NIIT

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Jan - Mar 2019

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NIIT Announces 14th National Industry Targeted Aptitude Test (NITAT)

NIIT reaches out to more than 1 Million students over the past 14 years with new-age career options across multiple sectors.

17 January, 2019 by BW Online Bureau

NIIT Limited has announced the 14th edition of NITAT - to enable students and graduates to calibrate their potential and aptitude for careers across multiple sectors. NITAT 2019, will be simultaneously conducted by NIIT, in over 150 cities nationwide from 20th to 22nd January 2019.

Graduates as well as undergraduates from all streams can apply for this test. Students can register on https://www.training.com/DigitalCampaign/Campaign/Registration.aspx or by visiting the nearest NIIT centre.

According to India Skills Report 2019, hiring intent in 2019 is expected to be strongest after a gap of four years, on the back of bullish employment opportunities in Software & Hardware, Automotive and Travel and Hospitality sectors. While design and analytics jobs would be the most sought-after in the overall set, the demand would increase for almost all profiles especially specialist technologies in the space of AI/machine learning.

NITAT aims to address this growing need by identifying a ready talent pool for immediate absorption by the industry. The test has been designed as an objective test and assesses the behavioural and functional parameters of the students to provide an insight into their natural inclination to a specific career. Every student will receive a personalised score card. NIIT will also award up to 40% scholarship to the meritorious students.

Flagging off NITAT 2019 nationally, Anurag Gupta, Head, Career Education Business- India, NIIT Ltd. said, "National Industry Targeted Aptitude Test is beneficial for both students seeking to identify their aptitude and the industry which is in the lookout for right talent. Being held for the 14th consecutive year, NITAT has evolved from being just an I.T. aptitude test to the one that assesses student's career readiness quotient across multiple domains. NITAT works as an important instrument for not only evaluating but also understanding potential next steps for aspiring professionals."

NIIT's pioneering initiative NITAT was introduced in 2004 to enable graduates and students pursuing their studies in engineering, arts, commerce and science streams to gauge their aptitude for a career, identify skills further required, if any, and thus systematically charter their desired career options.

http://bweducation.businessworld.in/article/NIIT-Announces-14th-National-Industry-Targeted-Aptitude-Test-NITAT-/17-01-2019-166258/

Bloomberg

NIIT Recognised as 'Best Training Institution'

New Delhi, Delhi, India - Business Wire India

NIIT Recognised as 'Best Training Institution' at the 9th Indian Education Congress & Awards 2019

NIIT Limited, a global leader in skills and talent development, has been recognised as the 'Best Training Institution' at the 9th Indian Education Congress & Awards 2019. The award was received by PVD Ravi Kiran, Sr. Vice President, Skills and Careers Business (India), NIIT Ltd. at a recent ceremony organized in New Delhi.

Indian Education Congress & Awards are organised by Franchise India every year, to bring forth future readiness conversations between educationists, EdTech innovators, investors, policymakers and academicians. It helps them to come together and drive discussions on how education practices in the changing society can be transformed by investigating ways to build education ventures, school partnership models, support edu-preneurs, and work with new ideas and innovations across the K-12 & Higher learning ecosystem.

Established in 1981, to help the nascent IT industry overcome its human resource challenges, NIIT has today grown to be a global leader in skills and talent development providing career related learning solutions to Individuals, Enterprises and Institutions in diverse areas including Digital Transformation, Data Analytics, Software Development and many other new-age career streams.

Speaking on the occasion, Bimaljeet Singh Bhasin, President, Skills and Careers Business (India), NIIT Ltd. said, "We are delighted to be recognised as the 'Best Training Institution' in India. NIIT has been at the forefront of providing career related learning for close to 4 decades. This recognition will encourage us to further strengthen our commitment to create high impact learning and talent development programs for millions of individual and corporate learners."

About NIIT

NIIT is a leading Skills and Talent Development Corporation that is building a manpower pool for global industry requirements. The company, which was set up in 1981 to help the nascent IT industry overcome its human resource challenges, today ranks among the world's leading training companies owing to its vast and comprehensive array of talent development programs. With a footprint across 40 nations, NIIT offers training and development solutions to Individuals, Enterprises and Institutions. NIIT has three main lines of business across the globe – Corporate Learning Group, Skills & Careers Business and MindChampion Learning Systems Limited.

NIIT's Corporate Learning Group (CLG) offers Managed Training Services (MTS) to market-leading companies in North America, Europe, Asia, and Oceania. The Skills & Careers Business (SNC) delivers a diverse range of learning and talent development programs to millions of individual and corporate learners in areas including Digital Transformation, Banking, Finance & Insurance, Soft Skills, Business Process Excellence, Retail Sales Enablement, Management Education, Multi-Sectoral Vocational Skills, Digital Media Marketing, and new-age IT. As NIIT's wholly owned subsidiary for its K-12 school learning initiative - MindChampion Learning Systems Limited (MLSL), provides futuristic NIIT nGuru range of learning solutions for schools comprising, interactive Classrooms with digital content, technology-driven Math Lab, IT Wizard programs and Quick School - an Education Resource Planning software. The Training.com learning platform is an NIIT initiative for advanced career programs, which are delivered live by industry experts in an immersive and interactive online mode, combining instructor-led classrooms with the convenience of accessing the training sessions from anywhere.

As the Most Trusted Training Brand in India for 5th year in a row (Brand Trust Report, 2017), NIIT's learning and talent development solutions, continue to receive widespread recognition globally. NIIT has been named among the Top 20 Training Outsourcing Companies for the past eleventh consecutive years by Training Industry, Inc. USA. Further, leading Indian ICT journal Dataquest has conferred upon NIIT the 'Top Training Company' award successively for the past 20 years, since the inception of this category. NIIT has also been featured as the 'Most Respected Education Company'- 2016 by leading financial magazine, Business World. NIIT.tv – a disruptive innovation by NIIT, won the prestigious award for 'Educational Technology, at the Indo-American Education Summit 2016.

https://www.bloomberg.com/press-releases/2019-02-18/niit-recognised-as-best-training-institution-at-the-9th-indian

Rajendra S Pawar, Founder, NU & Chairman, NIIT Ltd speaks about NIITs Q3 Result with MarketNow ETNOW

https://www.youtube.com/watch?v=-BNBiLOErWg

Sapnesh Lalla, CEO, NIIT Ltd. talks about NIIT's Q3 results with BTVi

https://www.youtube.com/watch?v=byMqIqapyx0&t=121s

Vijay K Thadani, Vice Chairman & MD, NIIT Ltd. talks about NIIT's Q3 results with CNBC TV18

https://www.youtube.com/watch?v=8AA1Hd56-GI&t=9s

P. Rajendran, Joint MD and Co-Founder, NIIT Ltd speaks about NIIT's Q3 results with Bloomberg Quint

https://www.youtube.com/watch?v=31VjraNzDGo

NURTURING INDUSTRY READY GRADUATES

Lack of job creation is one of the major reasons behind un-employability. Prof VS Rao, President, NIIT University, Neemrana, shares his insights on how start-ups help create jobs

By Triparna Ray

Q. Tell us the plan on preparing students as per industry needs.

A deep connect with the industry is the hallmark of NU. The curriculum is directly aligned to the needs of industry. Accomplished industry professionals participate in our curriculum design and teach a significant proportion of the program. The NIIT University's Industry Advisory Board comprises corporate leaders from some of the world's premier industrial organisations.

At NIIT University, career preparation for the students starts from day one of the programme. Also students work on multiple industry projects and assignments during the programme – making NU as an extended workplace for the students.

