

# **THE GIST**

**INDEPENDENCE DAY EDITION**  
**AUGUST 2023 VOL.16**



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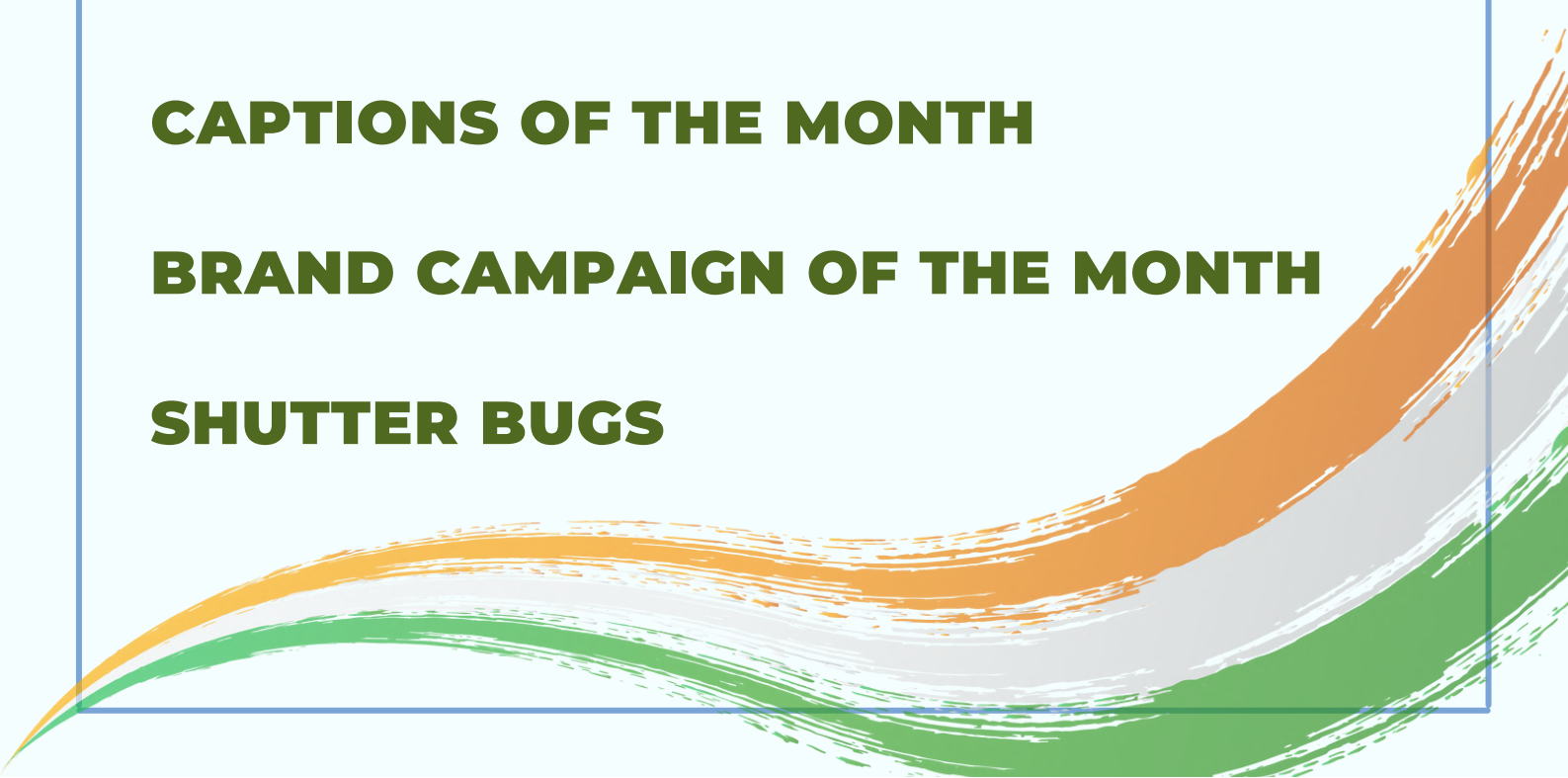
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# MENTOR'S NOTE

## HR/Business Leaders and Labour Codes



By - Dr. Deepak Sharma

In independent India major labour reforms would be happening for the first time and as such HR/Business Leaders need to get involved in critical analysis of the changes in labour laws and its implications on workers/employees/unions/management. If we begin with the Industrial Relations Code, in the definition of Industrial Relations code a new clause of fixed term employment has been added--Section 2(o).

A person appointed for a fixed term will be entitled not only to equal wages, allowances and benefits as permanent worker gets but also to statutory benefits in proportionality of service period. HR managers may accordingly hire for fixed term employment but be ready to pay benefits. Another development is the definition of employee has been added including people in supervisory, managerial and administrative capacity which was earlier missing. HR manager needs to be cautious of limitation period for raising the industrial dispute by parties (two years from date such dispute arose), as it is a new provision that applies to all industrial disputes including individual.

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Another change introduced is in area of Standing Orders Act. The new code expands the scope of standing orders to apply to every industrial establishment wherein three hundred or more than three hundred workers, are/were employed on any day of the preceding twelve months. HR's have to be mindful of the fact that within the new labour codes time limit has been introduced for completing the disciplinary proceedings and investigation and enquiry has to be done within ninety days of suspension of the worker. HR managers need to work towards capitalising on the opportunity to establish better IR climate in the industrial establishment due to the fact that provisions related to recognition of trade unions have been included in the IR Code which covers recognition of negotiating union (when only one union—employer to recognise that union as sole negotiating union of the workers whereas in case of more than one union in the establishment, union having 51% of workers on muster rolls to be recognised as sole negotiating union, if no union having such numbers then negotiation council comprising of one representative per 20% of workers). HR/IR managers also get an advantage from the fact that now it would be much difficult for workers to go on strike. Again, retrenchment provisions have been eased out and industrial establishments employing less than 300 workers would no longer need permission from Government before retrenchment, lay off or closure.

