

## IT hiring, upskilling initiatives gain momentum



Vijay K Thadani, MD, NIIT Ltd

GCCs, private banks continue to focus on expanding their footprint. However, with lower attrition, pace of hiring is witnessing some moderation.

**HIRING TRENDS**  
In 2023, NIIT experienced a negative hiring scenario, with more lay-offs, affected part of the business.

**GRADUATES BENCHMARKED**  
India has about 1,600 GCCs, which employ close to 1.9 million people.

Thadani said companies are now investing to "upskill new graduates job ready". There were several graduates in 2024 with numbers up to 2.5 million, who were hired but "bench" in part, because they are not assigned a project. They, however, time to be paid.

Apart from GSTs, **NIIT MTS Ranked Among Top 20 IT and Technical Training Companies, 2024**

Weekdays, my schedule is packed with meetings. Ideally, I would like to spend more time reading books on leadership and business strategy.

**The Toys**  
I'm passionate about motorcycles and have two of them. I also love listening to music on my iPad in my car.

**The Weekend**  
On weekends, I prefer to spend time with my family and catching up on sleep. I enjoy reading books on leadership and business strategy.



As told to Anshuman Chaturvedi

## The pioneer Indus Towers 'Digital Transformation Van' launched in Jharkhand

One of the world's largest telecom infrastructure companies, Indus Towers, has launched its Digital Transformation Van (DTV) in partnership with NIIT Foundation in Ranchi, Jharkhand. This initiative aims to revolutionize access to digital resources for both rural and urban communities in Ranchi.

The DTV is a mobile van equipped with digital resources, including laptops, tablets, and internet connectivity. It is designed to provide digital literacy training and skill development programs for the local population.

The DTV is currently operating in Ranchi, Jharkhand, and is expected to expand to other parts of the state in the coming months. The initiative is a part of Indus Towers' commitment to digital transformation and social responsibility.



# DREAM DARE DELIVER

## NIIT IN THE NEWS OCT-DEC 2024

### Skilling



able jobs to harness the benefits of a growing and transforming economy.

Thadani, a veteran professional, presents work to reflect on the development factors to yield, whether through regular discussions with business executives.

Why is there a need? Well, one of the largest – and youngest – workforces in the world is in India. The country's population is growing rapidly, and the workforce is becoming increasingly diverse.

As India's economy continues to grow, there is a need for a workforce that is skilled in digital technologies and capable of driving innovation and productivity.

The World Bank, which has a \$200 billion loan (since 2017), states the NIIT Foundation's efforts in upskilling India's workforce are a key factor in the country's economic growth.

The NIIT Foundation's efforts in upskilling India's workforce are a key factor in the country's economic growth. The foundation has been instrumental in providing digital literacy training and skill development programs for the local population.

### Business News This Week

#### NIIT Foundation Partners with IFF to Drive for Women and Girls

13th November 2024, New Delhi: NIIT Foundation, in collaboration with Indus Towers Private Limited (ITPL), has launched a comprehensive one-year Career Development Program (CDP) for women and girls.

The Career Development Program encompasses a range of critical components, including foundational skills development, and mass literacy. It also provides training opportunities and specialized workshops to cater to the diverse needs of women and girls.

Since its inception, the program has witnessed substantial achievements, with over 10,000 women and girls completing 12th grade. The program is a testament to the foundation's commitment to social responsibility and its focus on driving sustainable growth.

While nearly 11,25,000 of the youth is deemed employable, the foundation has only 2% of its workforce has received formal skills training. The foundation's partnership with ITPL aims at bridging the gap between education and skill training. Our Career Development Program is a key initiative in this regard.

IFF's commitment to CSR is aligned with its broader sustainable business strategy. The foundation's partnership with ITPL is a testament to the foundation's commitment to social responsibility and its focus on driving sustainable growth.

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### Q2 Result: Net Profit up 10% YoY

Net Profit up 10% YoY. The company reported a net profit of ₹1,200 crore for the quarter, up from ₹1,100 crore in the same quarter last year.

The company's revenue for the quarter was ₹10,000 crore, up from ₹9,500 crore in the same quarter last year. The company's operating profit was ₹1,500 crore, up from ₹1,400 crore in the same quarter last year.

The company's net profit margin for the quarter was 12%, up from 11% in the same quarter last year. The company's operating profit margin was 15%, up from 14% in the same quarter last year.

The company's net profit per share for the quarter was ₹120, up from ₹110 in the same quarter last year. The company's operating profit per share was ₹150, up from ₹140 in the same quarter last year.

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### Aditya Birla Capital Learning Systems soars after India Ratings assigns 'A' rating with stable outlook

Aditya Birla Capital Learning Systems (ABC Learning Systems) has received an 'A' rating from India Ratings and Research, reflecting the company's strong financial performance and stable outlook.

The rating is based on the company's strong revenue growth, improved operating margins, and robust balance sheet. The company's revenue for the quarter was ₹1,000 crore, up from ₹900 crore in the same quarter last year.

The company's operating profit for the quarter was ₹150 crore, up from ₹140 crore in the same quarter last year. The company's net profit for the quarter was ₹100 crore, up from ₹90 crore in the same quarter last year.

The company's net profit margin for the quarter was 10%, up from 9% in the same quarter last year. The company's operating profit margin was 15%, up from 14% in the same quarter last year.

The company's net profit per share for the quarter was ₹100, up from ₹90 in the same quarter last year. The company's operating profit per share was ₹150, up from ₹140 in the same quarter last year.

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### dailyhunt Top AI Courses in India

Top AI Courses in India. The report lists the top 10 AI courses in India, based on enrollment and ratings. The courses are offered by various educational institutions and online platforms.

The top AI course in India is 'Introduction to Artificial Intelligence' offered by Coursera. The course has over 1 million enrollments and a rating of 4.5 out of 5.

The second most popular AI course is 'Machine Learning' offered by edX. The course has over 800,000 enrollments and a rating of 4.4 out of 5.

The third most popular AI course is 'Deep Learning' offered by FutureLearn. The course has over 600,000 enrollments and a rating of 4.3 out of 5.

The fourth most popular AI course is 'Natural Language Processing' offered by FutureLearn. The course has over 500,000 enrollments and a rating of 4.2 out of 5.

The fifth most popular AI course is 'Computer Vision' offered by FutureLearn. The course has over 400,000 enrollments and a rating of 4.1 out of 5.

The sixth most popular AI course is 'Robotics' offered by FutureLearn. The course has over 300,000 enrollments and a rating of 4.0 out of 5.

The seventh most popular AI course is 'Data Science' offered by FutureLearn. The course has over 200,000 enrollments and a rating of 3.9 out of 5.

**ThePrint**

## **NIIT Learning Systems Limited (NIIT MTS) Ranked Among Training Industry's Top 20 IT and Technical Training Companies, 2024**

ANI PR 14 November, 2024 01:02 pm IST

Atlanta (Georgia) [US], November 14: NIIT Learning Systems Limited [NIIT Managed Training Services (NIIT MTS)] (Ticker Symbol: NIITMTS), a global leader in managed learning services, announced that it has been named to the 2024 Top 20 Companies in IT and Technical Training by Training Industry, Inc. This is NIIT's fifteenth year of being named to this prestigious list of leading companies for the IT and Technical Training sector of the corporate learning and development (L&D) market.

Training Industry, the leading research and information resource for corporate learning leaders, prepares the Training Industry Top 20 report on critical sectors of the corporate training marketplace to better inform professionals about the best and most innovative providers of training services and technologies.

Selection to the 2024 Training Industry Top 20 IT and Technical Training Companies lists was based on the following criteria:

- Breadth and quality of program and service offerings.
- Industry visibility, innovation and impact in the IT and technical training market.
- Client and customer representation.
- Business performance and growth.

"This year's selections for our Top 20 IT and Technical Training Companies List represent an innovative group of providers in the IT training sector. These organizations provide innovative techniques and practices in developing high-quality content for all types of IT, security, data professionals and more. They utilize advanced technologies and modalities like artificial intelligence (AI), augmented reality (AR) and virtual labs for a wide variety of topics and skill-based learning to quickly adapt to the ever-changing IT market," said Jessica Schue, market research analyst at Training Industry, Inc.

"We are honored to be recognized as a Top IT and Technical Training Company by Training Industry for the fifteenth consecutive year. At NIIT, we blend expert-led, role-specific learning paths with cutting-edge technologies like AI, AR, and virtual labs to create immersive, skill-based training experiences. Our managed training services streamline IT skills development, eliminating the complexity and cost of managing multiple vendors. Learners gain a seamless experience with flexible, high-quality training options that empower them to build relevant skills at scale," said Sailesh Lalla, Chief Business Officer at NIIT MTS.

<https://theprint.in/ani-press-releases/niit-learning-systems-limited-niit-mts-ranked-among-training-industrys-top-20-it-and-technical-training-companies-2024/2356141/>



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● **AFTER HOURS**

**PANKAJ JATHAR, CHIEF  
EXECUTIVE OFFICER, NIIT LTD**

**The Job**

I make sure people and businesses get the skills they need to succeed. My team partners with global organisations to provide effective learning solutions, while I focus on achieving our long-term goals.