Research is at the core of the university's curriculum and we believe in engaging undergraduate scholars in research work through a well thought out course called the R&D Project. Students start working in research – right from year one at NIIT University. The course aims to help them acquire research orientation that can be applied in their future jobs where there is a dire need for creative problem-solvers. Quite a few of our student start-ups have the genesis of their business –from the research work done during various projects.

Q. Presently, the university is already offering integrated courses in M.Tech & B.Tech. Are there any plans on including more courses by 2020?

NIIT University offers integrated programmes in B.Tech & M.S -

NIIT University and University of Missouri-Kansas City have developed a collaborative degree programme. Under this programme, NU B.Tech students will complete the NU B.Tech degree followed by UMKC, SCE, M.S degree in 5 years. We also have integrated M.Tech Programme - the five year integrated programme enables students to pursue an M.Tech specialization in Computer Science & Engineering, Electronics & Communications Engineering, Biotechnology, Educational Technology, and Geographic Information System. Other than these, NIIT University offers 4-Year integrated M.Sc. in Computer Science with specializations in Big Data/Data Sciences, Cyber Security, Mobile Technologies & Applications, Cloud Computing, Computational Biology and Bioinformatics, as well as, 4-Year Integrated MBA with specialization in marketing & marketing analytics, entrepreneurship, finance, banking & fintech, business analytics, communication & media studies and digital & social media marketing.

Q. How do you think the industry and academia can benefit from each other?

Higher education programmes which are 'co-created' with a collaborating organisation ensures students create value for the organisations. The industry-academia connect helps create 'leaders of tomorrow' who can adapt to the fast-changing global economy and contribute meaningfully to the growth of their organizations. It is important, to equip students with the skills that are relevant to the current industry requirements.

Towards this, NIIT University has partnered with 519 industry leaders for its 6-month long Industry Practice course for all undergraduate students during their four-year programs and also offers industry sponsored programs like MBA (Business Analytics) with WNS (Intelligent Data Sciences) with NIIT Technologies, MBA (Finance & Banking) with ICICI Bank, PGDBRM with Federal Bank, PGD (Banking & Finance) with United Bank of India, PGD (Banking & Finance) with Bank of Maharashtra and more. These programs will help young people and professionals to equip themselves with new age skills by working closely with the industry.

Q. In what ways does the university support start-ups?

NU is increasingly becoming known for providing learners with an environment of ideation, innovation and entrepreneurship. The university is indeed sowing the seeds of entrepreneurship on its turf, teaching students to think differently, come up with ideas that create the wow effect, and take these concepts to market fearlessly. Recognizing that there is a thrust on start-ups in India, NU is encouraging its students to be job creators rather than job seekers. Around 40 startups have come up from the university so far.

As a university that boasts strong linkages with industry NU is exposing learners to the entrepreneurial world through internships, as well as, visiting teachers who are drawn from successful start-ups and other organizations. The institution's deep research-orientation has also enabled it to foster

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innovation and instill the culture of entrepreneurship in the DNA of its learners.

Innovative products are increasingly coming out of NU, conceptualized and created by its students. The university's B.Tech class of 2013-17, for example, has been responsible for imaginative and breakthrough software applications. These include ASAP Messenger, SmartBin, and EDAWS, an early diagnostic and warning system. All these apps are a result of serious exploration and dabbling in the extraordinary by students.

Among the start-ups that have been incubated in the NU campus are Peer XP Technologies, RAAV Technologies, AT-Lead and Czar Securities. Notable amongst these are AT-Lead, a drone design and manufacturing center founded by Atif Inayat Khan and Czar Securities, a cybersecurity solutions venture set up by Shikhil Sharma and Ananda Krishna. The duo of Shikhil and Ananda in fact won the Start-up Pitch at the prestigious Global Conference on Cyberspace 2017, where Astra, a web security solution developed by these NU students, enabled them to be recognized as the 'Most Innovative Start-up' at the conclave. The students were presented the award by none other than the Prime Minister of India, Narendra Modi.

Q. How was the placement of the last batch?

NIIT University, has achieved 100% placement of its B Tech programme for 5 years in a row. NU has achieved 100% placement in B.Tech – CSE, ECE, Biotechnology and M.Tech – GIS.

This year, the prominent recruiters like IBM, Sapient, PwC, Reliance Jio,

Zomato, ZS Associates, ESRI India, MapMyIndia, Fortis, National Centre for Cell Science (NCCS) and Thales Group continued to show faith in the calibre of the students.

Tell us about the measures taken up by NU to save environment.

The environment policy of NIIT University is a unique initiative where a campus is established on a comprehensive long-term master plan keeping environmental considerations at the centre. The University directly adjoins a 750-acre range of pristine hillocks which form the foothills of the Aravali Range, and we are fully committed to protect and conserve the

Our students are enthusiastic about the green campus and areas surrounding it and are actively involved in various initiatives that we have undertaking over the past decade.

natural environment and provide a safe, comfortable, healthy and interactive educational, working environment, optimize the use of energy and natural resources through effective training on prevention and reduction of exposure to environmental risks and hazards.

Our students are enthusiastic about the green campus and areas surrounding it and are actively involved in various initiatives that we have undertaking over the past decade.

Making the hills green- NU students have launched a drive called 'Shram-Daan' in an effort to convert the neighbouring barren 'Kali Pahari' to a fertile 'Hari-Pahari'. About ten-thousand trees of various varieties have been planted in the neighbouring hills during the monsoons this year.

Drip-Irrigation- NU has adopted about three hectares of nearby land for tree-planting.

Minimizing carbon footprint through Earth Air-Tunnels- The NIIT University earth air-tunnels act as enormous self-regulating heat sinks for the campus, with little electricity required to cool or heat the air. The earth air-tunnel installation harnesses wind chimney for a natural ventilation effect.

Preserving natural resources with water-recycling- NIIT University campus is being designed with rainwater harvesting facilities and water recycling system.

Containing illegal mining of rocks- Blasting in surrounding ranges of Aravalis and illegal mining of rocks, earlier a rampant practice, has now been successfully curbed through a positive collaboration with local people.

Controlling Soil-Erosion- NU highlighted the problem of washing away of fertile top-soil during monsoons by putting forth videos and pictures of soil erosion to mobilize public opinion. With the support of District authorities NU got over a dozen of large earthen damns created to contain the monsoon waters.

Nursery of local plant varieties- NU nursery is also home to the 'Jal Pilu' tree, a native plant which has now become extremely rare in the region. NU plans to plant more than one thousand Jal trees by the end of this year.

Minimizing fossil fuel consumption through 'Pedestrian Only Campus'- The campus is comfortably explored on foot via the 'pedestrian promenade' that seamlessly unifies the campus and provides a daily meeting place for students, faculty and staff. H

CLASSROOMS OF THE FUTURE

For the information age, student-centric learning processes is the way forward, says a well known academic…

Prof. VS Rao,
President, NIIT University…

What do you teach a generation that has grown up on instantly available knowledge and information at a click of a button? Given the relentless change in technology every day, how do you provide education that will help build future-ready talent? As fresh talent is churned out every year, there is a pressing need for employees to be skilled and productive as soon as they are hired. The NASSCOM Perspective 2025: Shaping the Digital Revolution has clearly identified the need to build people capabilities. Moving towards digital will require addressing the re-skilling needs of over 3.5 million IT professionals as well as the needs of over 230,000 fresh entrants each year.

Technologies for the future

In another study conducted by Boston Consulting Group, NASSCOM has identified eight technologies poised to grow globally in the coming decade, along with 55 job roles and corresponding skills required for those technologies. These are AI, VR, Robotic Process Automation, IoT, Big Data Analytics, 3D Printing, Cloud Computing, Social, and Mobile – clearly not the topics taught at conventional universities. The fact is, students of today will need to work in a future where AI is the reality and tech skills will be a crucial part of their day-to-day jobs. Also, the one size fit all teaching won't work for this bunch that practically has different degrees of smartness. Addressing it individually is just humanely impossible for teachers with a class strength of 50 or more.