But, HR professionals are required to follow a statutory mandate for reskilling workers because as per section 83 of the IR Code employer would be required to deposit an amount equal to 15 days wages last drawn by the retrenched worker.

# GUESS THE BRAND



**HINT- It is a Japanese multinational corporation that produces sportswear headquartered Kobe, Hyōgo Prefecture, Japan.**

# GLOBAL LEADERSHIP PROGRAMME



NMIMS Bengaluru, in collaboration with the **University of Bristol** and **Common Purpose**, conducted the **Global Futures Programme**. This intercultural and career-building initiative offered students a unique opportunity to delve deep into the city of Bangalore, gaining practical knowledge and invaluable insights into the dynamics of leadership and change.

The Global Futures Programme was designed to equip students with the skills, mindset, and global perspective needed to excel in an increasingly interconnected world. Through a series of engaging activities and interactions, participants had the chance to broaden their horizons, explore diverse perspectives, and enhance their employability skills.

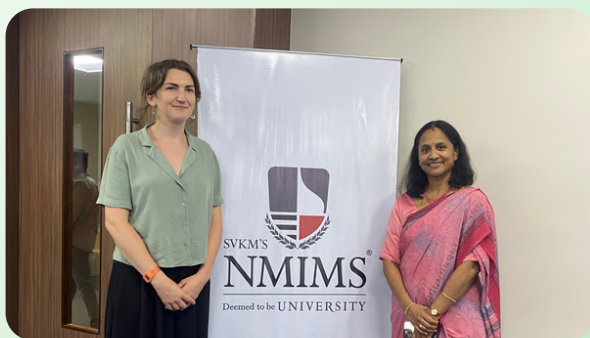


# The Gist

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The three day programme was designed to equip students with the skills, mindset, and global perspective needed to excel in an increasingly interconnected world. The Global Futures Programme was successfully implemented thanks to the logistical support and appropriate learning environment provided by NMIMS Bengaluru.

**Apart from IQ and EQ, it is  
important to have CQ - Cultural  
Quotient**



# YUVA "You Grow, Girl!"

NMIMS Bangalore was delighted to host Ms. Navya Naveli Nanda, a young Indian entrepreneur, social media influencer, and co-founder of Aara Health, for a Live Conversation session with our students as part of the Yuva Roadshow initiative, "You Grow Girl" organized by Clustera and Yuva.

Ms. Navya is the Founder of Project Naveli, a Not-for-Profit Organisation working towards providing women with access to resources and opportunities to help build a Gender-Equal World.

This participatory seminar meeting aimed to promote a welcoming environment, be inclusive of all perspectives, and motivate a new generation of independent, business-minded women. It tapped into the topics of Street Harassment, Women Empowerment, Self-Development, Finance & Entrepreneurship, discussing all the Why's and Don't's. After the lively session, students got the opportunity to tell their inspiring stories during an open-mic session.





# The Gist

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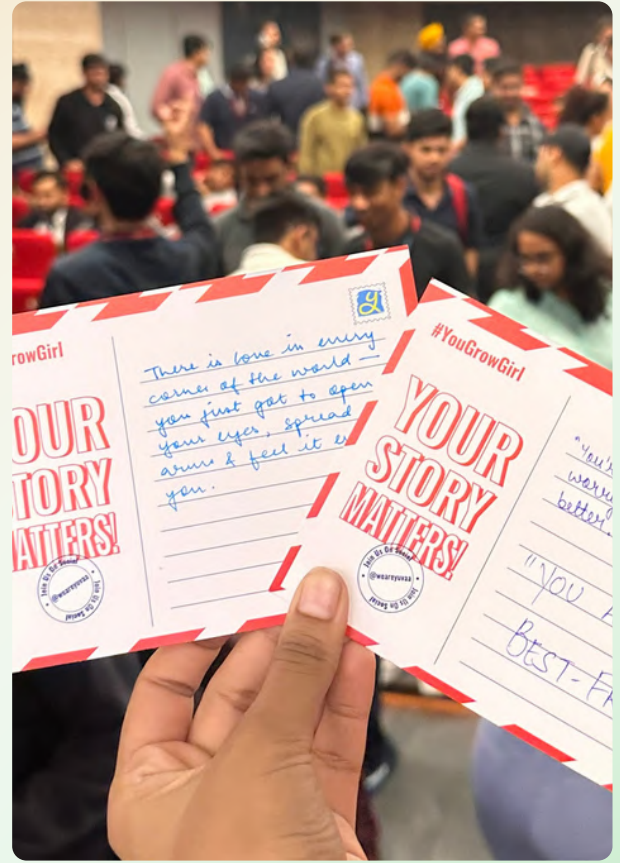
Our pupils were profoundly affected by the Yuva presentation titled "You Grow Girl" with Miss Navya Nanda and Mr. Yash Pise. Deep reflection revealed the importance of self-care that had been overlooked as a result of the self-care question. But they were deeply moved as they listened to Miss Navya and Mr. Yash's captivating stories and personal experiences. They understood the enormous influence self-care had on one's development and wellbeing.

