

# Newspaper Clips

July 8, 2011

Times of India ND 8/07/2011 P-7

## Sem-based syllabi get panel nod

TIMES NEWS NETWORK

**New Delhi:** The Standing Committee of the Academic Council of Delhi University gave the final go ahead for 50-odd semester-based syllabi on Thursday.

The committee studied the course structures and now they can be sent to the Academic Council and Executive Council for the final approval. The courses are supposed to shift to semester mode from the new academic session starting July 21.

The departments present-

ed the syllabi which were passed with relevant amendments, committee members said. With this, the approval of semester-based courses is complete. The syllabi will be placed before the Academic Council on Friday for final clearance.

The courses include history, economics, English, computer science, geography, sociology, political science, home science and physical education, among others.

For courses like history, economics, political science and geography only the first

two semester courses were passed as the rest of the syllabi is yet to be prepared by the respective departments.

Delhi University introduced the semester system at the undergraduate level in 2010 across 13 science courses. It could not implement the system in other streams because of teachers' opposition.

The semester implementation will be completed this year with its introduction across arts, commerce, mathematical science, social science and science faculties.

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# Cassini spacecraft captures Saturn storm

Press Trust of India

London, July 7

For the first time, scientists have captured in unprecedented detail a massive storm raging on Saturn which is producing lightning bolts 10,000 times stronger than those on Earth.

The storm has caused a "Great White Spot" on the planet which is visible from Earth.

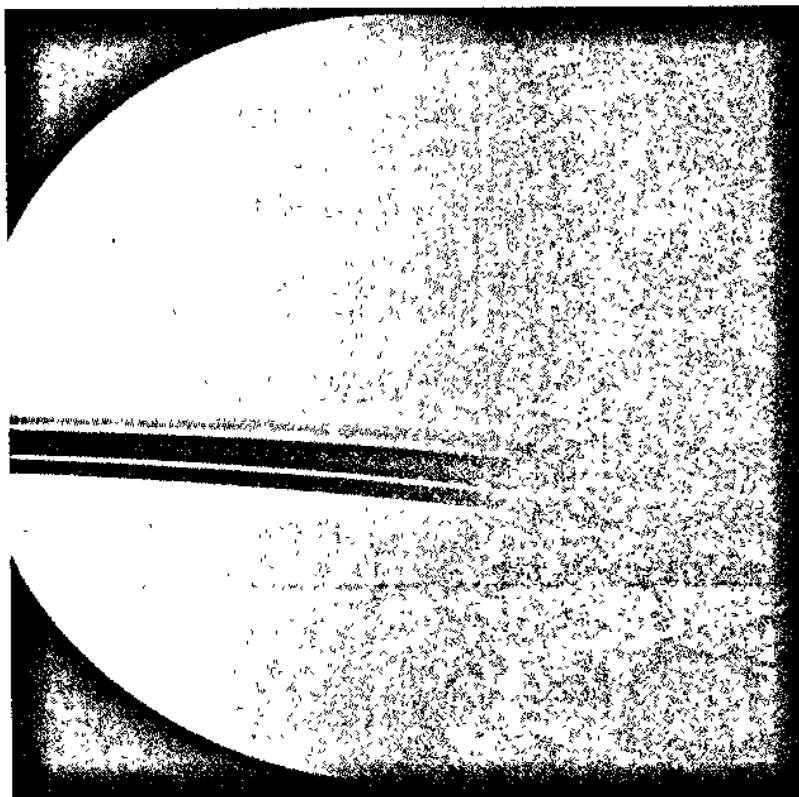
Great White Spots, which are 10 times larger than the regular storms, are rarer and occur about once per Saturnian year (or 29.5 years on Earth), the *Daily Telegraph* reported.

According to researchers, the storm has a latitude and longitude of 9,975 km and 16,895 km respectively — meaning it would spread across half of the Earth.

Observations from the Cassini spacecraft combined with images from ground-based telescopes, showed that the electric spectacle is producing a tempest so intense the flashes are occurring at the rate of up to ten times a second, according to the researchers who reported their findings in two papers in the journal *Nature*.

This outburst, they said, began last December as Cassini orbited the usually calm ringed planet while a network of ground-based observers also monitored the storm's evolution.

Prof. Agustin Sanchez-Lavega of the School of Engineer-



This picture provided by NASA shows a Saturn image taken on December 24, 2010, by the Cassini camera showing a storm (upper centre) covering an area similar to that from London to Cape Town. — AP

ing of Bilbao and colleagues said: "It is only the sixth time the once-in-a-generation phenomenon — which occurs as spring comes to the -1,39,983-km wide planet's northern hemisphere — has been spotted since 1876.