Individualised curriculum

The need of the hour then is individualised curriculum that is mapped to the speed and knowledge levels of every student and plugged into the future with Blended Learning. That's why, the curriculum at NIIT University has been drafted by experts to be the right mix of research and industry relevant subjects, taught through project based learning. In being on the same wavelength with the future and building a strong learning foundation, the undergraduate students here are expected to work on an R&D project in the first year itself. But what's most interesting is that one-third of credits of the programme can be customised by the students so that they can build their career based on their own prior exposure to the subject and their desire to learn something new. Such a model of education puts student's interest first, acknowledging their voice but at the same time fostering critical thinking and innovation.

In addition to this, a separate optional minor certificate programme that runs parallel to the degree course is also

> Several organizations in India and abroad are integrating student-centric blended learning in overall talent development plans to bring in skilled workers

offered so that the students have a plan-B ready as well. In addition, students get credits through co-curricular activities as well. That's how student-centric learning requires them to be active, responsible participants in their own learning. With such a method, you'll notice high degree of student engagement and enthusiasm because they not only know what they are learning but why they are learning it as well.

Blended-learning model

Another interesting aspect is how the blended-learning model fosters student-centric learning by providing a live and engaging interactive experience that goes beyond the core content. It puts the learner into the driver's seat, allows him to learn at his own pace and involves peer-interaction and collaboration for significant learning. Personalised learning, driven by purposeful technology and the constant assessment, feedback and mapping of knowledge, helps them to be better students. Because such learning is integrated, it could be availed by students at the college, recent graduates or working professionals looking to upskill themselves. It aids a lifetime of learning and futuristic talent development for learners. In fact, several organizations in India and abroad are integrating student-centric blended learnings in their overall talent development plans to bring in range and flexibility of skilled workers. Therefore, it is the perfect time to adopt student-centric learning and make way for a scalable 21st Century classroom. C

Department of Information Technology, Government of Meghalaya and NIIT host Convocation Ceremony for students under the 'Sponsored IT Program' project

March 5, 2019

Shillong/ New Delhi, March 4th, 2019: Department of Information Technology, Government of Meghalaya in association withNIIT,aglobal leader in skills and talent development, today felicitated students from across Meghalaya who successfully cleared NIIT's cutting-edge certification programs as part of 'Sponsored IT program of Department of Information Technology, Government of Meghalaya', over the last one year.

The Chief Guest for the Convocation ceremonyShri M.R. Synrem, IAS,Commissioner & Secretary, Information & Technology Dept,Government of Meghalayafelicitated the students. The function was also graced by Ms Shakera Roy, Regional Head – East, General Manager, NIIT Ltd.

Speaking on the occasionShri M.R. Synrem, IAS, Commissioner & Secretary, Information & Technology Dept,Government of Meghalayasaid,*"I take this opportunity to congratulate all candidates who have successfully cleared the training program. The training program was conceptualized with the objective to enhance the employability of youth in Meghalaya. With NIIT's proven expertise in training delivery, this initiative will help us to develop industry-ready professionals who will contribute significantly towards the development of IT sector in Meghalaya."*

Bimaljeet Singh Bhasin, President, Skills and Careers Business (India), NIIT Ltd.,*"We are delighted to partner with Department of Information Technology, Government of Meghalaya, to offer career focused training to the youth of Meghalaya. NIIT has been at the forefront of providing career related learning for close to 4 decades.This partnership will help create a talent poolof IT trained professionals inMeghalaya, armed with futuristic skill-sets aligned to the industry needs".*

The project is an initiative of Department of Information Technology, Government of Meghalaya, and NIIT to enhance employability of youth in Meghalaya. So far 4775 youth from the state have successfully completed select programs under this project and have been awarded certificates from NIIT.

The students were trained in NIIT's cutting-edge programs such as Diploma in Finance & Accounting; Diploma in Business Systems & Information Management; Diploma in Hardware and Networking, Diploma in Computer application, Program in Managing Interconnected Network Devices and Network Administration and Server Fundamental. Successful and eligible candidates have been placed in leading corporate across India like Hyundai, Renault, Reliance Telecom, Cognizant, Aegis, TCS, Genpact, Infosys, Wipro, HSBC, Accenture, Airtel, TATA Indicom, HDFC Bank, Bajaj Capital, Concentrix Daksh Services India Private Limited, SBI Life, Innovsource Services Pvt Ltd., Bajaj Finance and many others.

At present, Meghalaya has a state-of-art NIIT centre at Shillong with internationally certified faculty who work towards creating a pool of industry ready professionals in the state. NIIT's selected career development programs also equip students with hands-on professional practice with a year-long internship that gives them an opportunity to work with leading IT organizations.

NIIT to provide strategic sourcing, vendor management services to Signify

PTI | March Mar 14, 2019, 12:12 IST

New Delhi, Mar 14 () Skills and talent development company NIIT Ltd Thursday said the company will provide strategic sourcing and vendor management services to Signify (formally Philips Lighting).

NIIT has entered into a managed learning services contract with Signify in this regard.

"Under this agreement, NIIT will be responsible for managed learning services which includes strategic sourcing of learning suppliers, contracting, quality control, performance management, and payment of vendors," the company said but did not reveal the size of the contract.

The service will involve a phased roll-out, NIIT Ltd said in a statement.

"We are excited to secure the contract with Signify as their strategic learning delivery partner and we look forward to the phased roll-out, starting with the Benelux region," said Sailesh Lalla, Executive Vice President, Business Development at NIIT's Corporate Learning Group.

Signify with expertise in the development, manufacture and sale of energy-efficient lighting products and services, employs 32,000 people in 70 countries across all major regions of the world. Its lighting products, systems and services are sold in 180 countries.

Shubha Shridharan, Head of Learning at Signify said that the company believes that the latest partnership with NIIT will enhance the quality and optimisation of its learning initiatives.

Tech complexities make staff reskilling costlier at IT companies

Declining profit margins seen as an issue in deciding to spend time and money on retraining employees; however, this is becoming a priority area

ROMITA MAJUMDAR & NEHA ALAWADHI
Mumbai/New Delhi, 24 February

Reskilling of employees is formally a key agenda item for the information technology (IT) and business process management services sector. Both the industry body, Nasscom, and individual companies offer multiple alternatives and platforms for this.

However, this is also expected to become a costlier affair for individual companies. The rising complexities of newer technologies would require them to invest more time and resource, sector leaders say.

Employee training or reskilling, and increasing the revenue from digital offerings, have been two focus areas of almost every IT services company, through this financial year. A reason is the need for service providers to take on the entire responsibility of providing skilled resources to non-tech companies. The industry also cannot afford to work in an 'assembly line' model any more, with different parts of the workforce learning and performing different tasks in a project life cycle.

"It is a big challenge, not one that can be solved by doing small things like learning by watching a video or reading a book or attending a lecture…it's an expensive problem…It will cost at least a couple of thousand dollars per person," says Sapnesh Lalla, chief executive officer (CEO) at skill development company NIIT.

According to the World Economic Forum's (WEF) latest numbers, each employee would require up to 100 days to reskill by 2022.

"The number of days required for reskilling will keep rising from the current WEF outlook. More companies will have to adopt recruitment practices to complement their reskilling needs," said Vala Afshar, chief data evangelist at Salesforce.