Students were encouraged to share some of their most profound ideas and kindest experiences, such as a moment that changed their lives or an event that helped them define who they are. Everyone was left teary eyed when the opportunity's results were revealed. Our MBA 14 Batch of young talent discussed some of the finest and most brave life situations, including anxiety, resisting harassment, coming out, and more. The Yuva team then exhorted everyone to write a lovely motivational letter for an anonymous recipient and to randomly accept one from an anonymous recipient. This created a wonderful sense of belonging and brought positivism and non-biased words of support.

Now that students are aware of the need of self-care as a basis for success despite the difficulties of their studies, they embrace it with no reluctance. With renewed inspiration, they give priority to time spent reflecting, unwinding, and doing the things they enjoy. They are resolved to put their well-being first now that they have the knowledge that taking care of yourself is not selfish but rather a way to foster motivation and resilience.



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The "You Grow Girl" presentation has been a life-changing experience that has enabled them to advance both personally and professionally. The lecture had a significant influence on the NMIMS Bangalore students, inspiring them and giving them a sense of enlightenment. It established a setting that is supportive of ongoing learning and personal growth with the ideal balance of wisdom, inspiration, and pure delight. It was an honour to be surrounded by their extensive expertise, enthusiastic enthusiasm, and unrelenting dedication to both professional and personal development.



# DPSI - LET'S GET THE BALL ROLLING!

The first edition of DPSI was unfolded, wherein the singular goal was to establish an open, safe space for people to express what they think and feel about anything and everything. While those participating spoke with utmost rawness and vulnerability, it was endearing to see those among the audience be receptive and make the former feel accepted, understood, relatable, and above all, safe. Ergo, the ultimate goal of DPSI was justified -- the creation of a safe space for everyone.



# The Gist

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Much in line with what the actual movie entails, everybody in the team allowed themselves to take a break and romanticise the subjects of art and literature, and even just their life. Invoking our "Captain", Professor John Keating, we started the event remembering that "We don't read and write poetry because it's cute. We read and write poetry because we are members of the human race. And the human race is filled with passion. And medicine, law, business, engineering, these are noble pursuits and necessary to sustain life. But poetry, beauty, romance, love, these are what we stay alive for. To quote from Whitman, "O me! O life!... of the questions of these recurring; of the endless trains of the faithless... of cities filled with the foolish; what good amid these, O me, O life?" Answer. That you are here - that life exists, and identity; that the powerful play goes on and you may contribute a verse. That the powerful play \*goes on\* and you may contribute a verse. What will your verse be?" And we ended the event emphasising, "No matter what anybody tells you, words and ideas can change the world".

It's carpe diem all the way for the Knowbles!



# INDEPENDENCE DAY CELEBRATION



**“At the stroke of the midnight hour, when the world sleeps, India will awake to life and freedom”**

It has been 76 years since the above statement was spoken, and to celebrate the liberty to say such statements Rang the cultural committee of NMIMS Bangalore celebrated 77th Independence Day. The flag hoisting was done by MR. Vishnu bhatt, the Deputy Registrar of NMIMS Bangalore. After which a cultural program was organised in collaboration with Rivayat- The UG Creative arts & Cultural Committee.

The cultural event gave everyone a chance to express the love for the country. Where a lot of them showed with their talents. The president of Rang, Mr.Raunak Varma gave a speech. The event had it all from acting to solo dance to group dance to group song. The event also gave a chance to people in audience to volunteer to perform, which was taken up by a student from undergraduate to recite a poem and also a staff of security performed dance.

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The event was well managed and hosted with the auditorium full and people enjoying the performances. The main highlight was the movie presentation, which showcased all the achievements of our country and it was truly a proud moment for all the people sitting in the audience. At the last all the participants were facilitated and a vote of thanks was presented. Just like any other Rang event this event as well ended with a bash.

