and Management Research category. Four other Bangalore institutes figure in the list.

The study was done by Prof Sharique Hasan of Stanford University's Graduate School of Business. He based the rankings of Indian institutes on productivity in social science research. The universities were ranked in these categories: sociology, demography and family studies, economics, psychology, and business and management.

IIT-Delhi, IIM-Calcutta and Indian School of Business follow IIM-B in the top league. While the IISc is ranked No. 10, the Indian Statistical Institute, Bangalore, is at No. 27. The Institute of Social and Economic Change and National Institute of Advanced Studies, both from Bangalore, are ranked 16th and 31st in the Sociology, Demography and Family Studies category. TNN

*For the full report, log on to www.timesofindia.com*

## Where research pays

Staff Reporter

*IIM-B ranked first in business and management research in India, according to a Stanford University study*

In news that could bring pride to one of the premier educational institutions in the State, the Indian Institute of Management, Bangalore's (IIM-B) business and management research programme has been ranked number one in a Stanford University study of Indian universities, colleges and institutes. The study, done by Sharique Hasan of Stanford University Graduate School of Business, and published in 2011, ranks the universities and institutes based on 'productivity in social science research'. The universities and institutes are ranked in four categories: sociology, demography and family studies; economics; psychology; business and management.

The study considers the number of peer-reviewed journal articles produced by an institution and the number of citations these articles received. While the raw data included "any article published in one of 3,015 social science journals indexed by ISI (including Indian journals as well as international journals) by an author affiliated with a university or institute located in India between 2000 and 2010," it was later subset to include "only those institutions that had more than 20 publications in any social science category during this 10-year time frame." The final sample consisted of 61 universities and institutes.

While IIM-B leads the board, the Indian Institute of Technology-Delhi is second, followed by IIM-0Calcutta, Indian School of Business, Hyderabad, and Management Development Institute, Gurgaon.

In reaction to being ranked first, Devanath Tirupati, Director In-charge, IIMB, said: "The survey certainly reflects IIMB's higher priority on research."

Arnab Mukherji, Assistant Professor at IIM-B, said, "The survey presents a comprehensive picture of where social science researchers in India are publishing. IIM-B's lead over others, within the business and management research category, is an interesting quantification of the research being carried out in a wide number of areas within the institute."

## Other categories

In the other categories, Delhi University tops the sociology, demography and family studies list followed by Jawaharlal Nehru University, Institute of Economic Growth-Delhi University, University of Hyderabad and Delhi School of Economics.

IIM-B is ranked 23rd in this category, with Karnatak University (15), Institute for Social and Economic Change (ISEC), Bangalore (16), and the National Institute of Advanced Studies, Bangalore (31) also making it to the list.

In the category of economics research, Indian Statistical Institute-Delhi comes first, followed by Indian Statistical Institute- Calcutta, Jawaharlal Nehru University, Delhi School of Economics, and Indira Gandhi Institute of Development Research- Mumbai.

IIM-B is ranked 12th, ISEC 18th, Indian Institute of Science (IISc.) 27th, and the Indian Statistical Institute, 34th.

In psychology, Delhi University tops the list The University of Allahabad ranks second, followed by IIT-Kharagpur, Banaras Hindu University, and Indian Institute of Technology-Delhi.

IIM-B, in this list, is ranked 15th, while the University of Mysore is in the 20th place, IISc. 22nd, and Karnatak University, 27th.

Keywords: IIM-B, Indian Institue of Management, management research, Stanford University study,

Printable version | Jan 27, 2014 12:49:56 PM | http://www.thehindu.com/features/education/college-and-university/where-research-pays/article5617909.ece

© The Hindu

# IIT, IIM *alumni come together to push clean governance in Delhi*

### Plan a body akin to Bangalore Political Action Committee, backed by likes of Murthy and Mazumdar–Shaw, to fund clean political candidates

**RUCHIKA CHITRAVANSHI**
New Delhi, 25 January

Last week, an upscale Delhi hotel hosted 20-odd professionals — all IIT and IIM alumni. This was neither a business meeting nor an informal get-together. These executives and entrepreneurs, true to the flavour of the times, had come together to discuss ways of achieving a "clean governance" for their city, Delhi.

Their idea was setting up in Delhi an organisation similar to the already-successful Bangalore Political Action Committee (BPAC). Many see this as an extension of the anti-corruption wave that hit the country — Delhi, in particular — after a movement led by Anna Hazare and the Arvind Kejriwal-led Aam Aadmi Party's surprise victory in the Delhi Assembly election that sent both the Bharatiya Janata Party (BJP) and the Congress party into a tizzy.

The Bangalore Political Action Committee was started a year ago with the backing of industry representatives, such as Biocon Chairperson & Managing Director Kiran Mazumdar-Shaw, former Infosys chief financial officer T V Mohandas Pai and Infosys co-founder N R Narayana Murthy, to improve the quality of governance in that city.

**The Delhi Political Action Committee's primary objective will be providing transparent and clean funding to political candidates, irrespective of the parties they belong to**

The Delhi Political Action Committee's (DPAC's) primary objective will be providing transparent and clean funding to political candidates.

"We will be party-agnostic; a candidate we back could be from any party — be it the Aam Aadmi Party, the Bharatiya Janata Party or the Congress," said a Delhi-based entrepreneur who is part of this initiative. The committee is going to devise a reference-check mechanism to decide on who it wants to support financially. "We may, someday, evolve ourselves into a body whose certification will itself render credibility to candidates," he added.

To begin with, the committee will form a trust with contribution from all its members. The aim will be garnering around ₹200 crore. A formal announcement about the initiative is likely to be made in a month or so; the committee hopes to launch itself before the general elections.

"We associate ourselves with a pre-AAP movement but we are apolitical. We want to bring educated people into the executive. That will definitely improve the quality of delivery and governance," one of the members of DPAC said. The inclusion of people like Delhi Chief Minister Arvind Kejriwal, also an alumnus of IIT-Kharagapur, was a good sign and showed educated people were now taking interest in politics, he added.

DPAC will also draw inspiration from its Bangalore counterpart in expanding its agenda of working towards pushing the overall agenda of Delhi's development.

**INCUBATING CLEAN POLITICS**
Things that DPAC will do

- Create a trust with contribution from each member
- Financially support "clean candidates"
- Devise a mechanism to conduct reference check on political candidates

POLL 2014

BINAY

Surprise, surprise, graduates from India's northern belt are more employable than their southern counterparts

# India's Got Talent (in Pockets)

## :: Malini Goyal

Do you know the best place for companies to hire in India in 2014?

Pondicherry!

"It has the best employable talent in India," says Nirmal Singh, founder of Wheebox.com, an online assessment firm. Pondicherry students come on top on virtually all counts. It has the maximum percentage of students who have scored 60% plus in class X, XII and undergraduate programmes. It has the highest percentage of students who have cleared the employability tests. And it also has the highest percentage of students who have cleared the minimum threshold levels in maths, English, computer and behavioural skills. "When you put these search tags and scan the country, Pondicherry has the best set of talent [in the 18-21 years segment] across all streams," adds Singh.