Companies are looking to retrain employees across roles, from freshers to mid-management and even senior levels. The sector has for long been investing in training freshers and the cost for doing so has been relatively low — they are new to the company and there is no loss of productivity. "Earlier, people didn't mind putting so much money in training because they were reporting higher profit margins to support it. Now, margins have reduced. So, everything gets reduced," explained Akhilesh Tuteja, who heads the IT advisory practice for consultancy KPMG in India.

It typically takes three months to train a person in a new skill, he said. Also, one would not be immediately as productive with the new skill, as with a legacy skill. The loss of productivity is a cost as well.

Last year, Nasscom and the central government, in a joint initiative, announced a 'Future Skills' portal for member companies in the IT and IT-enabled services industry, to reskill employees across nine emerging technologies. Of the 4.5 million employed in the sector today, 1.5-2 mn are expected to require reskilling over the next four to five years.

"Skilling has always been an area of investment for every company and now Nasscom has created this portal for their use. The industry has enough levers to continue to make decent margins, in spite of the cost it incurs towards skilling or infrastructure," feels Keshav Murugesh, group CEO at WNS Global Services and vice-chairman at Nasscom. WNS has partnerships with NIIT to train professionals specifically on data science and analytics roles, catering to its business needs. The country's largest IT services company, Tata Consultancy Services, in partnership with WEF, has committed to retrain 10 mn people globally by 2020. The company says it has so far 'upskilled' 292,000 employees through internal programmes.

Many other companies are switching to simpler and accessible internal training portals and programmes, to upskill their workforce.

"Putting employees on 100 days of training requires physical infrastructure, financial investment and enough trainers for the job, all cost and time-intensive. Instead, we have gamified our reskilling initiative through personalised open source programmes which employees can use anywhere on the move," said Nitin Rakesh, CEO and Director at Mphasis.

Such training programmes, accessible from anywhere, are increasingly linked to client requirements and incentivised for employees to increase the participation "This is our biggest investment outside IP (Intellectual Property) engagements," added Rakesh.

NIIT says forex volatility led to muted growth in Q3 net profit

Skills and talent development firm, NIIT Ltd, on Thursday said forex volatility led to a muted growth in Q3 net profit.

In an interview to CNBC-TV18, Vijay Thadani, vice-chairman and managing director, said, "Q3 is the second consecutive quarter of double-digit growth of around 9-10 percent after 4-5 quarters. The operating margins have also grown at 9 percent."

"We are emerging at the end of the quarter with stronger balance sheet. Our operating return on capital employed (RoCE) is up to 14.8 percent and net-debt levels are down. So liquidity, profitability as well as the deal momentum is high," said Thadani.

The company reported said its consolidated net profit has declined 1.5 percent to Rs 19.4 crore in the December 2018 quarter. The company had posted a net profit of Rs 19.7 crore in October-December 2017, NIIT said in a statement. Its consolidated net revenue grew 8.7 percent to Rs 227.8 crore in the reported quarter from Rs 209.4 crore in the year-ago period.

NIIT Consolidated December 2018 Net Sales at Rs 227.77 crore, up 8.75% Y-o-Y
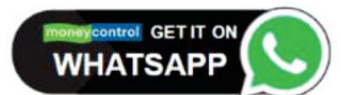
Reported Consolidated quarterly numbers for NIIT are:

Net Sales at Rs 227.77 crore in December 2018 up 8.75% from Rs. 209.44 crore in December 2017.

Quarterly Net Profit at Rs. 19.43 crore in December 2018 down 60.97% from Rs. 49.78 crore in December 2017.

EBITDA stands at Rs. 15.51 crore in December 2018 down 21.67% from Rs. 19.80 crore in December 2017.

NIIT Dimapur organises Academia Meet for Management and Principals of Schools in Dimapur, Nagaland

March 6, 2019

NIIT Dimapur organises **Academia Meet** for Management and Principals of Schools in Dimapur, Nagaland

Dimapur: NIIT Dimapur Centre organised an Academia Meet in Dimapur for Management and Principals of schools to help them take students to the next level of academic and career excellence on Tuesday, March 5, 2019.

Pradeep Narayanan, Head, MindChampion Learning Systems Limited (MLSL) talked about their holistic range of School Learning Solutions which aim to make the vital process of teaching and learning simpler. NIIT Nguru team conducted interactive talk sessions with Management and Principals of schools to help them take Dimapur students to the next level of academic and career excellence.

NIIT Nguru offers holistic range of School Learning Solutions that comprises Digital – Interactive Classroom; Labs – IT Wizard, Math Lab & English Lab; Books – Math Classic, English Classic, Science Classic & My pals are here; Assessments – Practice Plus and School Support solutions – Quick School, Career guidance & Counselling programs.

Pradeep Narayanan, Head, MindChampion Learning Systems Limited (MLSL), said, "MLSL is playing a leadership role in building competencies for the future to meet the next level of academic and career excellence. We provide classroom solutions which are an amalgamation of technology and the traditional print medium, thus helping the schools in integrating 21st-century learning skills in the school curriculum. Through this meet, we aim to address the challenges faced by students in school and help the Management of schools to overcome these challenges."

Recently MLSL launched "MY PALS ARE HERE" an engaging series based on Singapore teaching methodology. Introduced in association with Marshal Cavendish Education, the series has been designed to build a strong foundation of mathematics and strengthen a child's conceptual understanding of the subject.

NIIT Nguru also comprises Practice Plus – An academically designed online solution for K-12 that enables practice and assessment. It facilitates, effective diagnosis of students' strengths and weaknesses which empowers teachers to take informed decisions on students' progress.

http://indiaeducationdiary.in/niit-dimapur-organises-academia-meet-management-principals-schools-dimapur-nagaland/

Signify to get NIIT's strategic sourcing services

SKILLS AND TALENT development company NIIT on Thursday said the company will provide strategic sourcing and vendor management services to Signify (formally Philips Lighting). NIIT has entered into a managed learning services contract with Signify in this regard. "Under this agreement, NIIT will be responsible for managed learning services which includes strategic sourcing of learning suppliers, contracting, quality control, performance management, and payment of vendors," the company said but did not reveal the size of the contract.

Financial Express, New Delhi, *March 15, 2019*

Convocation ceremony

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The chief guest for the convocation ceremony MR Synrem, IAS, Commissioner & Secretary, Information & Technology Department felicitated the students. The function was also graced by Shakera Roy, regional head – East, general manager, NIIT Ltd.

Speaking on the occasion MR Synrem said, "I take this opportunity to congratulate all candidates who have successfully cleared the training program. The training program was conceptualised with the objective to enhance the employability of youth in Meghalaya. This initiative will help us to develop industry-ready professionals who will contribute towards the development of IT sector in Meghalaya.

Pioneer, Lucknow, *March 06, 2019*

NIIT University: Delivering distinctive education

Published: March 19, 2019

At NIIT University, technology is leveraged to improve teaching-learning process by innovating new pedagogies that match the requirements of individual learners, says Prof V S Rao, President, NIIT University, in conversation with Elets News Network (ENN).

What does NIIT University (NU) Focuses on for its students? How does NU ensure that its students have great careers?

NIIT University is dedicated towards forging strong industry linkages as one of its core principles. This ensures that the University is connected with the best organisations and institutions, in India and globally. The Centre for Industry Collaboration (CIC) assists students in their endeavours to enrich their education, careers and lives and make lifelong contributions to society.

Also, NU is increasingly becoming known for providing learners with an environment of ideation, innovation and entrepreneurship. The University is indeed sowing the seeds of entrepreneurship on its turf, teaching students to think differently, come up with ideas that create the wow effect, and take these concepts to market fearlessly. Recognizing that there is a thrust on start-ups in India, NU is encouraging its students to be job creators rather than job seekers.