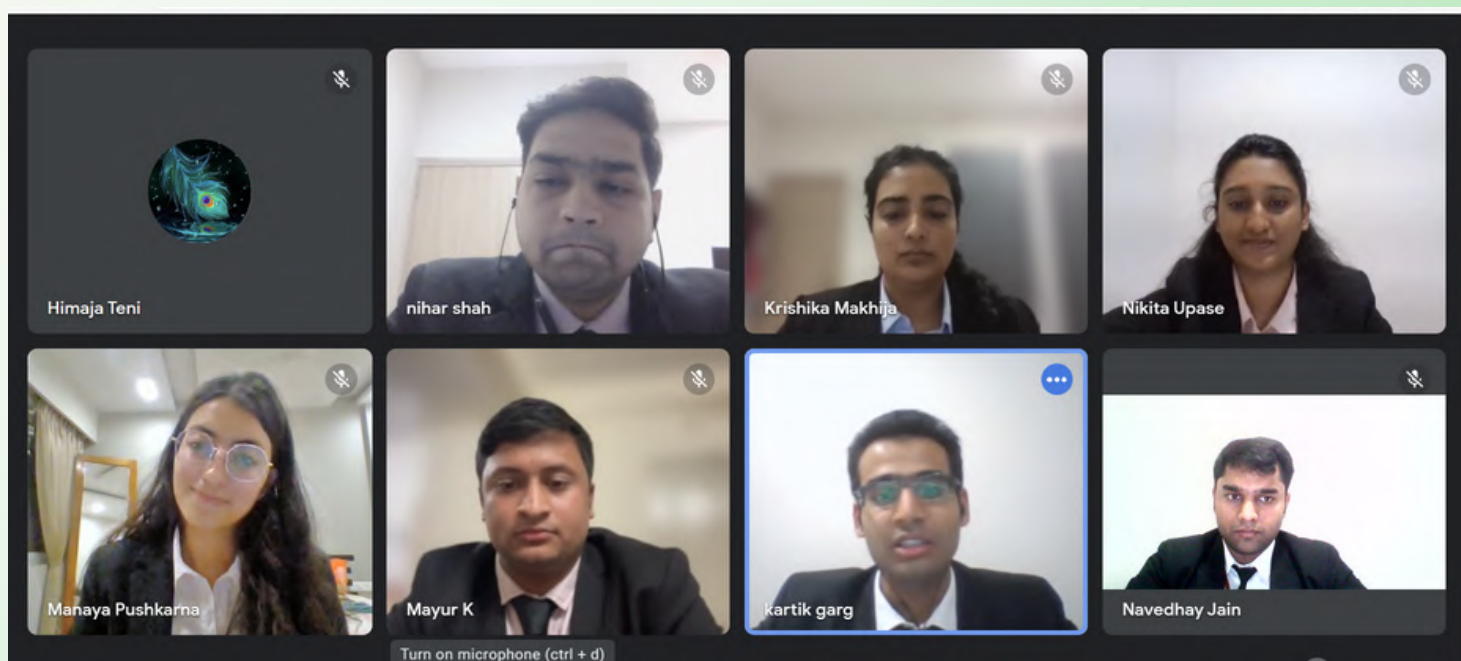


# TOP TALENT

By HRiday - The HR Club

NMIMS Bangalore's Top Talent college event, orchestrated by Hriday - the HR club, stands as a testament to the institute's commitment to nurturing exceptional individuals. With its multifaceted approach, Top Talent has become a flagship event, eagerly anticipated by students across various majors and minors. The event's format is designed to provide participants with a comprehensive opportunity to showcase and enhance their group discussion skills.

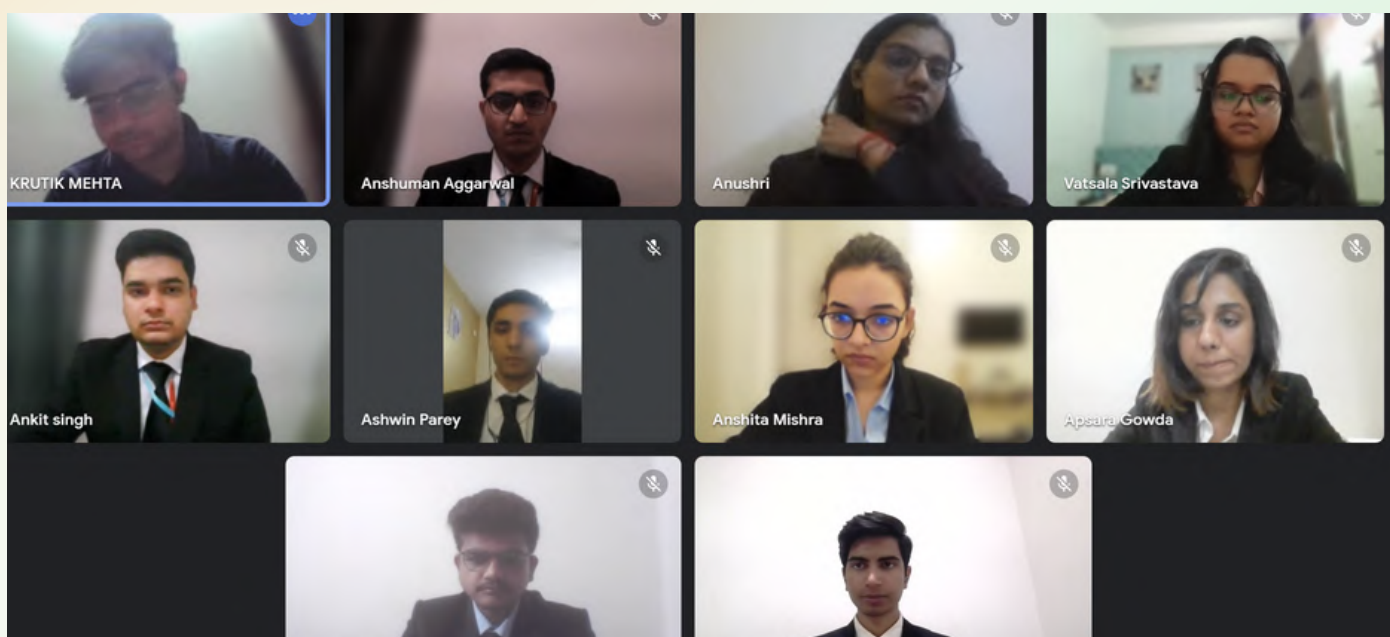
The event kicked off with an invigorating first round, centered around group discussions on a range of general topics that revolved around the various domains. This stage served students a platform to display their communication prowess, critical thinking, and collaborative abilities. It served as a melting pot of diverse viewpoints, cultivating intellectual discourse and enriching the landscape to prepare the students for internships & placements.



# The Gist

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Building on the foundation of the initial round, the competition progresses to the second round, which took place in an online format. This stage delves deeper into the participants' domain-specific expertise, which covers areas like marketing, finance, HR, analytics, and operations. Here, the focus shifts to more specialized group discussions, conducted online. This strategic shift allows individuals to demonstrate their grasp of industry-specific concepts, their adaptability, and their capacity for insightful analysis.