That's just one of the many interesting insights in the recently released "India Skills Report 2014" about the world of job givers and job seekers. The study, done jointly by HR consultancy firm PeopleStrong, Wheebox.com and industry body CII, captures the hiring and talent trends within the country.
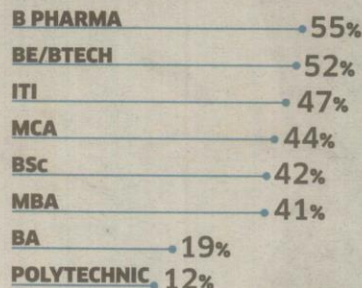
How do companies hire? And where are those recruits coming from? These are big questions for an economy that has the world's second largest workforce at over 450 million but is creating few jobs and has millions of unemployed and underemployed youth. The report offers some answers to these questions and is based on the assessment of 100,000 students in 28 states and over 100 firms in 10 sectors. "The study reinforces the fact that the labour and education markets are local and we should make labour a

## India's Top Talent Suppliers

Top nine states from where India's most employable talent comes:

- **PUNJAB ①**
- **HARYANA ②**
- **DELHI ③**
- **UP ④**
- **⑤ WEST BENGAL**
- **⑥ ODISHA**
- **⑦ AP**
- **⑧ KARNATAKA**
- **⑨ TAMIL NADU**

state subject. The 28 chief ministers matter more to India's talent supply chain and job creation than one prime minister," says Manish Sabharwal, chairman of Teamlease Services, a staffing firm.

## Engineers are More Employable than MBAs

| | |
|---|---|
| B PHARMA | 55% |
| BE/BTECH | 52% |
| ITI | 47% |
| MCA | 44% |
| BSC | 42% |
| MBA | 41% |
| BA | 19% |
| POLYTECHNIC | 12% |

### The Grim News First

According to the study, just 34% of the students assessed were found employable, a fact well known by now. But some streams fared better than others. B Pharma students fared the best, with 55% being employable against 52% for engineers, 47% for ITIs, 19% for BAs and just 12% for polytechnic students. Overall, northern states (surprisingly) fared better than the south. Women (42%) on an average scored better than men (33%). And among the cities, Delhi/NCR emerged as the most preferred city for young men, and Chennai for women, seeking work. Mumbai finds no mention among the top cities.

The employers' survey reveals another side of the story. First their monthly hiring outlook, with 2014 projected to be slightly better than the year gone by. Sec-

tors like engineering and infrastructure, hospitality and travel expect a substantial pick-up in hiring. Others like banking, financial services and insurance (BFSI), IT and IT-enabled services can expect only a slight pick-up (up to 10%) in hiring. But the real bad news is from the pharma and healthcare sector which is expecting to see a big drop of 24% in hiring.

In a fast-changing world, the thrust on domain expertise is weakening as demand for MBAs is rising vis-à-vis engineers, even in sectors like engineering and telecom with a historical bias. The internet is playing a big role in companies' hiring plans – 34% of them are hiring via job portals and 7% via social media. About 16% of them use consultants to fill strategic positions. And once popular print ads have predictably declined to just 4%. "Companies are clearly moving from a B2B platform [using consultants] to a B2C platform for their people needs. It significantly reduces the time and costs," says Rumjhum Chatterjee, group MD and head (human capital) of Feedback Infra.

### The State View

According to the report, students from the north fare better than those from the south. Those from northern states – Punjab, Haryana, Delhi, UP – as well as West Bengal are more likely to pass the employable grade (with an overall score of 60%-plus). The southern states –

# Getting their Scores Right

> "The study reinforces that the labour and education markets are local and we should **make labour a state subject**"
>
> **Manish Sabharwal,**
> Chairman,
> Teamlease Services

**States whose students score well in logical and numerical ability**
RAJASTHAN
PUNJAB
TAMIL NADU
UP
DELHI

**Top five states whose students score well in English**
RAJASTHAN
AP
HARYANA
UTTARANCHAL
PUNJAB

**States whose students score well in computer skills**
RAJASTHAN
PUNJAB
TAMIL NADU
UP
DELHI

> "On employability scores, **women do better than men**. But in workplace they lag far behind"
>
> **Pankaj Bansal,**
> Co-founder,
> PeopleStrong

Andhra Pradesh (AP), Karnataka, Tamil Nadu – figure among the top nine. (All students were tested on maths, English and computers besides their own domain knowledge and behavioural skills.)

Even while assessing the candidates' knowledge in three core subjects – maths, English and computers – the north Indian states dominate in the top five list. Rajasthan comes on top with its students scoring the best in all the above three core areas, reflecting a better overall education quality in the state. "I am very surprised. This misses out southern states barring one or two. I am not sure of the scope [of the study] and need to see more details," says Bangalore-based TV Mohandas Pai, chairman of Manipal Global Education.

But Pankaj Bansal, co-founder of PeopleStrong, says the result is based on primary data collected from 100,000 students directly. "Sometimes perception and reality may be at variance," he says.

### Recruiters' Hotspots

Which states score the best on companies' hiring plans? Karnataka, Tamil Nadu, Gujarat, Delhi and Andhra Pradesh are the top five states for companies on their recruitment list.

Each sector has its own hot destination, and they're scattered all over the country. For BFSI firms, Maharashtra tops the list. For travel and hospitality firms, it is Delhi. For engineering and infrastructure sectors, it is Gujarat. For manufacturing, it is Tamil Nadu. For BPO and ITeS, it is AP, Karnataka and Maharashtra. For pharma and healthcare, it is Karnataka.

And what are recruiters looking for? For BFSI, hospitality and ITeS, cultural fitment emerges as the most important skill. The infrastructure sector and engineering firms understandably gave maximum weightage to domain knowledge. "What is clear is that all recruiters are today looking for candidates who can learn [new things] quickly, have basic communication skills and have good problem-solving orientation," says Singh.

This rising thrust on generic skills and learning ability is showing up elsewhere. More and more companies – even where they require strong domain knowledge – are looking for MBAs. Some sectors like BPO and ITeS, telecom, engineering and

## The Job Landscape

### Sectors that will Absorb MBAs in 2014
(% of MBAs out of the total recruitments in the industry)

- 39% BFSI
- 31% HOSPITALITY & TRAVEL
- 23% ENGG & AUTO
- 21% SOFTWARE/IT
- 21% BPO/ITES

### Sectors that will Absorb Engineers in 2014
(%age of engineers out of the total recruitments in the industry)

- 29% ENGG/AUTO
- 24% TELECOM
- 21% SOFTWARE & IT
- 18% ENGINEERING/CORE SECTORS
- 14% BPO & ITES

## Contract staff

India Inc has seen a sharp surge in contract staff (workers who are not on company's rolls):

- UP TO 10% BFSI, BPO, ITeS, Software and IT
- UP TO 20% Hospitality and travel
- UP TO 40% Engg, auto, manufacturing, pharma & healthcare
- UP TO 60% Telecom

Source: India Skills Report 2014 (PeopleStrong, Wheebox and CII)

**METHODOLOGY:** The study is based on two surveys. One reached out to 100,000 students in 28 states and seven union territories to understand the supply side patterns. The other also reached out to over 100 companies from 10 sectors to get insights into the hiring trends

core will see a slight to moderate dip of engineers in their hiring mix between 2013 and 2014. But MBAs will see a continued rise in demand from sectors as diverse as BFSI, BPO & ITES, IT, telecom, automotive and engineering and core.