As a University that boasts strong linkages with industry NU is exposing learners to the entrepreneurial world through internships as well as visiting teachers who are drawn from successful start-ups and other organizations. The institution's deep research-orientation has also enabled it to foster innovation and instil the culture of entrepreneurship in the DNA of its learners.

Prof V S Rao, President, NIIT University

What is your take on new digital age careers and getting the students ready for them?

Digital requires a new breed of people with an all new set of skills that enable them to interface with these technologies and become more relevant to the digital scenario. This is because people and machines are expected to work together in the new age organization.

A research by India's IT-BPM industry spearhead NASSCOM indicates that India is on track to be a trillion-dollar digital economy backed by government's collaborative approach to encourage private sector participation. To get there, and in order to keep pace with the automation of the sector, the workforce will need to have the right skills. There is also a need for constant reskilling to stay relevant. Armed with this right mix of upskilled, repurposed employees—basically Pi-Shaped people who can work on multiple platforms, interface with design colleagues and drive Digital innovation—organizations can deal with the evolving DT requirements of their clients.

The Digital age is throwing up new job profiles and, in the future, career seekers will have to align themselves with these new work opportunities. Profiles such as Digital Leaders, Digital Innovators, Digital Developers, Digital workers and Digital citizens will all need people who have different levels of skills. Within enterprises, employees will have to scale their capabilities and reskill by undergoing special DT training programs. They must rid themselves of complacency, remove the rust that envelops them and scale their existing knowledge. Their focus must be on remaining employable, relevant and valuable to their employers.

Individuals wishing to build careers in the DT realm will have to be made aware of its high potential in terms of remuneration. News is that DT professionals are likely to draw salaries that are at least 50-60 percent higher than the industry average!

Towards this, NIIT University provides B.Tech Computer Science & Engineering (CSE) program which emphasizes on Digital Transformation technologies with a view of making available Next Gen digitally skilled engineers to the IT industry.

What is NU's initiative towards the new exciting areas like business analytics/ Data Science etc.?

The massive data explosion and the growing need of data analytics in business, education and government agencies have created the need for a new breed of professionals. Data Scientists who have expertise in such specialized areas such as machine learning, statistical modelling, data warehousing, predictive modelling and large-scale database architecture and management are in demand.

Towards this, we offer cutting-edge programmes in data sciences in association with industry leaders. B.Tech. Computer Science Engineering with specialization in Data Science with IBM has been designed to create graduates already trained in data science therefore fulfilling the requirements of the industry. The students of this programme attend their 6-month long Industry Practice course in the eighth semester at IBM and got an opportunity to start working with IBM, post their internship. NU also offers MBA in Business Analytics with WNS, a leading provider of global Business Process Management (BPM) services. The programme is designed for students who have an aptitude for analytics and management and offers a guaranteed job at WNS in mid-managerial position.

NU also offers a two-year work-integrated MBA programme in Intelligent Data Science in partnership with NIIT Technologies. The MBA programme is focused on nurturing talented professionals to become next generation data science leaders who will drive business transformations.

What is the importance of research in undergraduate education?

Research should be made an integral part of higher education at every level. Students investing in higher education must be given exposure and opportunities to be able to use all that knowledge to evolve themselves as well as be able to contribute in the discipline with better research and studies. Students when involved in research-based learning are bound to learn more and better than they would without the integration of research.

Research is at the core of the NU's curriculum and we believe in engaging undergraduate scholars in research work through a well thought out course called the R&D Project. Students start working on research – right from year one at NU. The course aims to help them acquire research orientation that can be applied in their future jobs where there is a dire need for creative problem-solvers. Quite a few of our student start-ups have the genesis of their business from the research work done during various projects. We also encourage our students by providing financial assistance through NURAP (NIIT University Research Assistance Programme).

NU's research efforts are further enhanced through creative collaborations with leading research institutes and consortia around the world. The faculty at NU is focused not only on carrying out fundamental research but also the applications that flow from it.

Can you please give some insights on the placement data of the last batch?

NIIT University is dedicated towards forging strong industry linkages as one of its core principles. This ensures that the University is connected with the best organisations and institutions, in India and globally. The Centre for Industry Collaboration (CIC) assists students in their endeavours to enrich their education, careers and lives and make lifelong contributions to society.

From the past 5 years, NIIT University has achieved 100% placement for its B Tech programme. NU has achieved 100% placement in B.Tech. – CSE, ECE, Biotechnology and M.Tech. – GIS. Owing to the excellent performance of NUtons during their industry practice, 56% of the batch received Pre-Placement Offers from their organization. The highest domestic salary offered this year was Rs 14.3 Lakhs Per Annum (LPA) while the highest International Salary was 26 LPA. The average CTC for the batch was Rs 5.57 LPA, which is a 20% increase from the previous year.

When companies use algorithms and modern HR-tech to measure smiles at work, it leads to better employee engagement and higher productivity

Posted on : 1st March 2019 By PNM
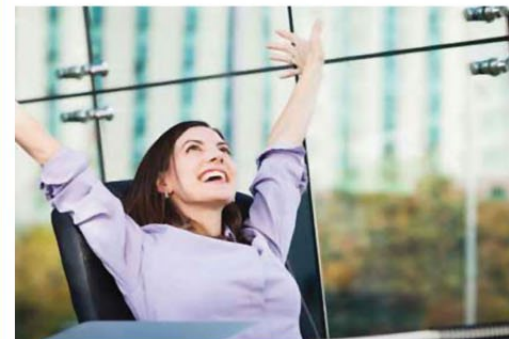
What's the biggest people challenge that even some of the best corporations in the world face? Talent acquisition and retention is perpetually a top agenda item. We all know how employee engagement, happiness and sense of ownership are directly proportional to people productivity at work and that's why employee satisfaction remains a priority for all businesses.

Tools of the Future

It's hard to gauge what's happening on the floor in distributed offices without comprehensive real-time data from as many sources as possible. Besides, it's best to respond to a situation as soon as it occurs and not 12 months down the line. That's what some of the predictive intelligence and HR bots have begun to do. They raise an immediate red flag on concerns to allow organisations to focus their efforts. AI tools can help in improving the employee experience in the areas of development, training, collaboration and teamwork.

Investing in People

When you have machines to do such analysis and process automation, it leaves the HR more time to focus on individual connects and drafting innovative methods to boost employee productivity. There is literature that AI rules out unconscious bias in promotions and reviews, it empowers the HR and managers to identify skills gap and match the training requirement for the employee. These include soft skills, basic and advanced up-skilling. Also, when a manager points out a pattern of non-performance in his team member, Machine Learning can display effective solutions that have worked for other teams as well. This data-fuelled solution can be mapped with the individual's personality and learning curve to determine best suited methodologies. Also, when learning gets fun, engaging, multi-sensory, and goal-oriented with AI based content, gamification and virtual reality – as a part of the daily job, not a separate task –; learning is effective, and the employee engagement automatically soars.

Fluid Careers

AI can recommend teams for employees based on their personality and skill sets where they can work together and collaborate effectively. In order to be more productive, the workforce of the future will be liquid teams with commonly shared business plans and AI will be a core enabler for this transformation, providing learning opportunities and career growth models for all. Employee potential is a dynamic thing. Talent is more likely to continue to be productive when they feel they used their strengths more often at a workplace that enables them to grow.

Rewards and Recognition

One of the primary human requirements is the need to be recognized and appreciated. Employees will stay only if they feel more fulfilled at work if their strengths are used more often and their effort is appreciated.