HRiday's Top Talent event assumes a role of paramount importance within NMIMS Bangalore. Beyond being a mere competition, it functions as an immersive preparation ground for the challenges that lie ahead. The mock Group Discussions mirror the forthcoming summer internship processes, equipping participants with invaluable experience and a preview of the corporate landscape. The event's overarching aim is to empower students, refining their skills and bolstering their confidence as they approach the professional world.





# BOX CRICKET

By Lakshya, The Sports Committee



Lakshya the sports arm of NMIMS Bangalore organized Box cricket tournament for MBA students. Around 13 teams participated from senior and junior team. These teams were divided into four groups with three groups of three teams each and one group of four teams. As per the audience the teams formed by senior batch tend to dominate the teams from junior batch, although there were some tough fights, where the match went till the last ball. The crowd was cheering their batchmates and appreciating other exceptional players from another batch.

Everyone was on the edge of their seats for the tense Box Cricket Tournament finals, which were held on August 28, 2023. As the players displayed their skills and left the audience in awe of their performance, the mood was electrifying. Saif Ul Islam's tenacity at the crease was noticeable in a nail-biting match, but Rohnit Pannu's superb bowling and Pradyumna Kabra's outstanding fielding combined to form an unstoppable force, holding the Knight Riders to only 24 runs.



Ritvik Goyal's strong batting enabled the Skyhawks to chase the goal despite an amazing spell by Prathiksh Madhavan, who was named the tournament's "Bowler of the Tournament." Ritvik Goyal thus also received the well-deserved title of "Batsman of the Tournament."

Kunal Rajgarhia, who was named the "Male Player of the Tournament," shone out in a competition stacked with exceptional talent. Lavanya Bhadauriya, who earned the title of "Female Player of the Tournament," on the other hand, excelled on the pitch and showed her talent and dedication. Skyhawks are deserving of thunderous acclaim. Because of their outstanding collaboration and tenacity, they are the champs. For their never-say-die spirit and tenacity, all the other teams equally deserve praise.

# WALKATHON

By Udyam, The Social Responsibility Committee



The Walkathon was held on August 19, 2023. The walkathon was a 2.1 km walk that started from Royal Meenakshi Mall till the NMIMS Hostel. The objective of the walkathon was to raise awareness about Mental Health. It was led by Udyam's Faculty Mentor Prof Janaki Anant.



Over 175 people participated in the walk and everyone was chanting 'Ek, do, teen, char, mansik tanhav door karo yaar' and bystanders were asked a out it and some even joined us in the slogan chanting. In addition to the walkathon, the event also included a street play about Mental Health by our members of the Udyam Committee. The play was about the issue of mental health and that nobody understands the issues related to it, and

## The Gist

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It was a powerful way to raise awareness about this important issue.

The Walkathon was a great success, and it helped to raise awareness about Mental Health. It is an example of how NMIMS Bangalore is committed to social responsibility and to making a difference in the world.

Here are some additional details about the walkathon:

- The walk started at 8:30 AM and ended at 10:30 AM.
- The route of the walk was from Royal Meenakshi Mall till NMIMS Hostel.
- Prof Janaki Anant was providing moral support to all the participants.
- The event was a lot of fun, and it was a great way to raise awareness about an important issue.



# THE GREAT INDIAN FREEDOM FEST

By CNBC TV-18 with Mudra, The Finance Club and Margene,  
The Marketing Club



In a dynamic collaboration, CNBC TV 18 joined hands with NMIMS Bangalore's Mudra and Margene clubs to present "The Great Indian Freedom Fest" on campus. The event featured prominent speakers: Mr. Akash Gehani, COO and co-founder of Instamojo, and Mr. Kartik Venkateswaran, CEO and founder of JumboTail. Under the skilled moderation of Ritu Singh from CNBC TV 18, the speakers engaged with MBA students on the topic of achieving financial freedom. They highlighted the significance of taking consistent, disciplined steps to secure a strong financial future.

An interactive Q&A session allowed students to glean insights directly from the experts. This collaborative event left an indelible impression, motivating attendees to navigate their financial journeys with newfound wisdom and determination.

"The Great Indian Freedom Fest" underscored that with the right guidance and small, purposeful actions, the path to financial independence is within reach.



# SPORTS DAY

By Lakshya, The Sports Committee



The event was attended by students, faculty, and staff. The matches were played with great enthusiasm and the students gave their best. In the end, the Agastya House emerged victorious, winning the Inter-House football tournament.

The sports day was a great way to celebrate International Literacy Day and to promote physical fitness among the students. It was also a great opportunity for the students to showcase their sporting talents and to compete against each other in a friendly environment.

Lakshya, the sports arm of NMIMS Bangalore, organized an Inter-House football match as part of the International Literacy Day celebrations on August 8, 2023. The event was held at the NMIMS Bangalore campus and was open to all students. The matches were played between the four houses of NMIMS Bangalore - Agastya, Daksha, Ganesha, and Saraswati. The matches were played in a friendly spirit and the overall objective was to promote physical fitness and sportsmanship among the students.



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Here are some additional details about the sports day:

The event was held on the morning of August 8, 2023.

The matches were played on the NMIMS Bangalore football ground.

There were four teams participating in the tournament - Agastya, Daksha, Ganesha, and Saraswati.

The matches were played in a round-robin format, with each team playing against each other once.

The top two teams at the end of the round-robin matches played the final match.