### The Other Half

Both the studies – of students and employers – paint a very contradictory world for women in colleges and at workplace. The average employability score of women (42%) is much better than that for men (33%) across the country. And in some states such as Punjab, Tamil Nadu, UP, AP, Delhi, Haryana, Karnataka, Odisha and West Bengal the gap between women and men is wide.

But the report from the workplace is grim. The gender ratio is skewed at 76:24 across sectors. Some sectors like manufacturing and engineering fare the worst with women comprising under 20% of the workforce. Even in the much talked about IT sector, women comprise just 29% of the workforce. Pharma/healthcare scores the best with 42% of the workers being women. Some sectors, mostly services, like BFSI, BPO/ITeS, hospitality and travel do well with more than a third of their workforce being women.

"The only upside in India's lopsided development is that service industries are much more conducive to women employment and we expect the recent drop in the women labour force participation to reverse because of that," says Sabharwal of Teamlease. Pai of Manipal Global Education agrees. "I expect the IT and BFSI to see a good increase in gender ratio," says Pai.

### Contract Workers

Another area of concern – at least from the employee's point of view – is the rising incidence of contract workers (workers working for the companies but not on their rolls) across all sectors. While services like BFSI, BPO and IT still have the share of contract staff under 10%, in many sectors like engineering, automobile, pharma and healthcare it could go as high as 40%. The telecom sector scores the worst with up to 60% of its staff on contract.

"The high level of contract staff means that labour laws are hurting formal and permanent employment. We need to move from 29% of our labour force in contract employment to 5-10% as it is globally," says Sabharwal. ■

# Not many takers for Modi's IIT vision

**Vanita Srivastava**

■ letters@hindustantimes.com

**NEW DELHI:** BJP's prime ministerial candidate Narendra Modi's vision to have an IIT for each state has not gone well with academia and IIT fraternity, as they feel that increasing the number of IITs will dilute the brand image of the globally recognised institutes.

More than five years after they were set up in 2008, the eight new IITs are still grappling with several problems, including faculty shortage, poor infrastructure, lack of permanent campuses and not very good placements.

"These institutes cannot be multiplied like schools. None of the IITs figure in the top 200. Instead of opening new institutes, a more viable proposal would be to strengthen and diversify the already existing IITs," says an alumnus of IIT Kanpur.

Getting good faculty is a fundamental issue, says an IIT director. "This is a serious issue and needs to be addressed before thinking of opening a new IIT.

■ Narendra Modi.

Another director of an IIT felt opening new IITs could be good for the country, but it required long term planning and realistic vision.

A former IIT director, however feels that opening new ones will not dilute the image of these institutes.

A professor at one of the old IITs however, disagrees.

"Modi does not understand the difference between IIT and NIT. Since IITs do not have any quota from the states, what purpose will the new IITs serve? This is a publicity gimmick and will further dilute the image of IIT."

Of the nearly 6,591 sanctioned posts for IITs, only 4,079 have been filled, which is just 62% of the total capacity.

**EDUCATION**

## Quantity and quality are not contradictory objectives

:: **Manish Sabharwal**

Einstein once asked his students to take an exam when one of them asked: "The questions in this year's exam are exactly the same as last year's?" Einstein says: "Don't worry; the answers are different this year." This story is relevant to Indian education because the questions faced are not different from those addressed by the Radhakrishnan Committee of 1948 or the Kothari Committee of 1968. But the answers are different now because India's demographic dividend means that 10 lakh children will join the labour force every month for the next 20 years.

India is hungry for a vision that gets us to Gokhale's 1914 demand of Gandhi: "Make India proud of herself again." The speech by Narendra Modi that rightly put talent at the heart of greatness has got tangled with his proposal to create 13 new IITs, 15 IIMs and 21 AIIMS. People opposing say this is unfeasible because 13 new IITs won't find the 1,300 new faculty while old IITs have 41% of their teaching posts vacant. People welcoming say this will improve youth access to the signalling value - the old age of IITs and IIMs being good places to be at but better places to be from – and the new IIT Hyderabad has managed to fill 102 of the 105 faculty positions. The AIIMS expansion is less controversial - most people agree with the insanity in producing only 37,000 doctors every year relative to 15 lakh engineers. India needs 2 lakh doctors every year and must reverse the high southern concentration of medical colleges.

But the expansion of elite higher education institutions is only one agenda item in tackling our wicked trinity of quantity, quality and cost. We need vocational universities offering two-year associate degrees that create mobility between certificates, diplomas and degrees. We must end the adverse selection in education entrepreneurs by legitimizing corporate investment structures. We must increase apprentices from 4 lakh to 1 crore. We need to allow domestic national offerings of online college education. And we need to focus the Right to Education Act that fights yesterday's war of school enrolment on learning outcomes because you can't teach things that take 12 years in 3 years or 3 months.

Increasing IIMs, IITs and AIIMS is a risk but I believe this is a good idea consistent with the access objective of public funding in higher education. Unlike in the US where subjective college admission criteria mean that they are often a wealth test, IITs and IIMs are the ultimate meritocracy because their entrance test ensures that hardly any kids with rich parents get in but head overseas. Since these institutions have mostly resisted demands for them to become multi- and inter-disciplinary research universities, their narrow focus is mostly about producing superbly employable talent. This mission has a lower speed limit of expansion.

Decades of education neglect means that India needs a more adventurous and decisive state that takes more risks. Every risk has challenges. But taking risks is the only way to harness our demographic dividend.

*The writer is chairman, Teamlease Services*

# Padma Shri for Indian Institute of Technology Kanpur's Prof Vinod Kumar Singh

TNN Jan 26, 2014, 10.48AM IST

[Padma Shri for IIT-K's Prof Singh](#)

KANPUR: Senior faculty of IIT-K's chemistry department Prof Vinod Kumar Singh, who is currently on long leave to officiate as founder director of Indian Institute of Science Education and Research (IISER) Bhopal, Prof Vinod Kumar Singh has been named as one of the recipients of the Padma Shri awards from Madhya Pradesh quota. The list was announced on the eve of Republic Day on Saturday.

The award will be conferred upon Prof Singh by the President at ceremonial functions held at Rashtrapati Bhawan usually around March/April.

Professor Vinod K Singh, an academician of high caliber, is a member of Scientific Advisory Council to the Prime Minister (SAC to PM). He also held additional charge of director, School of Planning and Architecture (SPA) Bhopal for around 10 months.

He is also the recipient of Shanti Swarup Bhatnagar award and had also won the Vigyan Ratna award of UP.

# City marches ahead with 27 Padma awards

## Doctors Bag Seven Out Of 20 Padma Shris; Medical, Artistic And Educational Work Lauded

**TIMES NEWS NETWORK**

**New Delhi:** While the city missed out on a Padma Vibhushan this year, it has won seven—the largest number from any state or Union territory—Padma Bhushans and 20 Padma Shris, seven of them going to medical professionals. Among the notable Padma Shri winners are writer Keki N. Daruwalla, poet Ashok Chakradhar, Delhi University vice-chancellor Dinesh Singh, cricketer Anjum Chopra and artist Paresh Maity.