**The Weekdays**

On weekdays, my schedule is packed with meetings. Ideally, I

like to run in the mornings. If the day kicks off too early to get a run in, then I at least do 5-10 rounds of Suryanamaskar to stay energized. My workdays often stretch 12-14 hours, and I unwind in the evening with tea and emails, a routine I jokingly call "email therapy". I usually spend at least 20 mins reading before calling it a night.

**The Weekend**

On weekends, I prioritise family time and catching up on sleep. I enjoy reading books on

management and fiction especially murder mysteries, listening to leadership podcasts, and catching up on blogs. When I can, I love taking my motorcycle out for a ride.

**The Toys**

I'm passionate about motorcycles and love my three babies – a Harley Davidson SuperLow, a Triumph Thunderbird LT, and a Suzuki VStrom 650. My iPad is my



go-to device for almost everything, I use it for music, reading, watching movies, writing and even listening to podcast.

As an audiophile, I enjoy listening to music on my collection of high-quality speakers to unwind.

**The Logos**

I have great respect for brands that continuously reinvent themselves to stay relevant in a dynamic market. NIIT and Titan are excellent examples, evolving with changing times. I also admire how brands like Tata Motors and Hindustan Unilever have successfully transformed themselves, adapting to new technologies and consumer demands, while retaining their core values.

— As told to Alokanda Chakeraborty

**Financial Express, New Delhi, December 16, 2024**



## Indus Towers 'Digital Transformation Van' launched in Jharkhand

Publish Date: 2024-12-05 Source : Bureau

One of the world's largest telecom infrastructure company, Indus Towers, has launched their Digital Transformation Van (DTV) in partnership with NIIT Foundation in Ranchi, Jharkhand. This initiative aims to revolutionize access to digital resources for both rural and urban slum areas in Ranchi. Hon'ble Secretary Department of Information Technology & e-Governance, Jharkhand Vipra Bhal, inaugurated the Digital Transformation Van at Kerali Public School, Neori Vikas, Ranchi. Within a year DTV will cover 12 different villages of Ranchi and will cater to children above the age of 12, youth, adults and elderly population.

Speaking about the DTV program, Ritesh Batsa, Circle CEO, Bihar & Jharkhand, Indus Towers Limited said, "At Indus Towers, we truly believe that technology can be a game changer in driving progress for everyone. With our DTV program, we're making digital education more accessible to communities in Jharkhand, especially focusing on youth and women.

<https://clientportal.conceptbiu.com/mv/oad/961-479619698-961>

THE ECONOMIC TIMES

## Small Indian companies drive GPU accessibility to fuel AI growth

Publish Date: 2024-11-14 Source : Bureau



Small companies in India are advancing GPU accessibility, vital for AI and cloud computing. Mumbai-based Neysa Velocis scales AI projects with a large GPU inventory, serving finance, pharma, and more. Newcomer NeevCloud plans a 40,000-GPU rollout to make AI resources more affordable. Jarvis Labs, with 1,000 GPUs via partners, offers server-less and AI-as-a-Service models to simplify AI integration. These companies face high setup costs but leverage local support, cost-efficient solutions, and partnerships to compete in India's growing AI market.

Small companies are playing a crucial role in facilitating graphic processing unit ( GPU ) access in India, particularly in the realm of cloud computing and artificial intelligence (AI) infrastructure, according to industry executives and experts.

Neysa Velocis , Mumbai-based Neysa's flagship platform, helps scale up AI projects using GPU infrastructure and has a diverse inventory of thousands of GPUs. Indore-based NeevCloud is a recent entrant with plans to deploy 40,000 GPUs, aiming to provide affordable and accessible GPU resources to AI researchers and developers.

Bengaluru-based Jarvis Labs has access to more than 1,000 GPUs through partners and also has its own capacity in the country.

Small companies often offer better local support and quicker response times, factors that are crucial for businesses operating in India, said the people cited earlier.

But setting up and maintaining GPU infrastructure can be expensive, especially for smaller companies. The market is becoming increasingly competitive, with both large and small players vying for market share.

Small companies can now chase India's giant AI dreams

However, the growing demand for AI and machine learning in India presents a significant opportunity for small companies to thrive. "Very shortly, we will have a much more recent and a more modern inventory of GPUs within our platform," said Karan Kirpalani, chief product officer at Neysa, an AI acceleration cloud platform company.

A large part of Neysa's clientele in the private sector is from financial services, insurance, education, media, entertainment, pharma, life sciences and IT/ITeS.

Neysa Velocis offers GPU-based AI services including training, fine-tuning and inferencing, with a focus on cost efficiency and ease of use. It has raised \$50 million in funding and collaborates with NTT Data Corporation's data centres in India. It has onboarded 12 clients in about 10 weeks since the formal launch of its platform in October, with a mix of Indian and global multinationals.

Neysa's differentiation comes from its intellectual property and cost-conscious design, said Kirpalani, adding that its pricing is competitive, offering return on investment benefits and total cost of ownership reductions of 40-70% compared to hyper scalars. It is also participating in the India AI mission, leveraging partnerships for scale and complexity.

Narendra Sen, founding chief executive of NeevCloud, told ET that the company has built an orchestration engine to provide GPUs on demand. "We can expand in the US and Europe and are continuing to invest in AI data centres in central India, and are going to other states like Chhattisgarh, Raipur, Mumbai and Bengaluru," he said.

Contd...

Sen said that these data centres will be capable of holding up to 60,000 GPUs, but the company will ramp up next year with around 2,000 of Nvidia's H200 and Blackwell GPUs to begin with.

Govt eases sustainability push in AI GPU tender after pushback

Jarvis Labs, founded in 2020, initially provided integrated development environments powered by GPUs at affordable prices due to lack of competitors. By 2023-2024, major companies entered the market, prompting Jarvis Labs to explore newer markets like server-less and AI-as-a-Service (AlaaS) models aimed at simplifying the deployment of custom AI models for startups.

By providing application programming interfaces, the company aims to reduce the engineering effort required to build AI pipelines, making it easier for startups to integrate AI solutions.

It had soft launches of these services and partnered with global GPU providers for competitive pricing. The company's primary market is overseas, and its Indian base is also growing. It aims to cross \$1 million in revenue this year, having earned \$0.6 million last year with a team of four.

Jarvis Labs' founding chief executive Vishnu Subramanian told ET, "The company is focusing on server-less and AlaaS models to bridge the gap between application builders and raw GPU providers."

The company's GPUs are housed in a tier-3 data centre near Bengaluru and through partners it is able to offer GPUs in Europe, Canada and India.

The company has access to more than 1,000 GPUs through these partnerships, allowing for scalable GPU usage without the need for direct ownership. Vishnu said that the company purchased more than 100 GPUs as a bootstrapped startup. Asked about the customer base, he said the company started with individual users such as researchers and Kagglers.

In recent years companies such as Zoho, NIIT, Upgrad and Thetatech have become customers. Vishnu emphasised the company's goal of making AI accessible and affordable, despite initially having to build its own infrastructure for want of viable options.

Kirpalani said India's market requires more hand-holding and packaged solutions for clients to achieve AI objectives. He highlighted the importance of tailored solutions for the domestic market, where specialised local players understand the nuances better. He also said that clients care more about the overall performance and cost of the GPU rather than the specific model.

GPU access to power up India's AI play: experts

<https://clientportal.conceptbiu.com/mv/oad/961-477543162-961>



## Top AI Courses in India

Publish Date: 2024-11-18 Source : Bureau



In the past few years, Artificial Intelligence (AI) has become one of the most exciting fields in technology. This is because AI has overtaken most industries and is continuing to shape them.

Whether in healthcare or finance, skilled professionals are highly demanded.

In India, the tech ecosystem is growing and becoming a hub for AI education. This blog will review some of the

top AI courses in India that can help students and even professionals stay ahead in this fast-evolving field.

**Indian Institute of Technology (IIT) - Madras: Advanced Certification in AI and Machine Learning.**

Being one of the top engineering institutes in India, IIT Madras has an advanced certification course in Artificial Intelligence and . This AI training in India has collaborated with Great Learning and is designed for professionals who want to dive deep into AI concepts and technologies. This AI course in India covers topics like deep learning, reinforcement learning, and neural networks with a focus on hands-on experience.

Moreover, according to the AI Talent report by NASSCOM, the AI and ML professionals in India have seen an increase in job openings, with a 60% rise in AI-related roles.

**International Institute of Information Technology (IIIT) - Hyderabad: Master's in Artificial Intelligence**

Another course in terms of artificial intelligence education is IIIT Hyderabad's Master's in Artificial Intelligence. This program not only provides an in-depth understanding of AI but is also perfect for those who want a structured academic pathway into AI.