The Agastya House won the final match against the Daksha House, winning the Inter-House football tournament.

The sports day was a great success and was enjoyed by all the participants. It was a great way to promote physical fitness and sportsmanship among the students and to celebrate International Literacy Day.



# SOCIAL ISSUE OF THE MONTH: INCOME INEQUALITY

Income inequality remains a pressing social issue, accentuating disparities between the affluent and the marginalized. This divide is fueled by various factors, including unequal access to education, healthcare, and job opportunities. As wealth concentrates in the hands of a few, the majority face limited upward mobility, hindering social progress.

Inadequate education perpetuates the cycle, as quality schooling often eludes low-income communities, impeding their potential to secure well-paying jobs. Healthcare disparities further exacerbate the problem, with limited access to medical services causing economic instability for many. This issue is compounded by systemic biases that favor certain demographics, perpetuating an uneven distribution of wealth.

Economically marginalized individuals encounter fewer opportunities for growth, leading to a lack of representation in decision-making processes. This erodes social cohesion, fostering resentment and hindering overall development. Tackling income inequality requires comprehensive reforms, such as equitable education funding, accessible healthcare, progressive taxation, and inclusive policies that address systemic biases. Societies must strive for a more just distribution of resources to bridge the gap and foster a more prosperous and harmonious future for all.





# BUSINESS TALES



## **Chandrayaan-3's successful soft landing makes headlines across globe**

Chandrayaan-3's successful soft-landing on the Moon to propel India into an elite group of nations was lauded by leading foreign media outlets as a marvellous achievement and a massive moment for the country's space exploration that has raised its profile as a spacefaring nation. The historic event in India's space programme on 23rd August, made headlines across the globe.

## **Microsoft introduces next-gen AI solutions to boost frontline productivity**

Currently, over 60% of Fortune 500 companies use Microsoft 365 to empower frontline workers, and the tech giant is committed to investing in innovative solutions to help them thrive. In August, the tech giant had announced that its AI-infused Copilot for Microsoft 365 will now be available at \$30 per user per month for business accounts.



## The Gist

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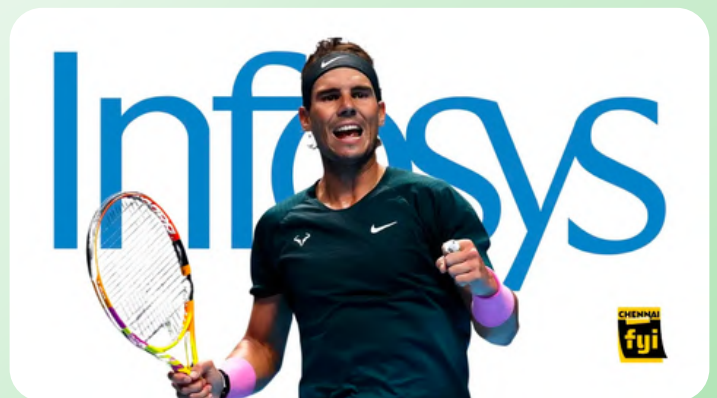
### **Ather Energy launched entry-level electric scooter**

Electric two-wheeler maker Ather Energy on 11th August, launched an entry-level electric scooter model 450S in the country priced at Rs 1.29 lakh (ex-showroom Delhi). The Bengaluru-based company also unveiled its existing product range with additional features. The 450S comes with a battery capacity of 2.9 kWh, a range of 115 kilometres and a top speed of 90 km/hour, Ather Energy said in a statement.