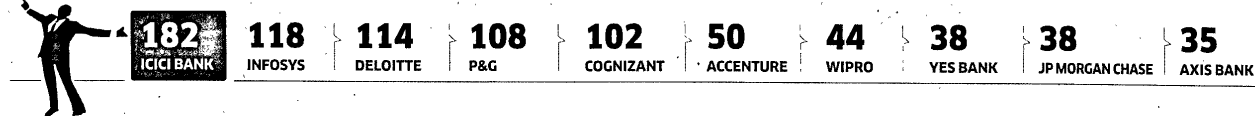
In a second study, Dr Georg Fischer of the Austrian Academy of Sciences in Graz and colleagues said: "The visible plume consists of high-altitude clouds that overshoot the outermost ammonia cloud layer owing to strong vertical

convection, as is typical for thunderstorms. "The flash rates of this storm are about an order of magnitude higher than previous ones, and peak rates larger than ten per second were recorded."

"Unlike storms on Earth, the total power of this storm is comparable to Saturn's total emitted power," the researchers said, adding that appearance of such storms in the northern hemisphere could be related to the change of seasons.

# Top 10 Recruiters from B-Schools

No of Students Hired at 16 B-Schools



## Faculty of Management Studies, BHU

Company	Students Hired
Coal India	15
IDBI	13
ICICI / Infosys	12
Union Bank of India	10
Bank of India / FINO	9
Canara Bank	7
Deia Bank	6
Pantaloons / ICRM	4
Bank of Baroda/Axis Bank	3
RBI/Visa Steel/Ansai API	2

## Faculty of Management Studies, Delhi

P&G	9
Deloitte	8
Accenture	6
Goldman Sachs	6
Citibank	6
Airtel	6
Deutsche Bank	5
ITC	5
RBI	5
Vodafone	4

## Great Lakes Institute

Infosys	50
Accenture	19
Cognizant	17
Mahindra Satyam	14
INautix	13
TCS	13
ICICI Bank	12
Axis Bank	12
WIPRO	11
HCL Group	10

## IIFT Delhi

Cognizant	13
Infosys	12
HCL Technologies	7
P&G	6
Tata Steel	6
SBI	6
Deutsche Bank	5
Tata Motors	5
Bharti Airtel	5
ICICI Bank	5

## IIM-A

BCG	11
EXL	11
McKinsey	10
P&G	10
Accenture	8
RBS	8
RIL	8
Yes Bank	7
Bain	7
INautix	6
mPhasis	6
Nomura	6

## IIM Bangalore

ICICI Bank	19
Deloitte	14
McKinsey	11
Yes Bank	11
P&G	9
American Express	8
A T Kearney	8
Bain & Co.	7
Boston Consulting	7
Goldman Sachs	7
Infosys Consulting	7

## IIM Calcutta

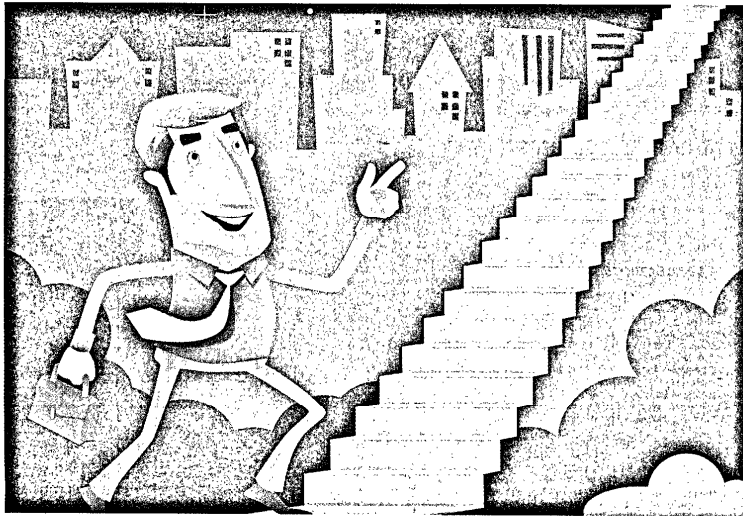
ICICI Bank	18
McKinsey & Co	13
P&G	11
Boston Consulting Group	9
Bharti Airtel	9
A T Kearney	8
United Bank of Switzerland	7
Daiva Securities	6
Bain and Co	6
RIL	5