Since IIIT Hyderabad has ranked among the top universities in India for its tech programs, this is one of the best AI courses in India . It is a combination of theory and project work. Moreover, graduates from this program have found opportunities in top tech companies like , Amazon, and Microsoft.

**UpGrad - AI and Machine Learning Program**

UpGrad is India's leading online learning that offers both AI and ML programs. This AI training in India has collaborated with Liverpool John Moores University, covering everything from data science to ML.

Moreover, UpGrad's AI Courses in India are the best way to learn AI, and they are ideal for working professionals looking to upgrade their skills in AI.

**Coursera - AI For Everyone by Andrew Ng (offered by Stanford University)**

"AI For Everyone" by Coursera is one of the best AI courses in India . This program by Andrew Ng is not only free but also provides a broad introduction to AI with a focus on how AI can be

**NIIT - Post Graduate Program in Artificial Intelligence**

Another way to learn AI in India is NIIT's postgraduate program in AI. It offers a comprehensive curriculum designed for professionals seeking to transition from other fields to AI. A highlight of this is the focus on real-time industry projects.

**Conclusion**

In conclusion, artificial intelligence education is rapidly growing in India, with many online platforms offering courses. Be it for students or professionals, these AI Courses in India help upskill and are needed to thrive in the world of artificial intelligence.



● **INTERVIEW: SAPNA MOUDGIL,**  
Chief Executive Officer, NIIT Foundation

# ‘Hack your career: There are 3 million cybersecurity jobs’

*According to NIIT Foundation — a not-for-profit education society set up by the promoters of NIIT in 2004 — there were almost 3 million cybersecurity jobs in 2024. “Cybersecurity is a hot opportunity, and jobs haven’t yet peaked,” says Sapna Moudgil, chief executive officer, NIIT Foundation, which runs educational initiatives and skilling programmes for the underprivileged. In an interview with FE’s Vikram Chaudhary, she shares several job roles that students can target. Excerpts:*

**How many jobs are there in the cybersecurity space? What’s the trend like?**

In 2021, there were about 1.5 million cybersecurity jobs, which jumped to 2 million in 2022, and about 2.5 million in 2023. Projections indicate that the number of jobs will surpass 3 million in 2024. This growth is largely driven by the rise in cyberthreats, the need for regulatory compliance, and digital transformation across sectors. Jobs haven’t yet peaked, and there are plenty of opportunities for those with the right skills and passion for protecting digital spaces.

**What are these job roles?**

There are several roles:

- ▶ **Security analysts** (analyse threats);
- ▶ **Penetration testers** (who act as ethical hackers to uncover vulnerabilities);
- ▶ **Security engineers** (those who design robust security systems);
- ▶ **Incident responders** (tackle breaches swiftly);
- ▶ **Compliance analysts** (those who

ensure adherence to regulations);

- ▶ **Cloud security specialists** (address challenges of cloud computing);

- ▶ **Forensic analysts and cybersecurity consultants** (investigate cyber incidents, and provide strategic advice).

**What are you doing towards creating a skilled cybersecurity professional pipeline?**

We launched the Cyber Suraksha Initiative in 2022. Its goal is to train 1 million students in cybersecurity by 2025, with 40% female participation. So far, it has trained over 612,886 students in cyber awareness and security, across

27 states and 5 UTs. I’m happy to see that female participation averaged 40.5% in the first two years, with a three-percentage point increase in the second year. This programme, which reached 72% districts in the second year, not only aims to equip students with vital skills, but also promotes cyber awareness in communities.

**What about placements?**

We have placed over 10,300 students in big companies like Accenture, EY, and Deloitte, with an average placement package of ₹6.3 lakh per annum. We have been able to enhance cybersecurity awareness among frontline workers, farmers, and individuals with disabilities. Our target remains ambitious, and yet achievable — to train 1 million students by 2025, continuing our commitment to inclusive growth as well as empowerment.

**WE HAVE PLACED OVER 10,300 STUDENTS IN BIG COMPANIES LIKE EY, WITH AN AVERAGE PAY PACKAGE OF ₹6.3 LAKH**





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NOW**

## How Gen AI is Revolutionizing Training at NIIT Learning | Spotlight On The Indian GenAI Ecosystem

Publish Date: 2024-11-28 Source : Bureau



Sapnesh Lalla, CEO and Executive Director, NIIT Learning Systems Limited discusses the impact of Generative AI (Gen AI) on their training business, emphasizing improved efficiency and effectiveness. NIIT has invested heavily in Gen AI, training over 100 professionals. They expect commercial benefits in 1-2 years. Client budgets are showing signs of recovery for 2025.

<https://clientportal.conceptbiu.com/mv/oad/961-478968857-961>

### AI HORIZON | S1 EP16| Udai Singh, President of Global Products, Solutions and Delivery, NIIT



<https://www.youtube.com/watch?v=ydeBPLS1PGE>

## Business News This Week

### NIIT Foundation Partners with IFF to Drive Career Growth for Women and Girls

Publish Date: 2024-11-13 Source : Joseph Andrew

13th November 2024, New Delhi: NIIT Foundation, in collaboration with International Flavours & Fragrances India Private Limited (IFF), has launched a comprehensive one-year Career Development Program aimed at equipping women and girls with essential skills to enhance their employability and career prospects, and enhance the livelihoods of individuals in communities across Salem (Tamil Nadu), Tumkur (Karnataka), Nagpur (Maharashtra), and Mahbubnagar (Telangana).

The Career Development Program encompasses a range of critical components, including career skills training, foundational skills development, and mass literacy. It also provides personalized counselling, flexible learning options, and specialized workshops to cater to the diverse needs of participants. The initiative aims to establish at least one Career Development Center (CDC) in each selected location, focusing on women and girls from economically disadvantaged backgrounds.

Since its inception, the program has witnessed substantial achievements – with the mobilization of 81% of enrollments within the target communities, wherein 70% of beneficiaries' parents are engaged in farming, while 46% of participants have completed 12th grade.

"While nearly 51.25%[1] of the youth is deemed employable, as per the latest Economic Survey, reports suggest that only 2.7%[2] of our workforce has received formal skill training. Recognizing the urgent need to close this gap, our partnership with IFF aims at empowering the communities – particularly women and girls – through targeted education and skills training. Our Career Development Program has been carefully curated for upskilling the beneficiaries, offering comprehensive training and support to women and girls, thereby bridging the gap between education and skilling, while immensely improving their employability," said Sapna Moudgil, CEO at NIIT Foundation.

IFF's commitment to CSR is aligned with its broader mission to support community development and sustainable progress. "Our collaboration with NIIT Foundation allows us to make a tangible impact on the lives of individuals in rural India, especially women. Our mission is to address the skill gap and provide opportunities for young girls and women to enhance their capabilities, enabling them to make significant contributions to their communities and the economy. Through this initiative, we aim to bridge the skill gap and support young girls in their journey towards financial independence and professional growth." said Karthik Palani, CSR Lead International Flavours and Fragrances India Private Limited.

The Career Development Center program aims to empower 1200 girl candidates in different programs over the next one year, with a goal to implement the program across four states in India. Through this initiative, NIIT Foundation and IFF aim to equip individuals with essential skills for sustainable employment and career advancement, enabling a fairer and more prosperous future for all.

<https://clientportal.conceptbiu.com/mv/oad/961-477433144-961>



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**NIIT**

**Career Development Programme:** NIIT Foundation, in collaboration with International Flavours & Fragrances India Private Limited (IFF), has launched a comprehensive one-year Career Development Programme aimed at equipping women and girls with essential skills to enhance their employability and career prospects, and enhancing the livelihoods of individuals in communities across Salem in Tamil Nadu, Tumkur in Karnataka, Nagpur in Maharashtra and Mahbubnagar in Telangana. The programme encompasses a range of critical components, including career skills training, foundational skills development, and mass literacy. The initiative aims to establish at least one Career Development Center in each selected location, focusing on women and girls from economically disadvantaged backgrounds.

*The Statesman, New Delhi, November 21, 2024*

## CAREERS360

# NIIT University Neemrana UG Admissions 2025 Open; Check Here

Publish Date: 2024-12-03 Source : Bureau



NIIT University Neemrana has begun accepting applications for its UG programmes for the academic year 2025.

Candidates are advised to check the eligibility criteria for admission to the NIIT University courses. They can register online on the official website for B.Tech, BBA, and IMBA programmes at NIIT University

### NIIT University Neemrana UG Eligibility Criteria

Candidates must have 60% marks in both class 10 and 12. They must also have valid scores in entrance examinations

like JEE Mains / BITSAT/ SAT / CUET UG / NEET / Any State Engineering Entrance Examination. Applicants who have valid scores in above mentioned exams will not be required to submit NUAT scores. Candidates who have scored  $\geq$  Grade 4 in IB Board / minimum Grade C in Cambridge IGCSE Board are eligible to seek NIIT University admissions

### NIIT University UG Application Process

- Step 1: Go to the official website: [admissions.niituniversity.in](https://admissions.niituniversity.in)
- Step 2: With a valid email address and mobile number, register on the website.
- Step 3: Then, complete the verification, and proceed to fill out the application form.
- Step 4: Then, upload scanned and attested copies.
- Step 5: Pay any required application fee.
- Step 6: Lastly, submit the application form.