"I am deeply honoured and humbled. This is recognition for the work that the university has done. This award goes to all my colleagues at the university," says Singh. Dentist Mahesh Verma, 57, was nominated several times before winning it this time. "My patients and colleagues



**HONOURED:** Writer Anita Desai, DU VC Dinesh Singh, neonatologist Neelam Kler and dentist Mahesh Verma are among the winners

would ask me about it. I was ecstatic when the ministry of home affairs called me," he says. He believes the award is also for his team which transformed the "small dental school at Maulana Azad Medical College to a model institute for dental treatment which treats 1,200-1,500 people daily."

Doctors in general have fared well this year. Orthopaedic surgeon Ashok Rajgopal, 60, who has performed over 23,000 knee-replacement surgeries, dedicates his Padma Shri to his family, patients and well-wishers. "I feel great satisfaction. I am happy that years of my hard work and dedication has been rewarded," he says. N K Pandey, chairman, Asian Institute of Medical Sciences says, "I am deeply humbled by the hon-

our but I also recognize the responsibility of living up to it."

Justice Dalveer Bhandari, writer Anita Desai, academic Mrityunjay Athreya, Science and Technology secretary Thirumalachari Ramasami, malaria scientist Vinod Prakash Sharma, civil servant Vijayendra Nath Kaul and neonatologist Neelam Kler also received Padma Bhushan.

J L Kaul, 70, was informed

about his Padma Shri at 7.30am in the morning when he was already at work at All India Confederation of the Blind (AICB). "I have been working for the blind for the last 47 years," he says. During that time, he frequently found himself breaking the law. "Copyright has no meaning now but years ago, when it did, I risked legal action by printing books in Braille. I

was also the first to train the blind in stenography in 1983," he says.

At 51, Paresh Maity is possibly the youngest artist ever to have won the Padma Shri. "It means more responsibility. Our 5,000-year-old artistic tradition must be preserved and propagated," he says.

Anjum Chopra, 36, one of the few women cricket professionals in the country, says, "This is one of the highest civilian honours. I am humbled. Also a Padma Shri, Odissi dancer Geeta Mahalik who won the honour for performing arts, dedicates her award to Lord Jagannath. "Many dancers tried making changes to the form but I stuck to the undiluted version of Odissi. I think this is what has been appreciated. I am overjoyed and thankful to Lord Jagannath and my husband for their love and support," she says.

# Mashelkar, Paes, Yuvi, Vidya on Padma list

**Deeptiman Tiwary** | TNN

New Delhi: Renowned scientist R A Mashelkar, yoga guru B K S Iyengar, Justice J S Verma and actors Kamala Haasan, Vidya Balan and Paresh Rawal are among the 126 prominent personalities, apart from writer Ruskin Bond and sportspersons Leander Paes, Yuvraj Singh, P Gopichand and Dipika Pallikal who have been conferred the Padma awards ahead of the Republic Day this year.

While Mashelkar and

▶ **Verma, Dabholkar, P 26**

Iyengar have been conferred with Padma Vibhushan, Bollywood's Balan and Rawal have been awarded the Padma Shri. Haasan, Bond, Gopichand and Paes have all been awarded the Padma Bhushan while Yuvraj and Dipika have been given the Padma Shri.

Mashelkar, who got the award for his contirbution in the field of science and technology, was a member of the Scientific Advisory Council to the Prime Minister and also of the Scientific Advisory Committee to the Cabinet set up by successive governments.

# PADMA HONOURS

## PADMA VIBHUSHAN

Dr Raghunath A Mashelkar (Science and Engineering),
BKS Iyengar (Others-Yoga)

## PADMA BHUSHAN

Prof Gulam Mohammed Sheikh (painting) | Begum Parveen Sultana (classical singing) | Th Vinayakram (ghatam artist) | Kamala Haasan (cinema) | Justice Dalveer Bhandari (public affairs) | Prof Padmanabhan Balaram (science and engg) | Prof Jyeshtharaj Joshi (science and engg) | Dr Madappa Mahadevappa (science and engg) | Dr Thirumalachari Ramasami (science and engg) | Dr Vinod Prakash Sharma (science and engg) | Dr Radhakrishnan Koppillil (science and engg) | Dr Mrityunjay Athreya (literature and education) | Anita Desai (lit & edu) | Dr Dhirubhai Thaker (lit & edu) | Vairamuthu Ramasamy Thevar (lit & edu) | Ruskin Bond (lit & edu) | Pullela Gopichand (badminton) | Leander Paes (tennis) | Vijayendra Nath Kaul (civil service) | Late Justice J S Verma (public affairs) | Late Dr Anumolu Ramakrishna (science and engg) | Prof Anisuzzaman (lit & edu) | Prof Lloyd I Rudolph (lit & edu) | Prof Susanne H Rudolph (lit & edu) | Dr Neelam Kler (neonatology)

## PADMA SHRI

Mohammad Ali Baig (theatre) | Nayana Apte Joshi (art) | Musafir Ram Bhardwaj (pauna manjha) | Sabitri Chatterjee (film) | Prof Biman Bihari Das (sculpture) | Sunil Das (painting) | Elam Endira Devi (Manipuri dance) | Vijay Ghate (tabla) | Rani Karnaa (Kathak) | Bansi Kaul (theatre) | Ustad Moinuddin Khan (sarangi) | Geeta Mahalik (Odishi dance) | Paresh Maity (painting) | Ram Mohan (film animation) | Sudarsan Pattnaik (sand artist) | Paresh Rawal (cinema and theatre) | Wendell Rodricks (fashion designing) | Prof Kalamandalam Sathyabhama (Mohiniattam) | Anuj (Ramanuj) Sharma (performing art) | Santosh Sivan (film) | Supriya Devi (Bengali cinema) | Sooni Taraporevala (script writing) | Vidya Balan (cinema) | Durga Jain (social work) | Dr Rama Rao Anumolu (social work) | Dr Brahm Dutt (social work) | Mukul Chandra Goswami (social work) | J L Kaul (social work) | Mathurbhai Madhabhai Savani (social work) | Tashi Tondup (public affairs) | Hasmukh Chamanlal Shah (public affairs) | Sekhar Basu (science and engg) | Madhavan Chandradathan (science and engg) | Sushanta Kumar Dattagupta (science and engg) | Ravi Bhushan Grover (science and engg) | Prof Eluvathingal Devassy Jemmis (science and engg) | Ramkrishna V Hosur (science and engg) | Dr Ajay Kumar Parida (science and engg) | Dr Malapaka Yajneswara Satyanarayana Prasad (science and engg) | Kiran Kumar Alur Seelin (science and Engg) | Dr Brahma Singh (science and engg) | Prof Vinod Kumar Singh (science and engg) | Govindan Sundararajan (science and engg) | Ramaswamy R Iyer (science and engg) | Dr Jayanta Kumar Ghosh (science and engg) | Ravi Kumar Narra (trade & industry) | Rajesh Saraiya (trade & industry) | Mallika Srinivasan (trade & industry) | Pratap Govindrao Pawar (trade & industry) | Dr Kiritkumar Mansukhlal Acharya (dermatology) | Dr Balram Bhargava (cardiology) | Prof (Dr) Indra Chakravarty (health & hygiene)