## IIM-Kozhikode

Deloitte	16
ICICI Bank	16
Cognizant	14
HSBC	9
Wipro	8
BHEL	7
JP Morgan Chase	7
Airtel	6
Capgemini	6
P&G/RIL	6

# India's Biggest Recruiters

Banking, IT and consulting companies sweep the crème de la crème at the leading business schools, reports Saumya Bhattacharya



The placement season ended a while ago and the new joiners have even come on board at his bank. But K Ramkumar, group director, human resources officer at ICICI Bank, is still upset with one of the top B-schools of the country — IIM Ahmedabad. So miffed has he been with the business school that he decided not to go to IIM Ahmedabad to recruit young managers from the class of 2011.

"We have had a relationship with the IIMs for the last 30 years. During the current year, out of all the IIMs, we found IIM-A to be too full of themselves. We will not go to any campus that dictates terms to recruiters," Ramkumar declares, refusing to elaborate further. His resolve notwithstanding, ICICI Bank this year has emerged the top recruiter across B-schools, in terms of the number of students hired.

The one marquee event that defines B-schools across the country — the final placement season — brings forth many recruiting trends, student preferences, new entrants and a constant buzz around salaries. ET decided to look at one more aspect of the recruitment spectacle: the companies that hired in large numbers at the top B-schools, including seven of the IIMs. The objective was to look at who had managed to snag the best and finest talent from India's top B-schools. A couple of caveats though. We are talking about the big recruiters that hired in numbers and not about any pecking order. Also, we approached a large number of institutes and some of them declined to divulge the exact numbers. Some top-notch recruiters may have failed to make it to the list due to this, but those who did, showed us that the numbers do tell a story.

**ON A ROLL** Placements 2011 was an extension of the happy sentiment of 2010. If 2010 was the return of top-notch jobs to campuses, 2011 was the time students were on a roll. Cautions were thrown to the wind and the heady days of being courted by the Who's Who of India Inc were back. Says IIM Kozhikode director Debashis Chatterjee, "The number of offers at campuses was back to 2006 levels."

Companies agree. Priti Rajara, VP and head, global talent acquisition at Wipro Technologies, says:

"We have been witnessing very strong economic growth indicators for the past several months. Due to positive changes in the demand-side ecosystem and organic and inorganic growth and projections, our outlook for hiring in the current fiscal has been very optimistic."

Ramkumar agrees. "It was a more confident year at the campus compared to the last two years," he says. This backdrop, however, ensured that placement this year was almost as much dictated by students as it was by recruiters. We give you a snapshot of who found favour with students, and what makes this set of companies tick.

**WHAT STUDENTS WANT** "MBA institutes have raised the country and the students. In terms of helping them make informed choices," says Ramkumar. That worries him but still, ICICI Bank has had a single strategy for campus recruitment for the last 30 years. Started by KV Kamath — who is now the non-executive chairman of the bank — the strategy has been sharpened over the years. "We have never missed a year at the campus. In 2009, too, we were there," says Ramkumar. That year was one of the most in recent memory. In terms of placements, The meltdown that intensified with the collapse of the Lehman Brothers in September 2008, had stymied the initiation of young managers into corporate India. For ICICI Bank though, 2009 was still the year to pick up close to 1,900 candidates. This year, the bank has recruited 2,500 from B-schools across the spectrum; 95 are from the IIMs alone (except for IIM-A).

The HR head at Infosys, Nandita Gurjar, may just desire to disagree with Ramkumar on this. One Infosys is in the second spot on our recruiters list, and has hired more than 1,000 young managers from B-schools across tiers. So confident is Gurjar of this generation of students, that she takes a long-term view when preparing for the future work place. "Our campus experience shows that the present generation of students expects their jobs and careers to provide the necessary exposure and opportunity, not just pay," she says. What do students want from Infosys? Exposure and opportunities to be more important to them than climbing the organisational ladder. They expect a

highly technology-enabled workplace that promotes a collaborative, transparent and participative organisation culture; promotes innovation and rewards individual contribution, according to Gurjar.

**RIDING GROWTH** FOR another top recruiter on our list, technology company Cognizant, talent acquisition is top-of-the-mind. And with good reason. The company recorded a 40.1% growth in the calendar year 2010. In the last three years, it has grown from more than 86,000 as of March 31, 2008) to over 111,000 (March 31, 2011), in the number of employees.