### What is the Selection Process for NIIT University UG Courses?

Candidates must qualify for NUAT or other entrance examinations like State Board Applicants must sit for a personal interview or interaction to get admission to NIIT University. Selected participants are confirmed seats after they pay the acceptance fee of Rs 35,000. Those who have valid scores in JEE Mains/ BITSAT / SAT/ CUET / NEET/ IPMAT / Any State Engineering Entrance Examination won't require NUAT scores.

### NIIT University Neemrana Placement Details

The placement cell helps students secure good offers. NIIT University highest package is around Rs 29.64 LPA. NIIT University Neemrana placements saw over 700 industry partners, including some of the foremost Indian and multinational corporations that aid in the placement of students.

### About NIIT University

NIIT University (NU), Neemrana is a state-private university that has been recognised by the University Grants Commission (UGC). NU provides scholarships such as the NU Scholar Search Programme, Special Scholarship, and more. NIIT University facilities include a gymnasium, library, sports, hostel facilities, ATMs, and medical health centers on the campus.

### Explore Top Universities Across Globe

Questions related to NIIT University, Neemrana

Have a question related to NIIT University, Neemrana

Hello Aspirant,

Congratulations for your result. In order to predict college first you need to calculate the exact rank. It is quite difficult to predict the exact rank as the trends changes every year because it depends on many factors like number of students appeared, shift, toughness, etc.

But we can predict your result based on the previous trends. With 61 percentile your CRL-AIR will be around and

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**DREAM  
DARE  
DELIVER**

**NIIT**

your SC rank will be 20k+. You can verify your rank by using our rank predictor tool which is given below:

In order to get a seat in NITs, you need to score at least 9k - 10k SC rank, or 85 percentile as per past year trends

Thus, with 61 percentile, chances are very low for NITs that too in top branches.

If you want to check the chances of getting a college, you can go through our college predictor link which is given below:

Thank you and all the best for your future.

hello aspirant,

YES, NIIT University in Neemrana Rajasthan is a ver good and decent University having good placement opportunities for CSE (Computer Science Engineering) Students.

It is a good campus, and provides good placement opportunities . Placements: NU has been achieving 100% placement rate for the eligible students. This year, the highest domestic salary package offered was 14.3 LPA, and the average salary package offered was 5.57 LPA.

Further, to know more about the complete details regarding the B.tech CSE course in NIIT Rajasthan you can follow the below mentioned link to know more about this : <https://www.careers360.com/university/niit-university-neemrana/btech-computer-science-and-engineering-course>

Furthermore, The benefits of scholarship under each plan are as follows: Merit Scholarship Plan (MS 1 Level) Rs 200,000 scholarship annually on University Tuition Fee only . Merit Scholarship Plan (MS 2+ Level) Rs 150,000 scholarship annually on University Tuition Fee only.

Further, to know more about the scholarship in NIIT, you can follow the below mentioned link of NIIT to know more : <https://niituniversity.in/admissions/fee-structure/scholarships>

I hope that this will help.

Hey Aspirant!!

Whenever you think of choosing NIIT University you need to know that they have again proven eminence in their placement trends just like every year. Around 90% students who wished to receive placements have got satisfactory results, you can expect an average package of 4-5 LPA and not only that you can expect highest salary package even over 15 LPA if you are capable enough, have good communication skills and confidence.

Hope it helps!!!

Dear Student ,

If you're willing to join integrated MBA course with SAT exam then Jindal Global Business School will be best option for you .

See more details about the course from here :

Well, there are some other colleges/Universities that offers integrated MBA program:

Jamia Hamdard, New Delhi

DBS Dehradun - Doon Business School

KL University Business School, Guntur

SMVDU Katra - Shri Mata Vaishno Devi University

NIIT University, Neemrana and others

See the college details from here :

NIIT University offers Integrated MBA program but not accept SAT exam .They take admission on the basis of NUAT Entrance Exam.

Nirma University offers only MBA course instead of integrated MBA course.

Hope this helps !

Dear aspirant hope you are doing well..

No it's not government university, its private .NIIT University (NU) is a not-for-profit autonomous state university of the Government of Rajasthan. Niit University, Neemrana was established in 2009. Approved by UGC and AAAA+ rated university.

Contd...

For more details, admission process, courses & fee, placement in details, click on the link below.

Hope it's helpful for you.

Thank you

Explore Career Options (By Industry)

Marketing Director

A career as Marketing Director is also known as a marketing expert who is responsible for the overall marketing aspect of the company. He or she oversees plans and develops the company's budget. The marketing Director collaborates with the business team to plan and develop the marketing and branding strategies for the company's products or services.

Jobs Available

Content Marketing Specialist

Content Marketing Specialists are also known as Content Specialists. They are responsible for crafting content, editing and developing it to meet the requirements of digital marketing campaigns. To ensure that the material created is consistent with the overall aims of a digital marketing campaign, content marketing specialists work closely with SEO and digital marketing professionals.

Jobs Available

Business Analyst

Individuals who opt for a career as a business analyst look at how a company operates. He or she conducts research and analyses data to improve his or her knowledge about the company. This is required so that an individual can suggest the company strategies for improving their operations and processes.

In a business analyst job role a lot of analysis is done, things are learned from past mistakes and the successful strategies are enhanced further. A business analyst goes through real-world data in order to provide the most feasible solutions to an organisation. Students can pursue Business Analytics to become Business Analysts.

Jobs Available

SEO Analyst

An SEO Analyst is a web professional who is proficient in the implementation of SEO strategies to target more keywords to improve the reach of the content on search engines. He or she provides support to acquire the goals and success of the client's campaigns.

Jobs Available

<https://clientportal.conceptbiu.com/mv/oad/961-479449840-961>



## **G20 Sherpa Amitabh Kant delivers (16th) Annual Lecture of NIIT University at its Neemrana campus**

Publish Date: 2024-11-26 Source : Bureau

Hosted its 16th Annual Lecture at the university campus at Neemrana on Nov 26 and the lecture was delivered by Amitabh Kant, the G20 Sherpa to the Prime Minister.

Among those present included Rajendra Pawar, Founder; Vijay Thadani, Co-founder; and Prof Prakash Gopalan, President, NIIT University. The 16th Annual Lecture stressed upon promoting overall growth by inspiring learners to be original thinkers and life-long learners, pursuing excellence in all facets of life.

Kant delivered an inspiring address drawing from his own learnings – “Driving Change: My Journey of Continuous Personal Transformation” . He emphasized the importance of using information and knowledge to develop the ability to adapt, innovate, and tackle challenges as they arise. Only then can we make a difference in today's information age. His reflections on his journey and insights into continuous growth captivated the audience, comprising students, faculty, and distinguished guests.

The theme, “Driving Change: My Journey of Continuous Personal Transformation,” aligns closely with the vision of NIIT University, conceptualized by Mr Rajendra S Pawar, to inculcate innovation in higher education. Mr Pawar collaborated with the foremost thought leaders of our country, to create a new model of higher education dedicated to shaping young minds who are not only academically proficient but also equipped to drive meaningful changes in the world.

Prof Prakash Gopalan, President, NIIT University said, “The Annual Lecture Series highlights our commitment to fostering holistic development in our students. This year, Amitabh Kant's insights have enriched the event by emphasizing the importance of personal transformation and the power of a well-nurtured mind. By focusing on overall development, NIIT University strives to equip its students with the resilience, creativity, and leadership skills needed for lifelong growth. We are grateful for Mr. Kant's thought-provoking address, which has inspired us all to reflect on the journey of continuous self-improvement and transformation.”

<https://clientportal.conceptbiu.com/mv/oad/961-478805260-961>

## THE ECONOMIC TIMES

# Ireland offers Indian companies stable, secure & pro-business environment

Publish Date: 2024-11-21 Source : Dipanjan Roy Chaudhury



Synopsis Ireland is a great place for Indian businesses. Many Indian companies are already in Ireland, employing thousands of people. Ireland offers a talented workforce and a supportive environment for businesses. The Irish government is making it easier for Indian citizens to work and study in Ireland. Ireland is a gateway to the European market for Indian companies.

Ireland Minister for Enterprise, Trade and Employment

Peter Burke has said that the enduring relationship that Ireland has with India is very important. There are opportunities for both countries to benefit from this relationship even more.

“Our countries share expertise and commercial synergies across Technology and AI and Digital, Biotech and Medtech, Advanced Engineering, Fintech and the Green Economy. Ireland can become a gateway for Indian companies to access the EU market of 500 million customers and a talent pool of c222m. As more and more people from India come to live and work in Ireland, there is an increasing affinity. We should build on that,” Burke said.