| Dr Ramakant Krishnaji Deshpande (oncology) | Prof (Dr) Pawan Raj Goyal (chest disease) | Prof Amod Gupta (opthalmology) | Prof (Dr) Daya Kishore Hazra (medicine) | Prof (Dr) Thenumgal Poulose Jacob (vascular surgery | Prof (Dr) Shashank R Joshi (endocrinology) | Prof Hakim Syed Khaleefathullah (Unani) | Dr Milind Vasant Kirtane (ENT surgery) | Dr Lalit Kumar (oncology) | Dr Mohan Mishra (medicine) | Dr M Subhadra Nair (gyneacology) | Ashok Panagariya (neurology) | Dr Narendra Kumar Pandey (surgery) | Dr Sunil Pradhan (neurology) | Dr Ashok Rajgopal (orthopaedics) | Dr Kamini A Rao (reproductive medicine) | Dr Sarbeswar Sahariah (surgery) | Prof Om Prakash Upadhyaya (medicine) | Prof Mahesh Verma (dental science) | Dr J S Titiyal (opthalmology) | Dr Nitish Naik (cardiology) | Dr Surbrat Kumar Acharya (gastroentrology) | Dr Rajesh Kumar Grover (oncology) | Dr Naheed Abidi (lit & education) | Prof Ashok Chakradhar (lit & edu) | Chhakchhuak Chhuanvawra (lit & edu) | Keki N Daruwalla (lit & edu) | Prof Ganesh Narayandas Devi (lit & edu) | Prof Kolakaluri Enoch (lit & edu) | Prof (Dr) Ved Kumari Ghai (lit & edu) | Manorama Jafa (lit & edu) | Prof Rehana Khatoon (lit & edu) | Dr Waikhom Gojen Meeitei (lit & edu) | Shri Vishnu Narayanan Namboothiri (lit & edu) | Prof Dinesh Singh (lit & edu) | Dr P Kilemsungla (lit & edu) | Anjum Chopra (cricket) | Sunil Dabas (kabbadi) | Love Raj Singh Dharmshaktu (mountaineering) | Dipika Rebecca Pallikal (squash) | H Boniface Prabhu (wheelchair tennis) | Yuvraj Singh (cricket) | Mamta Sodha (mountaineering) | Parveen Talha (civil service) | Late Dr Narendra Achyut Dabholkar (social work) | Ashok Kumar Mago (trade and industry) | Dr Siddharth Mukherjee (oncology) | Dr Vamsi Mootha (biomedical research) | Dr Sengaku Mayeda (lit & edu)

# Drop in Indian students: VC hits out at visa policy

**Prasun Sonwalkar**
■ letters@hindustantimes.com

**LONDON:** Vice-chancellors of British universities have blamed the David Cameron government's immigration policy and the accompanying rhetoric for a major drop in the number of "extremely important" Indian students coming to British universities.

Edward Acton, vice-chancellor of the University of East Anglia and a leading figure in the discourse on international students and the government's student visa policy, told HT that he was "deeply concerned" by the latest figures that showed the drop of Indian students.

"Regrettably, I am not surprised at all; the words of a home secretary spoken in the House of Commons take only seconds to reach the newspapers of India and have the potential to do untold damage to long-established and cherished relationships", he said.

Nicola Dandridge, chief execu-

■ David Cameron

tive of Universities UK (UUK), the umbrella body representing all British universities, said: "What is clear from this is that, if the UK wants to fulfil its potential in this growth area, it must present a welcoming climate for genuine international students and ensure that visa and immigration rules are consistent and properly communicated."

According to Acton, who led the UUK's lobbying for removing international students from immigration targets, the main reason for the drop in number of Indian students was "government policy

and the accompanying rhetoric, which is profoundly damaging to Britain's standing abroad". Indian students were "extremely important" to British universities, he said.

"My fellow vice-chancellors and I have tried to exert political pressure on ministers and members of Parliament to urge them to oppose the home office's damaging policies and to foreground the hugely positive academic and cultural influence of international students and staff. In particular, I have been vocal in my opposition to the closure of the post-study work visa in April 2012," Acton added.

However, immigration minister Mark Harper told HT: "The student visa regime this government inherited was weak and open to abuse, allowing people to pose as students while coming to the UK to work. Our reforms have closed that loophole — enabling us to cut immigration, while still protecting our universities."

# Only PhD holders considered for DU teaching posts

**Shaswati Das**

■ shaswati.das@hindustantimes.com

**NEW DELHI:** The search for apt professorial candidates may have begun to fill the estimated 4,500 vacant teaching posts in Delhi University (DU), but one may have to possess a PhD degree, despite a National Eligibility Test (NET) score, to make the cut.

With the recruitment process on in full swing, several candidates claimed that they were being turned away despite having an MPhil degree.

"I was told that I needed to have a PhD degree in order to make it since my total points were not adding up to what was required by the university. So I now have to wait for another five to six years before I can apply for a teaching position," said an applicant.

The academic fraternity has stated that the guidelines being followed by the varsity for recruiting teachers was going against the essence of the requirement as specified by the University Grants Commission (UGC), with DU adding points for a PhD and MPhil degree to the list.

"The total marks required for colleges is 60 points and for the university is 75 points. However, the UGC regulation stated that the eligibility was 55% in Masters and a NET score. But candidates are now being judged for PhD (which carries 17 points), MPhil (which carries 10 points) and other publications and teaching experience. This is ridiculous because there are so many young people who don't have a PhD and at this rate many ad-hoc teachers currently in DU will not be permanently employed," said Nandita Narain, who teaches in St. Stephen's College and is president of the Delhi University Teachers' Association (DUTA).

However, senior officials in the university said that the recruitment process was being kept stringent since vacancies in some of the departments were few, compared to the number of applicants. Candidates' total marks would be added, based on which they would be called for the interview round.

# Business Standard

# IIT, IIM alumni come together to push clean governance in Delhi

**Plan a body akin to Bangalore Political Action Committee, backed by likes of Murthy and Mazumdar-Shaw, to fund clean political candidates**

Ruchika Chitravanshi | New Delhi   January 25, 2014 Last Updated at 23:41 IST



Last week, an upscale Delhi hotel hosted 20-odd professionals — all IIT and IIM alumni. This was neither a business meeting nor an informal get-together. These executives and entrepreneurs, true to the flavour of the times, had come together to discuss ways of achieving a "clean governance" for their city, Delhi.

Their idea was setting up in Delhi an organisation similar to the already-successful Bangalore Political Action Committee (BPAC). Many see this as an extension of the anti-corruption wave that hit the country — Delhi, in particular — after a movement led by Anna Hazare and the Arvind Kejriwal-led Aam Aadmi Party's surprise victory in the Delhi Assembly election that sent both the Bharatiya Janata Party (BJP) and the Congress party into a tizzy.

The Bangalore Political Action Committee was started a year ago with the backing of industry representatives, such as Biocon Chairperson & Managing Director Kiran Mazumdar-Shaw, former Infosys chief financial officer T V Mohandas Pai and Infosys co-founder N R Narayana Murthy, to improve the quality of governance in that city.