"We believe that our access to top talent has been a critical reason for our industry-leading growth. This campus season, the number of Day 1 slots for Cognizant was the highest in our history. This will play a significant role in driving our growth engine," says Shankar Srinivasan, the company's chief people officer.

**PLACEMENTS THIS YEAR** were an extension of 2010. The heady days of being courted by the Who's Who of India Inc were back.

In terms of B-school hires, the company focused on hiring people with at least four years of experience in the IT industry, or in industries it specialises in — financial services, healthcare, manufacturing, retail, telecommunications and entertainment. When you are in the middle of an intense war for talent, how do you keep ahead of the curve? One way could be to build a long-term relationship with academia. "Going beyond recruitments" has been the philosophy of Cognizant. We believe in establishing long-term relationships with academia, and do not believe in a one-time, placements-driven interaction," says Srinivasan.

The long-term relationship includes measures such as formulating the curriculum and syllabi for several universities, initiating faculty development programmes on the latest trends in technology and business, getting alumni to act as campus ambassadors and spending some time on campus, sponsoring key activities.

Cognizant also banks on its 'no service agreements or employee bonds' policy to attract campus tal-

ent. We also believe in the will to work. We want associates to stay not because they 'have' to, but because they 'want' to," the chief people officer explains.

Cognizant says it has 60 acceptances from the IIMs alone, this campus season. "Not just that, we were also a top recruiter in other top-tier B-schools, including ISB Hyderabad, where we had 30 offer acceptances," says Srinivasan. The company also hired from top global schools, including SP Jain in Dubai and Singapore, the Rotterdam School of Management and Melbourne Business School.

Another company that has its recruitment strategy riding on growth is Procter & Gamble (P&G) India, one of our top recruiters. It was a year of firsts for the company. Double-digit growth over the last decade has made development of a leadership pipeline critical. The company posted an almost 100% increase in the number of final recruitments, and a 50% increase in the number of summer internships offered this year. "P&G's sustained and strong double-digit growth over the last decade has further strengthened our position as a leader in talent development. We continue to lay emphasis on attracting, growing and retaining talent," says Sonali Roychowdhury, head — human resources at P&G.

In 2010-11, P&G went to 10 new B-schools in addition to over 15 schools it visits regularly. Some of the institutes it regularly recruits from include six of the IIMs, XLRI Jamshedpur, NITIE, MICA, MDI Gurgaon, IIM Mumbai, IIT Delhi and the Delhi School of Economics. Of its total recruitments in 2010-11, 13% were engineering and 87% management graduates.

On its part Yes Bank, that has a flagship, lateral campus hiring strategy called the Yes Professional Entrepreneurship Program, has taken on board the highest number of Y-PEPers (as its calls it hires) in 2011. About 170 Y-PEPers joined the bank from the top B-schools and select foreign universities, and were placed across 22 business verticals. Deodutta Kurane, senior president for human capital management, says: "We saw students make their final decisions based on feedback received from alumni already working in hiring companies, he says.

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## IIM Shillong

Company	Students Hired
HSBC	7
SBI Capital	6
ICICI Bank	6
Deloitte	5
P&G	4
Yes Bank	3
HP Consulting	3
Godfrey Phillips	2
Indofil Chemicals	2
IBM	2

## IIM Indore

Deloitte	16
ICICI	14
Cognizant	13
Wipro	12
Yes Bank	10
P&G	6
Trident Group	6
HCL	6
PWC	5
Edelweiss	5

## IIM Lucknow

Deloitte	24
ICICI Bank	22
P&G	16
Cognizant	15
Axis Bank	10
Hindustan Unilever	8

(IIML shared only top 6)

## IIT-DMS

Infosys	8
BHEL	8
SBI	6
P&G	6
GE	5
Deloitte	4
Accenture	3
KPMG	3
Wipro	3
Citigroup	3

## Management Development Institute, Gurgaon

Goldman Sachs	15
ICICI Bank	13
P&G	10
Citigroup	10
Deloitte	10
Cognizant	10
JP Morgan Chase	8
Airtel	7
HP	7
SBI Capital	5

## Narsee Monjee Institute of Management Studies

ICICI Bank	39
Infosys	36
JP Morgan	14
Crill-Ireva/Wipro	10
Accenture	9
SBI	9
Yes Bank/RIL	7
Deloitte/KPMG	6
Religare/Axis Bank	6
Triton/GE	6