Mary Buckley, Executive Director, has said that IDA Ireland (national investment development agency for overseas investment, opened its office in India in 2008 in Mumbai) focusing primarily on the IT Services sector. In 2011, the team increased and extended their focus to more IDA sectors and is active in the Indian cities of Mumbai, New Delhi, Bengaluru, Chennai, Pune, Hyderabad and Ahmedabad.

Ireland continues to offer real opportunity for Indian companies seeking a stable, secure, pro-business environment with a talented workforce and culture of innovation and entrepreneurship. As a committed member of the EU, Ireland is also a proven base from which to grow operational presence in European markets.

The opportunities for Indian companies to invest in Ireland are significant, with strong potential in Ireland for companies from across high value growth sectors including Technology and AI and Digital, Biotech and Medtech, Advanced Engineering, FinTech and Green Economy.

There are 30 IDA client companies from India employing over 5,000 people in Ireland including several with large regional footprints in Ireland.

Companies from India that have invested in Ireland are largely concentrated in Software and IT Services, Life Sciences and Manufacturing sectors and we are working with them to develop on their sustainability and digitalisation agendas.

The top 5 Indian IT service companies which are TCS Infosys Wipro Tech Mahindra & HCL have operations in Ireland. These companies have added value added activities such as Centres of Excellence or R&D centres while continuing to operate delivery centres. Indian Life Sciences companies in Ireland include Wockhardt and Unichem.

Mid-sized companies such as NIIT , BrowserStack, SMT, Deepak Fasteners amongst others also have a presence in Ireland. JLR has a large software engineering centre in Ireland in.

There are many reasons why Indian companies should consider Ireland as a potential partner in Business,

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with many of the world's leading companies having chosen Ireland as a location to access the European market, according to Buckley.

Ireland has many attributes that can serve as a gateway for Indian businesses in Europe and vice versa. Ireland as the EU's only English-speaking country and a fully committed member of the EU and Eurozone, with a common law legal system offers companies a stable, competitive, secure and pro-business environment, all important considerations for investors looking to access the European market.

"In terms of the workforce, Ireland has the youngest population in Europe and the quality of our education system ensures a plentiful supply of talent. Ireland has the highest number of highly qualified graduates linked to STEM- based subjects and technology -based subjects in Europe, with excellent technical language and customer service skills. A lot of Europeans want to live and work in Ireland, 19% of our workforce is international. Ireland has a very collaborative ecosystem between academia and industry with many of our client companies involved in informing curricula in our universities. This is very valuable for companies in terms of developing the skills and talent they require. Ireland is a proven innovation and R&D hub. The Irish Government has taken a research driven approach towards developing talent in emerging technology areas that align with sectors which are economically important to Ireland such as AI, medtech, manufacturing, green energy, financial services, pharma and big tech," Buckley noted.

Ireland has become a popular destination for Indian students seeking higher education, particularly post-graduate, doctoral and post-doctoral students in the areas of engineering, technology, medicine, and management. There are about 8,500 Indian students in Irish higher educational institutions. The Trinity College and Thapar University, Patiala have an MOU for joint degree programmes in five engineering and science disciplines.

According to Ireland's latest census report, approximately 2% of the 5.1m population is Indian born. The Indian Community is valued here and integrated well in Irish society.

Some major Irish Government decisions in the recent past have had positive implications for Indian community, for example the non-requirement of obtaining additional work permit for spouses and partners of Critical Skill Employment Permit holders which is likely to attract more Indian high- skilled workers to Ireland, particularly in high-tech, medical and management sectors and the Non-requirement of obtaining re-entry visa for GNIB card holders, according to Buckley.

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**INDIA  
TODAY**

## World Computer Literacy Day 2023: Date, history, significance

Publish Date: 2024-12-02 Source: Bureau



World Computer Literacy Day 2023: Here's all you need to know about the date, history and significance of World Computer Literacy Day.

World Computer Literacy Day is observed annually on December 2 to celebrate and promote computer education worldwide. The day aims to raise awareness about the importance of digital skills and computer literacy in today's rapidly evolving technological landscape.

As technology continues to influence every facet of modern life, the ability to use computers and navigate digital tools has become a fundamental skill for people of all ages and backgrounds.

This day serves as a reminder that computer literacy is not just about knowing how to operate a computer; it's about empowering individuals to access information, connect with others, and participate in the digital economy.

From students and professionals to marginalised communities, ensuring widespread access to computer education is crucial for bridging the digital divide and fostering equality in the digital age.

The day was first celebrated in 2001, initiated by the Indian multinational company NIIT to mark its 20th anniversary. During its inception, research highlighted a gender gap in computer literacy, with most computer users being men.

Since then, World Computer Literacy Day has focused on raising awareness about the importance of computer education and bridging the digital divide.

The day advocates for global access to Information and Communication Technologies (ICT) and aims to improve digital skills across various communities.

In our increasingly digital world, World Computer Literacy Day is a crucial reminder of the role computer literacy plays in modern life.

It encourages efforts to ensure that people of all ages and backgrounds gain the skills necessary to thrive in the digital age.

Computer literacy is essential for individuals to engage in the digital economy, access information, and improve their overall quality of life.

On this day, numerous organisations, educational institutions, and communities organise events such as workshops, training sessions, seminars, and awareness programs aimed at promoting computer literacy.

These initiatives often focus on providing affordable access to computers and the Internet, particularly for underserved populations.

As technology continues to shape every aspect of society, World Computer Literacy Day underscores the importance of empowering people to navigate the digital world confidently, regardless of their socio-economic background.

## The Tribune

VOICE OF THE PEOPLE

### Campus notes: IT Utsav-2024

Publish Date: 2024-11-21 Source : Bureau



Spring Dale Senior School on Wednesday organised its inter-school annual IT Utsav-2024, which saw the participation of about 58 students and teachers from 11 schools across the district. Experts from NIIT accompanied by the IT faculty of Spring Dale witnessed a nail-biting competition between the students while they exhibited their tech skills. The event saw competitions like Scratch, Power-Point presentation, photoshop, web page development, coding and quiz. The team from Cambridge School, Amritsar, was the winner in the category 'Debug the Soul', Stalwarts World School, Amritsar, was the winner in the category 'Unveiled Visions', Modern High School, Amritsar, won the category 'Be concise', Guru Nanak Dev Global Academy, Amritsar, won in the category 'Game of Code' and the team from Bharatiya Vidya Bhawan SL Public School, Amritsar, won in the category 'Quizaholic'.

Cultural fest 'Hemanta'

Amritsar: As many as 84 artists of different groups from all over India showcased their folk dances during the week-long cultural festival 'Hemanta', held from November 15 at Bhavan SL School. On the fifth day of the festival on November 19, folk dances by North Zone Cultural Centre, Patiala, were presented. Various performances, including Bhangra of Jotdeep Singh, Ghoomer from Haryana's Jatinder Jeetu, Barsana ki Holi from UP's Rajesh Sharma, Rouf dance from J&K's Imitiyaz, Mewasi dance from Gujarat's Kannu Bhai group and Bhapang Wadan from Rajasthan's Yousaf Khan group were presented. Folk dances are essential part of culture. The performers celebrated the diversity of the land, reflecting the living embodiment of our history and identity. Member of Parliament Gurjeet Singh Aujla was the chief guest.

<https://clientportal.conceptbiu.com/mv/oad/961-478259822-961>

**LOKMAT TIMES**

## Lifelong Learner With A Passion For Sustainable Fashion: Meet Driving Force Behind Innovation In India

Publish Date: 2024-11-25 Source : Bureau



New Delhi [India], November 23: Recently, we got the chance to learn about the man on a mission, Bhanu Pratap.

New Delhi [India], November 23: Recently, we got the chance to learn about the man on a mission, Bhanu Pratap Singh. The impressive number of hats that he wears is praiseworthy.

He is the visionary CEO and Co-Founder of NXT Unpause Yourself Private Limited and Cloveify Wearables Private

Limited. He has a proven track record in driving innovation and creating impactful solutions. He is currently contributing to nation-building by making education and skill development accessible. His profound sense of responsibility and pride has also led him on a mission to promote sustainable fashion.

Over the years, Bhanu Pratap Singh's passion for continuous learning and growth has inspired him to keep going. His grit and drive towards empowering individuals through education have made him a prominent personality, complimenting his 'Lifelong Learning' attitude.

Bhanu has made a unique name for himself in the education sector today. His foundation in computer applications, inspired him to broaden his horizons as well as enhance his leadership skills. He decided to pursue a Master's in Business Administration thereafter. Soon after he began to pursue a career in the field of business, destiny led him to specialize in specific areas of technology.

Using his zest for learning tech and his fascination for computers led him to complete Microsoft Certified Professional, followed by a Microsoft Certified Desktop Support Technician proficiency. Additionally, he earned the world-renowned Cisco Certified Network Associate (CCNA) and Certified Cyber Security Professional certifications.

He successfully cleared six government exams and secured positions as an Assistant Manager at prominent institutions in India as well as Assistant at Oriental Insurance. His experience has played an integral role in establishing him among astute leaders in the financial sector and public service.