The Delhi Political Action Committee's (DPAC's) primary objective will be providing transparent and clean funding to political candidates. "We will be party-agnostic; a candidate we back could be from any party — be it the Aam Aadmi Party, the Bharatiya Janata Party or the Congress," said a Delhi-based entrepreneur who is part of this initiative. The committee is going to devise a reference-check mechanism to decide on who it wants to support financially. "We may, someday, evolve ourselves into a body whose certification will itself render credibility to candidates," he added.

To begin with, the committee will form a trust with contribution from all its members. The aim will be garnering around Rs 200 crore. A formal announcement about the initiative is likely to be made in a month or so; the committee hopes to launch itself before the general elections.

"We associate ourselves with a pre-AAP movement but we are apolitical. We want to bring educated people into the executive. That will definitely improve the quality of delivery and governance," one of the members of DPAC said. The inclusion of people like Delhi Chief Minister Arvind Kejriwal, also an alumnus of IIT-Kharagapur, was a good sign and showed educated people were now taking interest in politics, he added.

DPAC will also draw inspiration from its Bangalore counterpart in expanding its agenda of working toward pushing the overall agenda of Delhi's development.

**THE HINDU BusinessLine**

### IIT Madras selects 10 for alumni award

Our Bureau

The names of the Distinguished Alumnus Awardees for 2014 were announced in the Republic Day address of Prof. Bhaskar Ramamurthi, Director, IIT-Madras. Ten alumni, working in diverse fields, have been selected for the prestigious award, which will be presented on the 'Institute Day' in April.

Prof. Nagarajan, Dean of International and Alumni Relations, said, "The Selection Committee, drawn from academia and industry, alumni and non-alumni, has again done a tremendous job". Only 110 alumni out of nearly 40,000 alumni have so far been conferred with this prestigious award. The awardees were **Lalgudi V. Ramanathan**, Head, Energy and Nuclear Research Institute, Brazil; **Krishna Raghavachari**, Professor of Theoretical Chemistry, Indiana University, US; **Tirumalai S. Sudarshan**, President and CEO, Materials Modification Inc, US; **Venkatraman Sadanand**, Associate Professor of Neurosurgery, Lomo Linda University Medical Center, US; **Raju Venkatraman**, Founder, MD & CEO, Medall Healthcare Pvt Ltd, Chennai; **Ananth Agarwal**, Professor of Electrical Engineering and Computer Science, MIT, and President, edX, US; **Anil Ananthaswamy**, Science Writer, Consultant, *New Scientist* Magazine, Author of *The Edge of Physics*, Bangalore; **Ramesh Govindan**, Professor in Department of Computer Science, University of Southern California, US; **Kannan Lakshminarayan**, Founder & CTO, Vortex Engineering Pvt Ltd, Chennai; and **Sridhar Ramaswamy**, Senior Vice-President, Search Advertising, Google Inc, US.

Times of India 27/01/2014   P-2

# Vehicle challenge

The Indian Institute of Technology Delhi (IIT-D) announced the results of ASME HPVC (human powered vehicle challenge) contest. Under the aegis of ASME (American Society of Mechanical Engineers), this contest was held in India for the first time. Delhi Technological University (DTU) partnered with IIT Delhi in organising the event.

Team Wheelism from ISM Dhanbad won this year's championship. Winners in individual categories are as follows:

● Design Event won by Chandigarh Group of Colleges

● Endurance Race won by Rajarambapu Institute of Technology

● Drag Race won by Jamia Millia Islamia

Over the years, ASME HPVC event has attracted large number of college students from various parts of the world. This year's

event acted as a platform for students from various parts of India to showcase their technological and engineering prowess by engineering and realising a human powered vehicle as per the given requirements. The event is also a medium to promote environmental sustainability by designing viable modes of transportation for future needs.

HPVC is an inter-college design, fabrication and racing competition for students where teams have to conceptualise, design and fabricate a human powered vehicle to participate in a three-day event comprising

design competition, endurance race and a drag race. The objective of the races is to provide students with an opportunity to demonstrate the speed and reliability of their vehicles.

"We are very excited to see India's inaugural ASME HPVC at IIT-Delhi with DTU as a partner. Co-curricular competition project opportunities like these, motivate engineering students to develop important skills not commonly taught in the classroom. In addition to the application of sound engineering principles, students must adhere to firm deadlines, financial constraints, and reconcile open-ended problem statements — skills which are highly valued by today's employers," said Michael Moorhead, chief, ASME HPVC.

The event witnessed participation of 36 teams from across the country, which included IITs, etc.

# UGC takes over reins of technical institutes

**Akshaya Mukul** | TNN

**New Delhi:** University Grants Commission's takeover of All India Council for Technical Education (AICTE) is complete as far as degree-granting technical institutes are concerned. UGC has formally notified the regulations to be followed by technical institutes affiliated to universities.

UGC's regulations come in the wake of a Supreme Court order which negated AICTE's power to grant approval to technical colleges affiliated to universities. With the new regulations in place, it is unlikely that AICTE's hope of getting its power restored through an amendment of the AICTE Act will be realized anytime soon. But AICTE can continue to regulate diploma-granting institutions. "Chances of getting AICTE Act amended is remote. The next session of Parliament will be short and then there is general election," an HRD ministry official said.

As the amendment route was getting delayed, the HRD ministry had tried to circumvent the SC order by asking the law ministry "if rules can be notified under section 25 of the UGC Act to authorize AICTE to accord approval to technical education institutions in the same manner as it did prior to the SC judgment". However, the law ministry shot down the proposal.

The regulations make it mandatory for a college to seek affiliation from the university before starting academic activities. A new college proposing to offer technical education can be created by introducing one or more programmes housed in one or separate buildings. The new college shall be granted affiliation when it is on one contiguous plot of land except for those in north-eastern and other hilly states where it can spread into three pieces of land, not more than one kilometre apart.

Technical institutes will also have to keep 50% faculty from general shift for the evening shift. Each part-time course will be managed by 20% core staff, which means at least one associate professor and two assistant professors. Guest faculty should not be make up more than 30% and are to to be sourced from neighbouring industries/ R&D organizations/government technical colleges.

# IIM से पहले दूसरे बिजनेस स्कूल से जमकर हायरिंग

[ देविना सेनगुप्ता & श्रीराधा डी बसु | मुंबई ]

जल्द शुरू होने वाले आईआईएम कैंपस प्लेसमेंट सीजन में जाने से पहले बहुत सी कंपनियां देशभर में अन्य बिजनेस स्कूलों से भी जमकर हायरिंग कर रही हैं। गोल्डमैन सैक्स नॉन-आईआईएम कॉलेजेज में 30-34 लाख रुपये का पैकेज ऑफर दे रही है, जबकि फ्लिपकार्ट 16-18 लाख रुपये में रिक्रूटमेंट कर ही है। माइक्रोसॉफ्ट, एशियन पेंट्स, आईटीसी, जीई, आईसीआईसीआई बैंक, जेपी मॉर्गन, कैपजेमिनी, आइडिया, वोडाफोन, केलॉग, कॉग्निजेंट बिजनेस कंसल्टिंग, क्रिसिल, महिंद्रा एंड महिंद्रा, बारक्लेज, विप्रो, आईबीएम और मैरिको जैसी कंपनियां नॉन-आईआईएम बिजनेस स्कूलों से बड़ी संख्या में स्टूडेंट्स को जॉब ऑफर दे रही हैं।