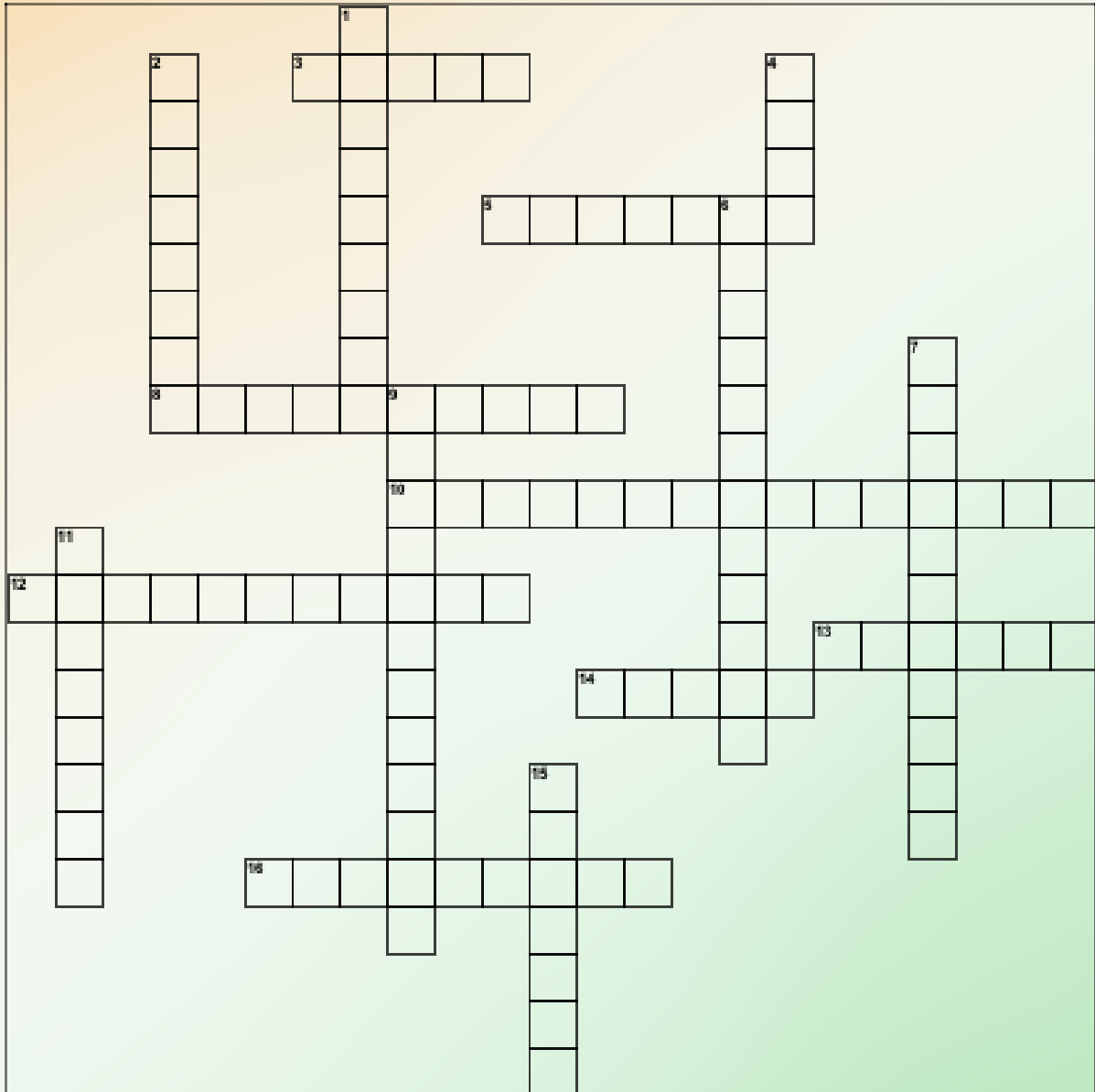


### **Infosys signs tennis star Rafael Nadal as brand ambassador**

The Bengaluru-based company and Nadal's coaching team are developing an AI-powered match analysis tool. This personalised tool will be available in real time to Nadal's coaching team to simultaneously track insights from his live matches, when he is back on tour, along with historical data from his earlier matches.



# MBA CROSSWORD



## ACROSS

## DOWN

- [3] The cost of a product (5)
- [5] A tangible item produced to meet a need or want (7)
- [8] A business run by one person (4, 5)
- [10] When private companies take over by the state (15)
- [12] Different producers contending with each other in the same market (11)
- [13] The bringing together of a buyer and a seller (6)
- [14] A person or organization which has full legal rights over a property (5)
- [16] The price a business pays for an item (4,5)

- [1] The movement of goods, resources and people (9)
- [2] The provision of non physical products such as labor, insurance, advertising (8)
- [4] This is payment for the use of land or buildings owned by someone else (4)
- [6] that invested in a business (7)
- [7] A business run by two or more people (10)
- [9] Daily costs which are incurred from wages, rent, electricity, etc (7,5)
- [11] The end user of a product (8)
- [15] A service providing the supply of water, electricity or gas (7)

# POPCORN PICK FOR THE MONTH



# The Gist

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"...*And Justice for All*" is a compelling legal drama that offers viewers a riveting and thought-provoking cinematic experience. The film chronicles around the American justice system, highlighting its flaws and complexities, while Al Pacino tries to deliver a stellar performance as Arthur Kirkland, a principled but disillusioned defence attorney.

The film is a dark satire, combining drama, grim humour, comic relief and tries to balance it with weighty subject matter. Beyond the legal drama, the film navigates through the themes of corruption, moral compromise and the value of integrity.

The film is renowned for its famous quotes, including the famous "*You're out of order! You're out of order! The whole trial is out of order!*" scene, which has become an iconic moment in cinematic history.

In addition to Pacino, the film features a strong supporting cast, including Jack Warden, John Forsythe, and Jeffrey Tambor, who contribute to the overall excellence of the performances.

All in all, "*...And Justice for All*" is a must-watch for anyone who appreciates for everyone who values strong acting, insightful narrative, and a critical analysis of the judicial system and human morals. Al Pacino's tour-de-force acting, combined with the film's social commentary and dark humor, ensures that it continues to be a relevant and engaging cinematic masterpiece.