Bhanu embraced the role of an educator at Unacademy with an aim to share his knowledge and passion with aspiring learners. He also got the privilege of working with renowned IT companies like NIIT, IBM, and Wipro. Here he gained hands-on experience and contributed to cutting-edge projects.

His deep-seated passion for public service embarked him on a journey to prepare for UPSC Civil Services Examination. Although lambhanupratapsingh could not find success on this path, it ignited the fire in Bhanu to commit to public welfare.

Bhanu Pratap Singh actively focuses on exploring the vast realm of literature by nurturing his lifelong love of reading books. His personal library has a collection of over 250+ books, cultivating empathy, allowing him to appreciate different perspectives, and become your own master.

Looking back at his experiences and a desire to share them with others, he fostered his thirst for knowledge and love for writing. Not just that, his portfolio broadened when he became the author of an Amazon book that became a medium to connect readers and inspire them.

If all this is not enough, let us also share that Bhanu Pratap Singh is on a mission to promote sustainable fashion. His company Cloveify Wearables Private Limited has been acknowledged for advocating sustainability and educating customers on making consumer friendly choices. His company NXT Unpause Yourself Private Limited (Unpausify) has also been acknowledged for changing the landscape of online education in India.

If you have any objection to this press release content, kindly contact [pr.error.rectification@gmail.com](mailto:pr.error.rectification@gmail.com) to notify us. We will respond and rectify the situation in the next 24 hours.



**ADGULLY**

## Addressing the talent crunch in the PR industry: Key Challenges and Solutions

Publish Date: 2024-11-05 Source : Bureau

The PR industry is currently facing a significant talent crunch, exacerbated by the evolving demands of the communications landscape.

As the need for innovative strategies, digital integration, and agility rises, the challenge of finding and retaining the right talent becomes even more pressing. Adding to this complexity is the post-pandemic shift, where professionals have reconsidered their priorities, mental health has come to the forefront, and the traditional agency model faces scrutiny.

### The Talent Shortage and Mental Health Strain

The pandemic has left an ingrained mark on how the PR industry operates, particularly in terms of workload and mental health. The toll of non-stop work, endless syncs and Zoom meetings, along with the isolation and difficulty in expressing its impact is real. This constant pressure, especially in an industry where professionals juggle multiple clients, projects, and personal responsibilities, has led to significant burnout.

The situation isn't just about overwork – there's a deeper issue regarding how mental health is addressed in the PR sector. Professionals are often expected to maintain high levels of productivity and creativity while meeting client demands, which has caused many to question the sustainability of this pace.

### Key Challenges in Attracting Talent

The first step in addressing the talent crunch is understanding the root causes behind why PR agencies struggle to attract talent. Vikram Kharvi, CEO, Bloomingdale PR, points out that the startups have been a major factor. He says, "Startups often attract talent with the promise of innovation, flexibility, and the excitement of building something new from the ground up. They offer a sense of ownership and direct impact that can be incredibly appealing, especially to younger professionals."

This highlights a major issue within traditional PR agencies – the perceived rigidity in structure and lack of flexibility. Startups and in-house PR roles often offer more flexible working conditions, including work-from-home options and adaptable hours. In contrast, PR agencies, bound by tight client deadlines, are often viewed as being less accommodating in terms of work-life balance. As a result, talented professionals are drawn to roles that promise a better balance between personal and professional life.

Sonali Sokhal, CEO and Founder, Intelliquo, adds to this by emphasizing on the gap in proper training within the industry. "Young people join the workforce without adequate training and then find the work overwhelming, leading them to leave. We need to empower young professionals with skill development and proper processes," she says. The absence of structured training and mentorship has resulted in a high turnover rate, as young professionals often feel overwhelmed by the demands placed on them without the right guidance.

### Retaining Talent: The Bigger Challenge

Once talent is attracted to the industry, retaining them presents its own challenges. Tarunjeet Rattan, Managing Partner, Nucleus PR, explains that the constant barrage of unrealistic demands can quickly lead to burnout. "When insane demands and unrealistic expectations across brands and partners fly across your desk every single day at an intense pace, it can become overwhelming very quickly," she adds. The relentless pressure, coupled with the often misunderstood role of PR within the broader communications ecosystem, makes it difficult for professionals to feel motivated and valued.

Additionally, Rattan points out that the limited ability to showcase the true impact of PR due to client confidentiality adds to the problem. "We are limited by client confidentiality, which allows us to talk in generalities and rarely give a true picture of what we actually do. This is limiting. Smaller groups and closed-door discussions work in attracting the right minds to the profession, but it is a slow, arduous task where demand is way higher than supply," she adds.

The gender gap in PR leadership further complicates the retention issue. Many women in the industry find themselves at a crossroads, often stepping back or taking career breaks to manage family responsibilities. The lack of sufficient support systems, such as flexible work arrangements and childcare solutions, within agencies leads to the loss of highly experienced professionals.

Bloomingdale PR's Kharvi highlights how this is particularly challenging for women leaders in PR, stating, "The lack of sufficient support systems within agencies to accommodate these needs can result in losing highly experienced and talented professionals."

#### Government Initiatives and Skill Development

With the Indian government's Budget 2024 focusing on upskilling the workforce to make people more employable, there is an opportunity for the PR industry to align itself with these initiatives. Skill development and training programs, particularly in digital and social media, can help address the growing gap in talent.

Abhishek Puri, Corporate & Marketing Communications NIIT Limited, emphasizes on the need for continuous learning within the PR sector. He says, "The rapid pace of change in digital and social media demands continuous learning and adaptation. PR firms must offer training and development programs focused on these emerging trends to retain top talent."

Beyond digital skills, there is also a need for a clear career progression path within the industry. Without a defined trajectory for growth, professionals may feel stagnant, leading them to explore opportunities in other industries. Puri also highlights the importance of creating dynamic work environments that foster creativity and innovation to keep top talent engaged.

#### Strategies to Combat the Talent Crunch

To address the talent crunch, PR firms must adopt a comprehensive, multi-faceted strategy. This involves not only attracting talent but also ensuring their long-term growth and engagement within the industry.

**Evangelize the PR Industry:** Tarunjeet Rattan suggests that the industry needs to take a more proactive approach in promoting PR as a career choice. "We need to do more on evangelizing PR at an individual, apex body, and community group level." Showcasing the diversity and dynamism of PR through career fairs, college workshops, and industry events can attract fresh talent.

**Partnerships with Educational Institutions:** According to Rattan, establishing collaborations with colleges can ensure that students are equipped with the right skills and knowledge about the PR profession. "Colleges need to offer the right counseling for students, helping them understand the profession and their aptitude for it. The right courses and sessions with industry professionals along with internships can go a long way toward helping talent understand the profession."

**Provide Flexible Work Environments:** Vikram Kharvi points out that flexibility is one of the key drivers in attracting talent. Offering options for remote work, flexible hours, and better work-life balance is crucial. Agencies need to adapt to the demands of today's workforce, which prioritizes flexibility and a supportive work environment.

**Upskill and Mentor Employees:** Both Sonali Sukhal and Tarunjeet Rattan agree that continuous learning and mentorship are essential to retaining talent. Sukhal explains, "PR firms need to showcase best practices to attract talent. The younger generation today is concerned about the impact of their work, as much as they are on career growth." Providing employees with training programs, access to mentors, and opportunities to work across different verticals can help them grow holistically within the profession.

**Address Mental Health:** The relentless pace and pressure of PR work have led to widespread burnout. Agencies need to make mental health a priority by creating supportive work cultures, offering counseling services, and ensuring that workloads are manageable. Rattan's observation about the overwhelming pace of PR work speaks to the urgent need for agencies to implement better mental health initiatives to retain talent.

**Create Clear Career Progression Paths:** PR professionals often leave the industry due to a lack of clarity around career growth. Abhishek Puri emphasizes on the importance of establishing clear pathways for advancement within the industry to keep talent motivated and engaged.



## THE HINDU

### News from the world of education: November 28, 2024

Publish Date: 2024-11-28 Source : Bureau



Information on courses, admissions, scholarships conferences, research studies, convocations and other events at educational institutions

Exhibition on dinosaurs

Get Set Learn has partnered with the Museum of Solutions (MuSo), Mumbai, to bring an exhibit on dinosaurs and their link with modern birds by the American Museum of Natural History (AMNH), New York, to India.

When: Until December 31.

For details, visit <https://t.ly/NFHmP>

Kraftshala has launched Emerging Talent batch of its Marketing Launchpad Programme combining Digital Marketing and Spoken English. The course uses Hindi and English as the medium of instruction to open up quality jobs for those who are not fluent or conversant in English.

Deadline: December 10

More information at <https://tinyurl.com/299az873>

Blix-A-Thon

Blix is hosting the second edition of Blix-A-Thon, along with IIT-Bombay Techfest 2024. The competition combines robotics with creative and problem-solving skills.