NIIT, for instance, has deployed AI-powered HR chat bots positioned as the CEO's Virtual Assistant, which engages in proactive digital chats with the employees at pre-defined intervals, most often during important milestones in their career. It acts as a gauge of the daily sentiments of the employees and provides a mood score and a score on key drivers that impact their experience at the workplace. It also unearths concerns to be addressed.

Boosting Morale

Events like Town Halls, Awards Events, Annual Days and Rewards, and Recognition programs are important to boost employee morale and keep performance focused and engagement levels high. Tenured staff at NIIT is also recognized with well-deserved honours for their contributions in their journey with the organization on the company's Foundation Day.

A valuable measure of a good workforce is employee satisfaction. AI and new technologies coupled with traditional HR expertise is set to transform the employee experience by bringing in new levers of engagement, collaboration, information sharing, learning and up skilling.

Arjun Shankar, Chief Corporate Management Services Officer, NIIT Limited

NIIT Training Centre business development executive Lucy Muthoni (left) explains to Paulette Mukami (second left), Alexina Moraa (second right), and Lilly Mukuhi, students of Jomo Kenyatta University of Agriculture and Technology (JKUAT) the courses offered by NIIT during the JKUAT Tech Expo. PHOTO: ALICE MBURU

People Daily, *February 11, 2019*

Car and General in deal for ICT centre in Nairobi

James Kariuki
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Listed auto products reseller, Car and General (C&G) has partnered with India's tech firm, NIIT to launch an ICT skills development centre in Nairobi.

Noting that their investment will help bridge skills gap and increase employability of young people, C&G said the centre will offer digital transformation technology packages in software en-

gineering, big data, data analytics and IT infrastructure management, among other computer-based courses.

Centre Head Saumil Vyas said they will apply the NIIT Inside Campus (NIC) model that integrates its courses with university curricula with greater emphasis on hands-on skills.

"The training programmes targets university and college graduates keen on acquiring industry-specific skills that help com-

The centre will offer digital transformation technology packages in software engineering, big data and data analytics

panies improve operations and sales via use of digital technology," he said.

C & G ' s new investment is a complete departure from its traditional business of selling generators, motorbikes, tuktuks, laundry equipment, lawn mowers, scooters, marine engines,

construction equipment and a wide range of power generation, automotive and engineering products.

NIIT was established in 1981 with the sole aim of enhancing use of information technology within various industry setups to improve production.

It has a presence in 40 countries including

South Africa, Nigeria, Zambia, Ghana, Liberia, Sierra Leone , Rwanda and now Kenya.

Workers at the Car and General plant in Nakuru. –FILE

Business Daily, *February 18, 2019*

Monday Pictorial

Vocational and Technical Training (TVET) Principal Secretary Kevit Desai (centre) cuts a tape at Barclays Plaza Nairobi on February 12 during the official opening of NIIT Training Centre. NIIT is a leading ICT training and talent development corporation offering ICT and non-ICT job-ready programmes in the Kenyan market. NIIT has partnered with Car and General to open a training centre at Barclays Plaza Nairobi starting this month. Dr Desai is flanked by NIIT Country Head Himadri Mandal (right) and Car and General Group Managing Director Vijay Gidoomal.

Daily Nation, *February 18, 2019*

Vocational and Technical Training PS Dr Kevit Desai opens the Niit Training Centre in Nairobi last week. With him is Vijay Gidoomal CEO, Car and General. PHOTO: PETER NGILA

Indian college opens Nairobi campus

by Peter Ngila
@peterngilanjeri

A new institute has been launched in Nairobi through an initiative called Niit Inside Campus (NIC) model borrowed from Asia.

The model empowers the youth by integrating the Niit curriculum with existing curriculums in the universities to help improve their skills to make them more suitable for the job market. This model has been successful in India, China, Indonesia, Vietnam and the African continent.

The new institution kicked off last week with a training centre located in Barclays Plaza, Loita Street in Nairobi. The project is a partnership between Car and General, a Kenyan motor dealer and India-based multinational training college, Niit.

This is the first time that Car and General is venturing into the education and training sector in their 83 years of operation in Kenya with the intention to bridge the skill gap and increase employability for Kenyan youth, Niit Kenya manager Saumil Vyas, said they are offering digital transformation learning packages in Information Communication Technology (ICT) including software engineering, big data, data analytics and it infrastructure management. "We also have non-ICT courses such as digital marketing, MS-office, and professional advance excel with analysis tools," he said.

Niit Limited started in 1981 in New Delhi, India, with the aim of bringing people and computers together. With the expertise of over 37 years in training industry, the college currently operates in 40 countries including South Africa, Nigeria, Zambia, Ghana, Liberia, Sierra Leone, Rwanda, and now in Kenya.

Kevit Desai, the PS for Vocational and Technical Training (TVET), officially opened the NIIT Training Centre in Nairobi.

People Daily, *February 18, 2019*

Data Paradox: Privacy Laws Will Soon Be Applied In India. Here's What It Means In Data Analytics

KSHITIJ JAIN JAN 21, 2019

In 2018, the much publicised Facebook and Cambridge Analytica news brought to light a very important aspect of our digital existence: the consequences of data misuse. Most importantly, it served as a catalyst to get people thinking about their digital footprint and how they want companies to treat their personal data. It was an impending disaster that required lawmakers' attention, and it also catapulted a wave of personal data protection regulations being drafted across the globe. The European Union's General Data Protection Regulation (GDPR) set the bar really high and was a wake-up call for everybody impacted by technology. For India, the Personal Data protection bill, too, has been garnering attention due to its far-reaching impact on data privacy and security.

Coming to think of it, these privacy regulations will be most challenging for data scientists as it will push data usage in precisely the opposite direction to where it was intended to lead in the first place. Data analytics is about drawing unanticipated insights from what was thought to be innocent data, which is why, Data Science goes about acquiring new data and finding new uses for existing data. On the other hand, privacy laws advocate minimal data collection and restricted use of personal data, whether digital or traditional. The impact for data scientists includes the ability to collect, use and transfer data. It (would) require consent for access to end users' terminal devices like phones, tablets, wearable gadgets, etc to collect metadata. While first-party cookies can be used for analytics, it would impose severe restrictions on the use of third-party cookies. This means, metadata usage will then be limited to statistical counting, and would be required to be deleted immediately after the function it was collected for is complete.

Consumer Is The Ultimate King!

These laws go to show who the real boss is. The thing is, consumers' concerns about how their data is used and shared are valid and has long deserved lawmakers' attention because the volume and complexity of digital data are increasing exponentially. In the near future, data privacy will be seen as a civil right with greater emphasis on control and consent on how their data is used. They could even have the right to opt-out of automatic profiling algorithms, however, this could produce additional bias – but then that's a different debate.

The Other Side

So what does this mean then for small businesses that rely heavily on targeted advertising tools, cloud-based software and digital marketing automation tools in order to grow and increase profits? That's because digital marketing tools like targeted Google and Facebook ads to reach potential new customers rely heavily on services in the Cloud to manage and store customer data. In its very format, laws like GDPR establish strict guidelines for securing a user's consent before advertisers can target them; and restricts the access and use of first-party data. This leaves the advertiser completely visionless when it comes to consumer preferences. Chances are, with laws and heavy penalties, data entities could make those tools less affordable, less effective and more difficult. A balance must be met between the needs of both – consumers and businesses. While the initial fear of losing out on customers due to GDPR may have subsided as we see the ad-tech industry being active these past months.

Drawing A Balance

Along with ensuring that data is only collected for a specific purpose, GDPR also stipulates that user information should only be stored in the minimum number of locations absolutely necessary. The trouble is that businesses often do not know themselves where, and how much, user data is being stored, where it is replicated, and what the risks and privacy implications of that data may be. The security features of many cloud storage systems aren't foolproof enough.