इससे संकेत मिल रहा है कि कमजोर इकनॉमिक माहौल के बावजूद इस बार आईआईएम में प्लेसमेंट को लेकर तस्वीर अच्छी रहेगी। नॉन-आईआईएम बिजनेस स्कूलों में प्लेसमेंट दिसंबर से शुरू है और आईआईएम का प्लेसमेंट सीजन फरवरी से शुरू होगा। नॉन-आईआईएम बी-स्कूलों की प्लेसमेंट टीमों के सूत्रों ने बताया कि शुरुआती हायरिंग उम्मीद से काफी बेहतर रहने से उन्हें बड़ी राहत मिली है।

गोल्डमैन सैक्स, बंगलुरु के चीफ एग्जिक्यूटिव ऑफिसर वी बंटी वोहरा ने कहा, 'मैनेजमेंट स्कूलों से हमारी कुल हायरिंग इस वर्ष बढ़ी है।' ई-कॉमर्स कंपनी फ्लिपकार्ट नॉन-आईआईएम स्कूलों से अभी तक 20 एमबीए को हायर कर चुकी है। कंपनी आईआईटी के बड़े रिक्रूटर्स में भी शामिल है। फ्लिपकार्ट के प्रवक्ता ने बताया कि कंपनी पुराने आईआईएम से भी बड़ी

**नॉन-आईआईएम बिजनेस स्कूलों में प्लेसमेंट दिसंबर से शुरू है और आईआईएम का प्लेसमेंट सीजन फरवरी से शुरू होगा**

संख्या में स्टूडेंट्स को हायर करना चाहती है। इस बार सैलरी में कुछ बढ़ोतरी होने के भी संकेत मिल रहे हैं। एमडीआई गुड़गांव के हेड (प्लेसमेंट) कंवल कपिल ने बताया, 'इस वर्ष 336 स्टूडेंट्स की एवरेज सैलरी में कम से कम 15-20 फीसदी की बढ़ोतरी होगी।' पिछले वर्ष इंस्टीट्यूट में एवरेज ऑफर 12.9 लाख रुपये और सबसे ज्यादा डोमेस्टिक सैलरी 20.8 लाख रुपये अमेजॉन की ओर से ऑफर की गई थी। अमेजॉन ने इस वर्ष भी एमडीआई से रिक्रूटमेंट की है और कंपनी ने बेस्ट डोमेस्टिक ऑफर 23.5 लाख रुपये का दिया है। मुंबई के एस पी जैन इंस्टीट्यूट ऑफ मैनेजमेंट रिसर्च (एसपीजेआईएमआर) में एवरेज पैकेज में पिछले वर्ष के मुकाबले 10-12 फीसदी की बढ़ोतरी हुई है।

एक्सआईएम, भुवनेश्वर की फैकल्टी कोऑर्डिनेटर सविता मोहंती का कहना था, 'यह 2008 के पहले के दिनों जैसा नहीं है, लेकिन स्थितियां पिछले वर्ष से निश्चित तौर पर बेहतर हैं।' इंस्टीट्यूट ने 6 जनवरी को प्लेसमेंट शुरू की थी। इंस्टीट्यूट के सूत्रों ने कहा कि कंसल्टेंसी कंपनियां और बैंक बड़ी संख्या में हायरिंग कर रहे हैं, जबकि ई-कॉमर्स कंपनियों और स्टार्ट-अप्स ने भी दिलचस्पी दिखाई है। शुरुआती हायरिंग भले ही उम्मीद से बेहतर है, लेकिन कंपनियां सही कैंडिडेट को चुनने में सावधानी बरत रही हैं।

# Cern scientists create antihydrogen atoms

## With The Breakthrough, Researchers Now A Step Closer To Solving Mystery of Antimatter

**London:** Cern physicists have succeeded for the first time in producing a beam of antihydrogen atoms, a breakthrough that brings scientists closer to solving the antimatter mystery. Physicists from Cern's Atomic Spectroscopy and Collisions Using Slow Antiprotons (ASACUSA) experiment said they have produced at least 80 atoms of antihydrogen.

Antimatter has so far never been observed in the universe, and its absence remains a scientific enigma.

Nevertheless, it is possible to produce significant amounts of antihydrogen in experiments at the Geneva-based European Organization for Nuclear Research (Cern) by mixing antielectrons (positrons) and low-energy antiprotons produced by the Antiproton Decelerator.

The spectra of hydrogen and antihydrogen are predicted to be identical, so any tiny difference between them would immediately open a window to new physics, and could help in solving the antimatter mystery. It



Reuters

**MILESTONE MOMENT**

has been a puzzle to scientists why humans, stars and the universe are made of matter, rather than of antimatter. Matter and antimatter annihilate when they meet, so aside from creating antihydrogen, one of the key challenges for physicists is to keep antiatoms away from ordinary matter.

To do so, experiments take advantage of antihydrogen's magnetic properties (which are similar to hydrogen's) and use non-uniform magnetic fields to trap antiatoms long enough to study

them. However, the strong magnetic field gradients degrade the spectroscopic properties of (anti)atoms.

To allow for clean high-resolution spectroscopy, the ASACUSA team developed a set-up to transfer antihydrogen atoms to a region where they can be studied in flight, far from the strong magnetic field. "Antihydrogen atoms having no charge, it was a big challenge to transport them from their trap," said Yasunori Yamazaki of RIKEN, Japan, a team leader of the ASACUSA. AGENCIES

---

# Towards a skilled and empowered India

Despite having undergone vocational training at fairly substantial costs, the Indian youth is still failing to garner skills for contributing to the growth of the economy; making both the youth and the economy eventual losers

**SANJEEV DUGGAL**

Vocational training has been one of the major topics of discussion for policymakers in India for the past couple of years now. The country's population is expected to reach 1.3 billion over the next six years (by 2020), with almost 60% being in the employable age group of 15-59 years. A research by Boston Consulting Group has also estimated that, by 2020, India will have a *surplus* of around 47 million of the active population. Simply said, this means that we will have a remarkable 60% of total population available for working and contributing towards GDP, but out of this total pool, only 25% will find employment in the job market.

According to several research reports, there would be a demand-supply gap of 82-86% amongst the core professions. The IT industry is likely to face a shortage of up to 3.5 million skilled workers. Similar fate can be predicted for almost all the other primary sectors. The demand for skilled workforce will not only be restricted to traditional sectors like auto and BFSI but also include sunrise sectors such as

organised retail. Construction and manufacturing are just some of the large-scale sectors where there is an alarming shortage of skilled labour. Construction companies, for example, were forced to import labour from China to complete the planned Commonwealth Games projects. There is a growing pool of urban professionals with more money than time who are eager to hire skilled electricians, plumbers, tailors, cleaners and carpenters, but these trades remain poorly trained and organised as are the staff of restaurants, hotels, spas and salons which are rapidly multiplying. Demand for such a workforce has begun to reach tier two and three cities, thus pumping up the demand for skilled service professionals. Such opportunities would be great news, except only 10% of Indians between the ages of 15-29 receive formal vocational training.