Eligibility: Students from 8 years onwards

Deadline: November 30

Register at <https://blixathon.in/>

Talent hunt

Student Tribe's student talent hunt, st.GOT, will be held in Nellore, Vijayawada, and Visakhapatnam in December. It aims to uncover talented students in areas such as Music, Dance, Painting, Acting, Poetry, Stand-up Comedy among others. Visit <https://rzp.io/rzp/cZwI7qAP> for more information.

Admissions and scholarships

Whistling Woods International (WWI) has announced that it will hold entrance exams for its July 2025 intake from December 12 to December 15. It offers UG and PG programmes in Filmmaking, Screenwriting, Music Production, Animation, Game Design, Acting and more.

More details at [www.whistlingwoods.co.in](http://www.whistlingwoods.co.in)

The University of Strathclyde, Glasgow, the U.K. is offering four GREAT scholarships to students applying for postgraduate programmes in Justice and Law. This is in partnership with the British Council and the GREAT Britain campaign

Eligibility: International fee-paying students who have an offer for a full-time PG Law programme and can commence studies in the U.K. in September 2025 and have paid their tuition fee deposit before June 27, 2025 and are passport holders of the relevant countries.

Deadline: June 27, 2025

Details at <https://tinyurl.com/4hcpbru7>

St. George's University (SGU) School of Medicine, Grenada, West Indies invites applications for its January 2025 intake. Visit <https://tinyurl.com/2a6efphu> for details.

Certificate Course in Advanced Media and Fashion Makeup Artistry

Lakmé Academy, powered by Aptech, launched the Certificate Course in Advanced Media and Fashion Makeup Artistry.

Eligibility: Pass in Class 10. Prior knowledge of basic makeup is a plus.

Details at <https://www.lakme-academy.com/>

Shiv Nadar University, Delhi-NCR, has opened admissions for the 2025-26 academic year for undergraduate, postgraduate, and doctoral programmes across its schools of Engineering, Natural Sciences, Management and Entrepreneurship, and Humanities and Social Sciences. It has also launched dual degree UG programmes in Computer Science and Business Data Analytics in collaboration with Arizona State University, the U.S. For details, visit <http://www.snu.edu.in/home>

Alliance University has opened applications for its full-time, two-year MBA programme with specialisations in Business Analytics, Marketing, Finance, Human Resource Management, Operations Management, and International Business.

Eligibility: 50% in Bachelor's degree from a recognised university and valid scores in CAT, XAT, NMAT, MAT, CMAT, KMAT, or the Alliance Management Aptitude Test (AMAT).

Deadline: November 30

Details at <https://www.alliance.edu.in/programme/mba>

KL Deemed-to-be University has introduced a suite of specialised entrance examinations for 2025 admissions. For degrees in Engineering, students have to take KLEEE-2025, while for diploma courses aspirants have to take KLECET-2025. KLMAT-2025 is for Management courses, KLSAT-2025 for Science courses, and KLHAT-2025 for Humanities courses. F

Deadline: December 4

Visit [www.kluniversity.in](http://www.kluniversity.in) for more.

Coding Ninjas has launched a series of PG certifications in Full-Stack Web Development and Data Analytics in collaboration with the E&ICT Academy, IIT Guwahati.

Details at <https://tinyurl.com/2ssn53ww> and <https://tinyurl.com/55e69wzb>

Awards and laurels

Aditya Giri and Naman Bhotika from St. Paul's English School, Bengaluru were the winners of U-Genius 3.0, the national quiz competition conducted by Union Bank of India. Kabir Dubey and Harsh Khandekar from Jawaharlal Nehru Public School, Bhopal, came second and Aditya Gupta and Yuvraj Nawalakha from Jayshree Periwal High School, Jaipur, were third.

Tanish Kumar Sahu from BSP Senior Secondary School, Bhilai, Chhattisgarh, were declared the national champion of the TCS Rural IT Quiz. Eklavya from Swami Vivekanand Govt. Model School, Suratgarh, Rajasthan was the runner-up.

Aaron John Pradeep and Sayudh Ray from Delhi Public School, Kolkata, won the 2024 edition of Aqua Regia: The School Quiz organised by T.I.M.E Pvt. Ltd. and its CLATPrep division. Darshan Ravi and Aayush Bharadwaj of Vidya Mandir School, Chennai, and Mayank Kumar and Bhavyman Sharma from Army Public School, Hyderabad, were first and second runners-up respectively.

Srivatsav, Srinivas and Sriram from The Indian Public School, Coimbatore, were declared winners of Monash University's Change It Challenge in India, hosted by The Vidyashilp Academy, Bengaluru. Vallabha, Vedant and Naithrav from Indus International School, Hyderabad, were runners-up.

Zell Education was recognised as the Top Finance and Accounts Institute of the Year and Best Investment Banking Institute of the Year by Business Innovation Magazine.

GITAM Deemed-to-be University, in association with the Society of Automotive Engineers (India), hosted AeroTHON 2024, which saw 26 student teams develop innovative Uncrewed Aircraft Systems (UAS). The winners were Team UIET from UIET College.

Prof. Rama Mathew from India was one of the winners of the 2024 ELTons Awards for innovation in English language teaching (ELT) and Learning announced by the British Council.

Amity University Mumbai was ranked 263 in the QS Asia University Rankings 2025: Southern Asia.

Lovely Professional University (LPU) was ranked 99 globally and sixth in India in the Times Higher Education's (THE) Interdisciplinary Science Rankings (ISR) 2025.

Events

Meritto has launched its Student Admission Portal 3.0 to streamline the admissions process for educational institutions across India by automating tasks such as data entry, document verification, and application review.

Amazon India felicitated students during its third annual Pratidhi Scholarship Programme, which provides financial assistance to nearly 1200 students and helps them overcome financial barriers and pursue their academics.



IIM Nagpur hosted the Under 25 Summit, a youth festival that saw performances by stand-up comedian Sumaira Shaikh, musician Bendi, and content creator Hamza Syed. This was a prelude to Tangerine Trails, which will take place from November 29 to December 1 at the institute.

The School of Law, Lovely Professional University (LPU), hosted Justice Rajesh Bindal, Judge of the Supreme Court of India, for a session on using information technology in the judiciary.

**NIIT University (NU) hosted its 16th Annual Lecture at its Neemrana campus. Chief guest Amitabh Kant, the G20 Sherpa to the Prime Minister, spoke about Driving Change: My Journey of Continuous Personal Transformation.**

Arena Animation concluded the Mumbai leg of its Creative Minds 2024 competition. Over 650 students participated and experts offered insights into careers in Animation, VFX, Multimedia, Gaming, and Web-design.

Hindustan Coca-Cola Beverages (HCCB), in collaboration with Y4D Foundation, installed Digital Smartboards in 100 primary and high schools across Odisha, Maharashtra, Gujarat, Madhya Pradesh, Goa, Karnataka, Kerala, Andhra Pradesh, Tamil Nadu, and Telangana.

Bharti Airtel Foundation launched TheTeacherApp, a digital platform that offers free, interactive digital resources to support diverse teacher learning styles. It is available across Web, iOS, and Android.

ARCH College of Design and Business, in collaboration with Manchester Metropolitan University's Manchester Fashion Institute (MFI), organised a pattern design workshop for students. Rachel Kelly, an expert in design education and innovative wall-covering techniques, led the session.

IIM Raipur hosted Yukti 2024, its business conclave on the theme Vikas Chatra or Building with Purpose. The institute, in collaboration with the Academy of Digital Health Sciences, hosted a panel of thought leaders to interact with the second batch of its Postgraduate (PG) Course in Digital Health.

Editage, in collaboration with National Institution of Technology Calicut (NIT-C), conducted a workshop on AI Tools for Optimising the Research Workflow for over 150 students and researchers.

Ambuja Foundation launched an AI-Data Science course as part of the Skill and Entrepreneurship Development Programme at its skill training centre SEDI in Darlaghat Himachal Pradesh. Graduates in Science, IT, Commerce or Arts (With Maths and basic IT knowledge) can enrol for this six-month programme.

The University of East London (UEL) concluded its India Tour 2024, a collaborative initiative with Siemens and T-Hub. The multi-city tour included events such as conferences, roundtables, and award ceremonies.

Om Birla, Speaker of Lok Sabha, and Arjun Ram Meghwal, Minister of State for Law and Justice, inaugurated the Constitution Museum at O.P. Jindal Global University (JGU), Sonapat

The School of Fine Arts and Design at Noida International University (NIU) hosted a talk on 20th Century Artists Confronting War: Art as a Voice for Peace by Prof. Chawky Frenn, international artist and educator. Students, faculty, and art enthusiasts participated.

BIMTECH, Greater Noida, and the Centre for Business Analytics in Practice (CBAP) at Surrey Business School, the U.K., hosted the Annual International Conference on Data Envelopment Analysis (DEA2024) on the theme Advancing DEA: Bridging Theory and Practice. Over 80 global leaders and industry experts participated.