## SP Jain Institute of Management and Research

P&G	15
GE	11
Capgemini	10
Cognizant	8
Cummins	8
ICRA	6
Citi Bank/deloitte	5
Accenture	4
Johnson & Johnson	4
Axis Bank/RIL	4

## XIM Bhubaneswar

Polaris	15
Cognizant	12
TCS	10
JP Morgan Chase	9
PWC	8
Capgemini	7
HCL Technologies	6
ICICI Bank	6
Deloitte	6
SBI Capital Markets	5

Data collected by Shreya Bhowar & Mahima Puri (Delhi), Sreeracha Basu & Writankar Mukherjee (Calcutta), Devika Sridhartha (Bangalore), Merveza Begam (Mumbai), Parag Dave (Ahmedabad) and Bilash Singh (Gurgaon)

## — talking heads

"The present generation of students expects jobs to provide exposure and opportunity, not just pay"

**NANDITA GURJAR**  
HR Head, Infosys

"Our access to top talent has been the reason for our industry-leading growth"

**SHANKAR SRINIVASAN**  
Chief People Officer, Cognizant

"We have never missed a year at the campus. In 2009, too, we were there"

**K RAMKUMAR**  
Group Director, Human Resources Officer, ICICI Bank

Two companies in a column mean both have hired the said number of people.

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e-paper

# HP seeks to make India innovation hub

Sujit John | TNN

Vyomesh Joshi takes out a book on the William-Kate wedding. The head of Hewlett-Packard's imaging and printing group says it was brought out by a French publisher within four days of the wedding, complete with photos and details. "From balcony to bookshop in 96 hours," he says. Digitization and web-enabled printers, he says, is raising the appetite for printing, and is finding creative applications, such as photo books that tell your life story or your vacation story with pictures and text.

Joshi was born and raised in Ahmedabad, where he did his engineering and also worked for three years in a CSIR institute. He went to the US in 1978 to do masters in electrical engineering from the Ohio State University. Two years later, he joined HP, where his first job was to design thermal printers. The first three projects he worked on were cancelled. He then started

working on inkjet technology. "I did the original work on the colour inkjet cartridge," he says. That was in 1994. He became executive vice-president of HP's imaging and printing group in 2002, and under him the business has grown from \$19 billion to \$26 billion. It's the \$126-billion company's most profitable business. Joshi was in Delhi to announce a new thrust in India. He spoke to TOI. Excerpts:

## We hear you have just been assigned an India role too.

Yes. Right now I'm on a listening tour. India is a huge opportunity. Leo (HP CEO Leo Apotheker) wanted to make sure that from the executive council we (India) get attention, support and focus. I'm going to work with the India teams to figure out how we can accelerate our growth. I want to make sure India becomes an innovation hub.

## Will the India heads report to you?



### ONE-ON-ONE

Vyomesh Joshi

HEAD, IMAGING AND PRINTING GROUP, HP

This has nothing to do with reporting structures. The idea is to give the teams very clear priorities in terms of how we can grow together.

## What specifically is India's attraction for you?

India's GDP growth is big. It is heading to become one of the world's top three economies. We see IT adoption growing rapidly. I see extraordinary opportunity in consumer, small and medium business, and enterprise.

Take the imaging and print-

ing business. The connect rate of PCs to printers is 10 to 1 in India; in the US it is 10 to 34. People here don't tie printers to their needs. They think if they need it they will go to a shop and get it done, but the quality is not good, and it's expensive. When they understand that if they print stuff and interact with the information, the value creation is a lot more. Children could do their homework in a different way. Once we have printers as a web appliance and we have compelling content, things will change.

In the education sector, imaging and printing is a core part. SMBs can make themselves look like a big company with effective use of imaging and printing. From an employee standpoint, India has the highest number of HP employees, after that in the US. That's a great talent pool.

## What is Apotheker's expectation, that India will contribute a lot more to HP's

## growth and innovation?

Yes. I'm very passionate about this. And I know we can make a difference. I'm an HP lifer. It's going to be 31 years since I joined HP. I love this company, have tremendous passion for it. I joined as an R&D engineer.

## Some call you the perpetual No. 2 at HP.

I enjoy what I do. I never thought I'm going to be this. Always thought I would make a contribution.

## There are reports that investors would like HP to be broken up.

Leo (Apotheker) is taking the company in the direction of cloud, connectivity and software. Look at the printing strategy, that's also about cloud, connectivity and software. If you look at our parts and the overall business, and if you look at where the market is going, the value for the customer is more if we stay together.