Tables Turned

It has been more than six months since the GDPR was implemented. It has indeed changed the way we think about security, compliance, and consumer consent. It has for a fact changed data collection, sharing, and transfer and yet, more recently, in September, the Facebook engineering team discovered a security issue affecting almost 50 million accounts. What does it really say about data security anyway?

Having said that, digital analytics would need to have safer and transparent data compilation and work to ensure consumer data privacy. The inability to adhere to laws will lead to stiff regulatory fines and this will certainly produce an environment where corporations are very reluctant to buy, sell or share data that may be personal. Perhaps, it also calls for a shift in the content strategy of the learning industry as well. Emphasis must be given to adapting ethical practices and on finding fitting ways to use data, bearing in mind the global privacy laws. In the Data Analytics programs offered by NIIT, we sensitize students about these ethical issues. Because, in the end, compliance is the key and responsible data collection and usage will be the only way forward to survive in the extremely competent digital economy.

Ample opportunities in hospitality sector

CAREER COUNSELLING

USHA ALBUQUERQUE

I am a student of chartered accountancy. I cleared the CPT and IPCC in the first attempt but failed the final examination in the previous attempt. My articleship has been completed from a mediocre firm. I have re-appeared for the exam in the most recent attempt. Now I am confused whether I should take up a job in the industry or in a CA firm. Also, please guide me how to land a job in the Big 4 (consulting firms). What kind of preparation will that require?

If you are interested in a career in accounting and auditing then it is best to take up work in a CA firm, or any good financial consulting company. Any work experience you get in your field of work is more important than the tier of the firm. After all, what prospective employers look for is the kind of work you are able to handle and what you have learnt from your experience. The present day complex tax systems, improved methods of computing costs and controlling budgets, digital accounting systems and payment providers, have increased the importance of the accountancy profession and opened several avenues.

Today, companies look for professionals who can perform multiple functions and are well-versed with the changing environment. You must, therefore, try to upgrade your knowledge and skills in the field you wish to work in and pick up the requisite training. There are specialized courses available today in all aspects of accounting, auditing, taxation, as well as specialised areas of finance and banking. The Institute of Cost Accountants of India (ICAI) has launched a certificate course on GST to train professionals in areas such as registration and calculation of tax liability under the new system.

In addition, there are courses in taxation and accounting offered by ICAI, and diploma and certificate courses in tax regulation, being offered by NIIT in collaboration with KPMG. Exploring all these options will certainly prepare you for a successful career in accounting irrespective of the kind of company you work with.

I am a final-year student of BA. My subjects are political science and English literature. I would like to be a professional chef. Which institutes can I consider?

If you enjoy baking a cake, or experimenting with an exotic dish, you can transform your hobby into a successful career. With the boom in the number of hotels and eateries in the country, those qualified in culinary skills have good career opportunities both in India and abroad. You can get into this field after graduation in any subject, as there are specialized courses in catering or culinary arts, and also hotel management programmes where you can specialize in kitchen training.

Culinary arts is a highly specialised field which requires a keen knowledge of food, as well as fine aesthetic and creative skills. While there are few training institutes specifically for culinary arts, most institutes offer specialized courses in food production, food and beverage service, bakery and confectionary, patisserie studies and F & B management. The training often includes internships with hotels and restaurants where you will learn while on the job. There are diploma and certificate courses offered by most of the hotel training institutes including the Indian Institutes of Hotel Management and Catering Technology in all state capitals, and those run by private hotel chains such as the The Welcomgroup School of Hotel Management in Manipal, the Indian Institute of Hotel Management at Aurangabad set up by the Taj group and the Oberoi Center of Learning & Development, Delhi. Specialised culinary institutes include the Culinary Academy of India, Hyderabad, International Institute of Culinary Arts, New Delhi, Cidade de Goa College of Hospitality and Culinary education Goa and several others.

There are also short duration courses of six months to a year conducted by the government-run Food Craft Institutes in most of the state capitals. While selection to most of the hotel management courses is through an entrance examination that includes a written test, an interview and a group discussion, admission to culinary courses is based on your interest and ability to pick up the training.

The columnist is director of Career Smarts and the author of The Penguin India Book of Careers Vol 1 and 2

The Imperatives of Imbibing a Culture of Research and Innovation in Indian Campuses

March 7, 2019   Dr. V.S. Rao, President, NIIT University

Born on 21 January 1953 in a village named Thullur, situated in the Guntur District of Andhra Pradesh, Dr. Vajja Sambasiva Rao began his academic career in 1980 as an Assistant Lecturer at BITS-Pilani, Pilani Campus, Rajasthan. In a career spanning 38 years, Prof. Rao has held various faculty positions at BITS Pilani. As an Administrator he has held positions including Acting Vice Chancellor & Director BITS Pilani, Hyderabad Campus; Deputy Director, Off-campus Programmes & Dean, Practice School Division amongst others. After working with BITS Pilani for more than four decades in various capacities, Dr. Rao is currently working as the President of NIIT University, which inherits three decades of rich expertise and global know-how of its principal sponsor, the NIIT Group.

The Top 200 list of various global ranking agencies continue elude Indian institutes due to our poor performance in research and innovation. Except a few premier colleges like IISc and IITs, a culture of research is missing across the board. Be it in private universities or public universities, lack of incentives for research is one of the major reasons why we are not able to imbibe research culture in our campuses. It is high time that we should talk about introducing outcome-based research funding, like the way we did it for outcome-based learning. Both faculty members and students who are doing quality research should receive adequate funding and rewards, which will help us to elevate our status as a knowledge economy.

On the other hand, our scholars should conduct mission-oriented, deliverable and robust researches that are relevant to the society. Today, most of our researches are stereotyped, as they are conducted for the sake of counting the number of publications. Conducting relevant and markable research comes with a lot of responsibilities. Unfortunately, not many Indian research aspirants are not ready embark on this journey of responsible research. How many of our research publications have a good impact factor and citation index? How many of these researches are patentable? How many of these researches have created intellectual property? How many of these research findings have been converted into successful businesses? We need to evaluate our work in this backdrop, so that research and innovation culture in our institutions will take prime position.

If we care about our research and do things that matters to the society and world at large, we can circulate a culture of research down to the undergraduate level

Institutes like NIIT University have centers for Innovation, Incubation and Entrepreneurship to promote researches that can not only solve the real-life problems but also can be viable in the market. In fact, if we care about our research and do things that matters to the society and world at large, we can circulate a culture of research down to the undergraduate level. We have seen it in premier institutions across the globe; when students are sent to industries for internships, they put in a lot of hard work irrespective of their academic performance. We should also integrate and empower women in this direction to reap more benefits.

Challenges in Developing a Qualified Faculty Pool

Dearth of qualified faculty members who can lead the research activities remain as one of the major roadblocks for Indian institutions, especially for those who fall into the category of tier II and tier III colleges. Just because we do not have enough faculty strength in staffrooms, we cannot wait eternally to build the much-needed research culture in the campus. Unlike IITs and other premier institutions who have qualified academicians at their disposal, faulty members and students of tier II and tier III colleges need to work together to improve the research activities inside the campus.

Fundamentally, administrators of these colleges need to work on creating a research mindset among the students and faculty members by giving them proper incentives. At NIIT University, we give research assistance to relevant projects taken up by the students and faculty members. Similarly, by creating effective processes and platforms to improve research, tier II and tier III colleges can eventually become tier I colleges. The moment we start operating academic intuitions by focusing on research, we can see a good amount of research-oriented faculty members coming out from our institutions. These faculty members will inspire the students to look at the problems prevailing in the society, instead of loading them with information written in the text books.