In short, while our market/economy grows and creates an increasing number of jobs which require skilled and trained manpower, a huge scarcity of this very resource is what we will be faced with.

The problem is further compounded by the fact that rather than witnessing a growth in the number of vocational training institutes, one is seeing a sharp decline in the quality of education being provided. Numerous engineering/computer education institutes are testimony to



**THERE ARE** SEVERAL EXAMPLES ACROSS THE WORLD OF STRONG INDUSTRY-ACADEMIA RELATIONSHIP RESULTING IN MUTUAL BENEFITS. INDIA JUST NEEDS TO LEARN FROM THEM OR EVEN REPLICATE SOME OF THEM

this fact. Most of these are driven more by the business opportunity they present rather than the ability to impart any skill-sets worthwhile of earning employment for its graduates. Therefore, despite having undergone vocational training at fairly substantial costs, the Indian youth is still failing to garner skills for contributing to the growth of the economy; making both the youth and the economy eventual losers.

What, then, is India to do

to give a facelift to its skills landscape?

Research has shown that it is a nation's success or failure in realising the economic potential of young people during this 'low dependency ratio' period that can make the difference between sustained and faltering long-term development. Skill upgrade can no longer be ignored if we want to reap the demographic dividend of having a working population of 800 million.

The government is taking some initiatives. The National Skill Development Corporation (NSDC) and National Vocational Education Qualifications Framework (NVEQF) are surely steps in the right direction. However, for this effort to be successful and sustainable on a large scale, industry/corporate sector should own the skill enhancement/intervention programmes. Managing such a huge inflow of candidates across domains every year is a gargantuan task. It needs joint efforts from all entities of the skill ecosystem. An effective use of the new Companies Bill mandating corporate social responsibility (CSR) might come handy if only CSR initiatives are result oriented and measurable.

One way to train this deluge of unskilled population is to create a nationwide network of affordable community colleges with courses and diplomas closely tailored to the skilled labour market. In

fact, it would be better if the courses in these 'colleges' are designed keeping in the mind the needs of the local markets. These would not only help in creating opportunities where people live, it would also check the unsustainable migration to big cities. In rural areas, where poor children are forced to drop out of the education system due to several socio-economic reasons at a very early age, vocational training can be incorporated into post-elementary education. In fact, the government can also consider an ICT-based long-term plan for addressing the skill requirements by involving key stakeholders.

Perhaps a mandate for the industry such as the 'Companies Bill' by the major industry bodies in India to work closely with NSDC, NVEQF, along with universities to encourage innovation, help improve skill levels and address employability challenges may solve the issue of skilled workforce in India. In fact, depending on demand, some vocational courses could be converted into full-fledged ITI/diploma courses. There are several examples across the world of strong industry-academia relationship resulting in mutual benefits. India just needs to learn from them or even replicate some of them.

*The author is CEO & director, Centum Learning Ltd*

# 48% Indians consider their work as 'just a job'

## A Monster, GfK survey finds 48% of Indians consider their employment to be 'just a job', versus 43% who see their role as part of a career

**Abhishek Chakraborty**

With nearly half of Indians considering their current employment to be 'just a job', what's happening to job satisfaction? According to the recently released global survey of Monster India and GfK, an independent global market research company, covering 8,000 workers, including over 400 in India, 48% of Indians consider their current employment to be 'just a job', versus 43% who see their role as part of a career.

"Those aged 18-24 years are most likely to be career-minded, with 46% saying they consider their employment as part of a career path rather than just being a job for the time being. Older workers are less career-minded compared to their younger colleagues, with this figure dropping to 35% for those aged between 50-64 years," said Sanjay Modi, managing director, Monster.com (India/Middle East/South East Asia).

A combination of factors is dampening the mindset of the workforce, and the size of the pay check is just one of the reasons for people quitting jobs and looking for change.

"The main objective of Monster to undertake the GfK survey is to evaluate job satisfaction amongst the workforce in India, map issues and access their temperament in order to equip employers to know their workforce better. And since money can't buy happiness, there are many variables to job satisfaction—the size of the pay check is only one aspect," said Modi.

### THOSE AGED 18-24 YEARS ARE MOST LIKELY TO BE CAREER-MINDED

However, when it comes to international results, the results show French workers are the most to say they have a 'career' rather than 'just a job' (70%), followed by Canada (69%) and the US (57%).

"France and Canada top the rankings with people seeing themselves as working within a career, when both also score highly on work-life balance—people in both countries work fewer hours than the average worker in an OECD-member country, according to the organisation's Better Life Index," added Modi.

# NAAC flooded with accreditation pleas

**Manash Pratim Gohain | TNN**

**New Delhi:** Top universities and institutions of the country are making a beeline to the National Assessment and Accreditation Council (NAAC).

Institutions of higher learning like Delhi University, Jamia Millia Islamia, Delhi, School of Planning and Architecture, Delhi, Anna University, Chennai, Indian Institute of Science and National Law School from Bangalore, Jadavpur University, Kolkata and Assam University, Silchar, among 2,978 others, sent their Letter of Intention (LoI) to the accreditation agency between January 19, 2013 and December 19, 2013.

Under the Rashtriya Uchchatar Shiksha Abhiyan (RUSA), it has become mandatory for government-run higher education institutions to get accreditation to receive funding. A major part of the funding of these institutions has been taken over by RUSA from the University Grants Commission (UGC) last year.

This is the highest number of LoIs received by the NAAC. Earlier, the agency used to get around 800 requests annually. The highest number of applications are from the east and northeast. Bihar has the largest number

> **Under the Rashtriya Uchchatar Shiksha Abhiyan, it has become mandatory for government-run higher education institutions to get accreditation to receive funding**

of applications in the category of states.

"One of the reasons could be because accreditation has been made mandatory and also linked to funding under RUSA's provision. But it is not mandatory for all accreditations to be done by NAAC as there are plans for multiple accreditation agencies in the country," said A N Rai, director, NAAC.

With increase in applications, Rai said, "The first priority is to strengthen the headquarter in Bangalore and then decentralize the process of college-level accreditation process. The headquarter would deal with the university-level accreditation and training of assessors. We are planning five regional offices... Only the final approval of the grading will be done in Bangalore by the executive committee."

*For the full report, log on to www.timesofindia.com*

# Probe launched into 'forged letter' at BHU

Omar Rashid

A probe has begun into a "forged letter" received by the Banaras Hindu University, purportedly sent by the University Grants Commission. The central varsity discovered the 'forged' letter after it was allegedly uploaded on its website and was followed up by officials.

The letter stated that UGC would be keen to promote those employees who put in long service in the university. It also mentioned about making new appointments.

The police have launched a probe based on a complaint by the university. The letter was allegedly sent through registered post from a post office in Assi.

The university had to remove certain content on its website after it wrongly uploaded information based on the forged letter. The varsity contacted the UGC after many people applied for promotions and appointments on reading the letter. The UGC, in its response to the university, said "no such letter was sent to BHU," and that there was no such criterion on which the UGC gave promotions.

Keywords: [Banaras Hindu University](), [UGC](), [forged letter probe]()

Printable version | Jan 27, 2014 12:51:26 PM | http://www.thehindu.com/news/national/other-states/probe-launched-into-forged-letter-at-bhu/article5621188.ece