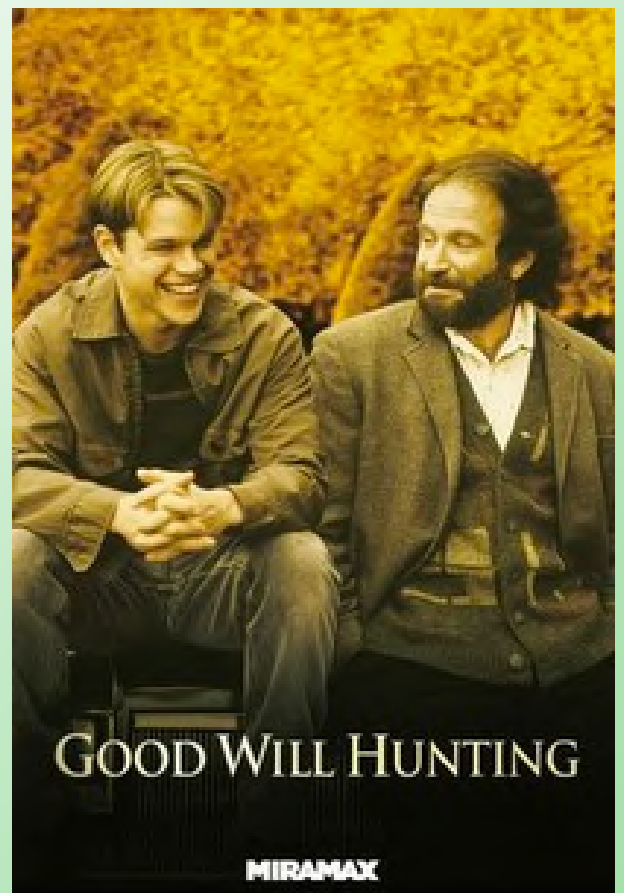


# MORE MOVIE RECOMMENDATIONS



**Hidden Figures: A triumphant story of black women's brilliance and resilience**

**Good Will Hunting: A moving story of a troubled genius finding his way.**



# CAPTIONS OF THE MONTH



”  
Believing in  
yourself is the  
first secret to  
success

“

“

IT ALWAYS  
SEEMS  
IMPOSSIBLE  
UNTIL IT'S  
DONE

”

# BRAND CAMPAIGN OF THE MONTH



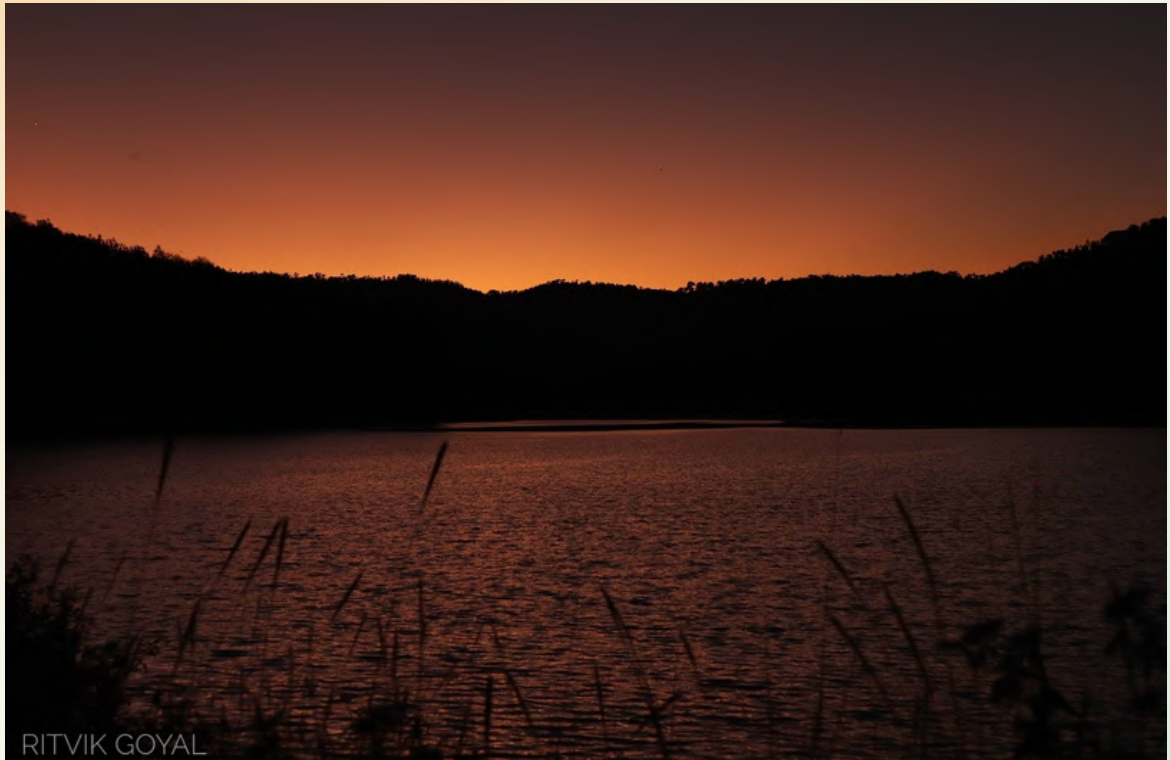
The buzz around the upcoming live-action Barbie movie is getting real, thanks to a seriously cool marketing campaign that's getting everyone talking before its big release in July 2023. Margot Robbie is all set to take on the role of Barbie, with heartthrob Ryan Gosling as Ken, and the whole show is being directed by the talented Greta Gerwig. It's safe to say, there's a lot to look forward to!

What's really stealing the spotlight here is the movie's marketing campaign – it's like nothing we've seen before. People are loving the unique approach and how it's capturing the hearts of such a wide audience. The campaign is a mix of different exciting things:

- **Character Posters:** They kicked things off with these super cool posters showing Margot Robbie and Ryan Gosling in different outfits that totally scream Barbie. They made sure these posters were super shareable on social media, and guess what? They went viral in no time!
- **AI-Generated Selfies:** Hold onto your hats for this one – they had this clever tool that let fans create selfies that looked just like Barbie. And boy, did it get people talking! Social media was buzzing with these Barbie-like selfies all over the place.



# SHUTTER BUGS



**Ritvik Goyal- MBA 13**



**Sudhanshu Walia- MBA 13**



**N Soundaravishal - MBA 14**



**Sindhuja R - MBA 14**

# Thank You

LOVE FROM KNOWESIS FAMILY!

KNOWESIS WOULD LIKE TO APPRECIATE EACH AND EVERY STUDENT AND FACULTY MEMBERS FOR THEIR CONTRIBUTION



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