The curriculum must be completely re-oriented from education 2.0 to education 4.0, to serve the needs of industry 4.0

Collaborating with foreign universities will help Indian institutions in a big way to create such a research ecosystem. Unfortunately, most of our MoUs with international universities are passive, as they are there only for the sake of publicity. We should consider making active relationship with global and premier Indian institutions as the way forward. Through these MoUs, our faculty members will get to experience a different culture of education and it will bring a lot of improvement in their thought process. It will also broaden their perspective, especially in the field of research. Similarly, we should also consider making a provision for sending our PhD students to experience the research culture of global universities. Leaders in the areas like Harvard, MIT, UC Berkeley and many more can teach our students a few lessons that we may not be able to do right now.

Making Leaders and Talent for the Future

In this era of industry 4.0, we can call our young generation digital natives. In the light of emerging technologies, we should ponder on how better the education transaction can be conducted. However, many of our universities are still preparing our students for the past. The curriculum must be completely re-oriented from education 2.0 to education 4.0, to serve the needs of industry 4.0. We should understand that knowledge is going to rule the world. Be it Artificial Intelligence, Robotics, Cyber Security or any other digital technologies, we need to prepare our students to face the challenges of Industry 4.0. In that way, I will appreciate the efforts of NIIT University. Because of our deep industry engagements, we get feedbacks from the industry rapidly and make dynamic changes in the curriculum, as responsiveness of the institute is so high.

The presence of a strong leadership is also imperative to achieve all the goals that we set to achieve in our journey ahead. The leaders should be able to communicate and generate solutions with the involvement of people around them. It should not be from the top to bottom, it should be from the bottom to top. My advice is to take the best practice. Whether it is from the past or the present, or whether it is available with you or outside, try to follow the best practices and continuously strive to improve upon those. (As told to Sarath Shyam)

NIIT, An Eminent Name In Edu Sector, Gets Listed In Top 100 Franchise List

With its prevalence in 32 countries, NIIT has been able to reach the millennial globally and is now a household name among IT education and services.

BY Nikita Arya   Features Writer

NIIT, a Global Talent Development Corporation, offers learning management and training delivery solutions to corporations, institutions and individuals.

With its prevalence in 32 countries, the company has been able to reach the millennial globally and is now a household name among IT education and services.

The Growth Story

Established in 1981, NIIT conceived a franchising model in IT education for the first time, setting up nine centres by 1987. Since then, the company has not looked back and is heading towards the journey of success endlessly.

Once started to help the nascent IT industry overcome its human resource challenges, NIIT has now grown up to be one of the world's top leading talent development organizations.

In 2006, IT services business was demerged into a separate entity known as NIIT technologies.

NIIT has recently acquired 'Element K', a leading provider of learning solution in North America. This acquisition has paved the way for further expansion of their business across the world.

Furthermore, this acquisition has given the company a global reach through combined presence and reputation in 32 countries, whereby access to global learning solutions can be availed with local support.

Major Lines of Business Worldwide

A multifaceted company NIIT has different domains in which its business has flourished tremendously. It has three main lines of business worldwide, namely, Corporate Learning Group (CLG) , Skills and Career Groups (SNC), and School Learning Groups (SLG).

Corporate Learning Group (CLG): It offers Management Training Services (including custom curriculum design, learning administration, learning delivery, strategic sourcing, learning technology and advisory services).

Skills and Career Groups (SNC): This focuses on offering employability skills to learners (learning programs in soft skills, business process excellence, retail salese enablement, vocational skills, digital media marketing, new age IT, banking, insurance, executive management and BPO/KPO training).

School Learning Groups (SLG): It offers tools and products for technology based learning to government and private schools in India (including interactive classrooms, Math Lab, IT Wizard programs and Quick School ERP software).

"We have raised overall growth and profit trajectory with both large businesses building momentum on key parameters. The **Corporate Learning business** has grown **25% YoY** with a stable Operating Margin. The new initiatives in Skills and Careers business including **StackRoute** and **Talent Pipeline as a Service (TPaaS)** have delivered strong performance."

Vijay K Thadani
Vice Chairman & Managing Director, NIIT Ltd.

Skills and Careers business added two significant enterprise customers and received two TPaaS mandates during the quarter. We welcome Bimaljeet Singh Bhasin as a part of NIIT senior leadership team. With his rich and diverse experience he will further spur the growth momentum.
Corporate Learning business renewed the contract with one of its largest MTS customers in addition to adding two new customers and expanding its contract with one customer, resulting in CLG's revenue visibility growing to **$ 255 Million up 28% YoY**"

Sapnesh Lalla
CEO, NIIT Ltd.

NIIT Limited announces Q3 (October - December 2018) Consolidated Results

- Records Net Revenue at Rs. 227.8 Cr, up 9% YoY
- EBITDA at Rs. 20.0 Cr; Operating Margin at 9%; PAT at Rs. 19.4 Cr.
- Corporate Learning Group (CLG) grows 25% YoY; CLG revenue visibility grows 28% YoY to $255 Mn

"It's an imperative that businesses take the lead in supporting their own workforce to reskill & upskill, but it's even more important that working professionals take charge of their own competency development and embrace a culture of lifelong learning. Organizations and governments must invest in creating a 360° learning eco-system."

Udai Singh
Chief Strategy Officer,
NIIT Limited

"MLSL is playing a leadership role in building competencies for the future to meet the next level of academic and career excellence. We provide classroom solutions which are an amalgamation of technology and the traditional print medium, thus helping the schools in integrating 21st-century learning skills in the school curriculum. Through this meet, we aim to address the challenges faced by students in school and help the Management of schools to overcome these challenges.

Pradeep Narayanan
Head, MindChampion Learning
Systems Limited (MLSL)

"In 2018, the much publicised Facebook and Cambridge Analytica news brought to light a very important aspect of our digital existence: the consequences of data misuse. It was an impending disaster that required lawmakers' attention, and it also catapulted a wave of personal data protection regulations being drafted across the globe. The European Union's General Data Protection Regulation (GDPR) set the bar really high and was a wake-up call for everybody impacted by technology."

Kshitij Jain
Vice-President
Career Education Business
NIIT Ltd

https://twitter.com/NIITLtd

NIIT Limited,
has been recognised as the
'Best Training Institution'
at the 9th Indian Education Congress & Awards 2019

NIIT
Signs Managed Learning Services Partnership with SIGNIFY

"We are delighted to partner with Department of Information Technology, Government of Meghalaya, to offer career focused training to the youth of Meghalaya. NIIT has been at the forefront of providing career related learning for close to 4 decades. This partnership will help create a talent pool of IT trained professionals in Meghalaya, armed with futuristic skill-sets aligned to the industry needs"

Bimaljeet Singh Bhasin
President
Skills and Careers Business Ondial, NIIT Ltd.

Arjun Shankar
Chief Corporate Management Services Officer
NIIT Limited

"AI tools can help in improving the employee experience in the areas of development, training, collaboration, and teamwork. There is literature that AI rules out unconscious bias in promotions and reviews, it empowers the HR and managers to identify skills gap and match the training requirement for the employee. These include soft skills, basic and advanced up-skilling."

"We are excited to secure the contract with Signify as their Strategic Learning delivery partner and we look forward to the phased roll-out, starting with the Benelux region."

Sailesh Lalla
Executive Vice President, Business Development
NIIT's Corporate Learning Group

INNOVATION FIRST COMMUNICATION CONCLAVE

"Organizations must take into account, corporate governance and ethical values. Communication needs to be effective and innovative to create an impact on the investor community at large."

Amit Roy
Chief Financial Officer, NIIT Ltd.
at Innovation First Communications Conclave, Gurgaon

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