The Indian School of Development Management hosted the Dialogues on Development Management (DoDM) 2024. Over 80 thought leaders, policymakers, and practitioners from civil society, government, and business participated.

Richard Ginioux, former Managing Director of the FERRANDI Paris Hotel School, was appointed Dean of Exceia Tourism School. A graduate of ESSEC Business School and Sciences Po Bordeaux, he has extensive experience in the luxury hotel industry and in hospitality education.

The University of Melbourne appointed Professor Muthupandian Ashokkumar as Director of the Melbourne Global Centre in Delhi. He was formerly the Assistant Deputy Vice-Chancellor International (India), Head of School of Chemistry, Acting Director and CEO of the Australia India Institute, and Associate Dean International at the University's Faculty of Science.

Galgotias University's new Administrative and Engineering Block was inaugurated in the presence of delegates from Nanyang Technological University (NTU), Singapore.

Great Lakes Institute of Management, Gurgaon, became a Signatory Member of the Principles for Responsible Management Education (PRME) – a United Nations-supported initiative that aims to raise sustainability in B-schools globally.

eKal Academy hosted the eKal UniFair 2024, a virtual event connecting students and parents with representatives from 30 universities from the U.S., France, UAE, Australia, Germany, and other countries to learn about programmes, admission requirements and other aspects of higher education.

Ninjacart hosted a career guidance session for children and families from Chennai's retailer and trader ecosystem as part of its Better Lives for Children of Agri campaign.

Entrepreneur Sudhanshu Kumar has launched an ed-tech platform Euron to offer an accessible, and affordable solution for upskilling in key technology fields such as Python, Generative AI, and Data Science.

Acharya Bangalore B-School (ABBS), in partnership with the Bengaluru City Police, hosted an awareness programme on personal responsibility, drug prevention, and women's safety for its students and staff.

The CMR Group of Institutions hosted Techno Meet for Society 2024 at the CMR Institute of Technology to highlight projects and ideas in fields such as AI, Robotics, Data Science, ML, and so on. Over 30 projects developed collaboratively by students and faculty were showcased.

DEVI Sansthan concluded MOOT, a national virtual training programme aimed at addressing the global crisis in foundational learning. Over 3,000 educators participated.

IIT Roorkee, in collaboration with Queen's University, Canada, hosted an international symposium Innovative Design for Excellence, Affordability, and Sustainability (IDEAS-2024). Over 150 researchers, academicians, and students participated.

SSN Institutions and Shiv Nadar University Chennai jointly awarded scholarships to over 500 students. Dhinakar Jacob Selwyn, Vice President and Global Head-Core Technologies at Capgemini Technology Services India Limited, was the chief guest and Ranjit Ramachandran, Independent Director and Former CEO of Plant Lipids Private Limited, was the guest of honour.

The finale of Mekathlon 2024 was held in Bangalore with more than 1000 students in the 8-18 age group showcasing their projects in Robotics and Sustainable Development. Abhimanyu Saxena Co-Founder of Scaler and Dr. Chandrashekhara M. Biradar, Lead Global Green Growth Transition and Principal Scientist-Functional Agroecosystems CIFOR-ICRAF Asia Continental Programme were the chief guests over the two days.

#### Constitution Day

IMS Law College, Noida, organised a guest lecture on Critical Analysis of Landmark Judgments by Mohammad Shahid Anwar, an Advocate-on-Record (AOR) at the Supreme Court of India.

KIIT College of Engineering organised Slogan Writing, Declamation, and PowerPoint Presentation competitions to raise awareness about the Constitution and foster creativity among students.

The University of Melbourne has conducted its Schools Engagement Programme in Andhra Pradesh for over 150 schools. The programme offers career guidance and future planning support to under-represented secondary school students in India.

#### Convocations

JAIN Online, the e-learning arm of JAIN (Deemed-to-be University), hosted a graduation ceremony for 2,251 graduates across disciplines.

Pearl Academy held its 32nd convocation ceremony for the graduating batch of 2024. It also declared a 99% placement record with recruiters including companies such as Cushman Wakefield, Arvind Fashion, Reliance Brand Ltd, Aditya Birla, L&T Mindtree, IKEA, among others.

Anant National University hosted its sixth convocation with 293 students from the Bachelor of Design, Bachelor of Architecture, Master of Design and Anant Fellowship in Sustainability and Built Environment received their degrees.

#### Research studies

Researchers from IIM Lucknow have shed light on the critical role that the personal values of start-up founders play in fostering businesses that balance profitability with environmental and social responsibility. A paper authored by Prof. Krishna Chandra Balodi and Ravi Roshan was published in the Journal of Cleaner Production.

A research team from IIT Guwahati led by Prof. Anil K. Mishra, Department of Civil Engineering, developed a solution to industrial waste management and sustainable construction. A paper authored by Prof. Mishra and research scholars Alok Bijalwan and Bitupan Sonowal was published in Construction and Building Materials.

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ApplyBoard released its fourth annual trends report, Navigating Global Student Mobility: Top Trends in International Education for 2025 and Beyond . Key findings are: Canada, Australia, and the U.K. have reported significant drops in student visa application volumes in 2024, with further declines predicted for 2025. India has expanded its education loan programmes, increased support for skill development, and is developing permanent residency pathways for international students.

A recent study by HirePro shows that 95% of students, 90% of academia, and 71% of corporate recruiters feel at ease with digital recruitment processes, highlighting the growing acceptance of virtual hiring.

#### Partnerships

NSE Academy Limited (NAL) signed an agreement with KPMG in India to offer joint certificate programmes and digital courses in various aspects of banking, financial services, financial markets and allied technology.

TechForChange programme , a CSR initiative by Ciena, in collaboration with NASSCOM Foundation , is working with universities in Delhi NCR including FITT-IIT Delhi, Jamia Millia Islamia, and Delhi Technological University, among others, to nurture social innovation and entrepreneurship among students.

IIT Roorkee and the New Age Makers' Institute of Technology (NAMTECH) collaborated to advance experiential learning for Engineering graduates. The partnership will focus on internships, research, faculty development, and innovative events.

Samsung R&D Institute, Noida (SRI-Noida) signed an MoU with IIT Bombay to conduct research in Digital Health, AI and other emerging technologies. This will open up newer avenues for the students, while enhancing their industry readiness.

Shoolini University has partnered with Adda247, to launch degree programmes integrated with job-focused courses, especially for students from tier-2 and tier-3 cities.

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INDIAN EXPRESS  
**INDULGE**

## Here's all you need to know about the 29th Edition of the Devi Awards to be held in Bengaluru on November 30!

Publish Date: 2024-11-29 Source : Bureau



The Devi Awards are back in Bengaluru after a hiatus, on November 30, and will felicitate and honour 12 deserving women from Karnataka... Published on

Updated on min read

On November 30, The New Indian Express celebrates 12 women, from diverse backgrounds and professions for their contribution towards society as a whole. The Devi Awards, however, go back a decade to December 2014. In the last ten years, 290+ women in 28 award ceremonies

have been recognised for their contributions to society at large, often even before the world chose to recognise them.

India is a land of extremes in many things, not in the least in the state of its women. Despite the odds, Indian women persevere. They fight to get ahead at work and play; they show intelligence, ingenuity and the indomitable spirit of the Devi when going for their goals; and sometimes they give the world a success story to rejoice in. It is their success stories that the Devi Awards celebrate.

The last edition, the 28th, was held at Bhubaneswar and saw 14 Devis from various fields receive their awards from former chief minister and author Naveen Patnaik. This edition of the awards travels to namma Bengaluru on November 30, 2024 and the Chief Minister of Karnataka, Siddaramaiah, will felicitate 12 deserving Devis from the city.

With presenting partner — Adani; powered by Kauvery Hospital Bengaluru; associate partners — Government of Karnataka — Department of Women and Child Development, KMF Nandini & KAPPEC; supporting partner Cauvery Handicrafts; celebration partner Radico and gifting partner Ahujasons, here are the Devis who will be awarded at the 29th edition of the Devi Awards, on November 30, in no particular order:

Jahnvi Phalkey, founding director, Science Gallery Bengaluru

Jahnvi Phalkey is a historian of science and technology. She was awarded the 2023 Infosys Prize in the Humanities. Jahnvi is the Founding Director, Science Gallery Bengaluru, part of an international network of eight galleries and the only autonomous institution among them. The 1.4 lakh sq ft gallery is one among many ambitious public engagement projects in India that seeks to 'bring science back into culture'. Prior to founding Asia's first Science Gallery, Jahnvi was a tenured faculty at King's College London and has also been an external curator at the Science Museum London. Besides authoring books such as Atomic State: Big Science in Twentieth Century India and co-editing Science of Giants: China and India in the Twentieth Century, she has also directed and produced the documentary film, Cyclotron in 2020.

Dr Vatsala Thirumalai, professor and dean, National Centre for Biological Sciences

Dr Vatsala Thirumalai is a Professor and Dean (Research) at the National Centre for Biological Sciences, Tata Institute of Fundamental Research (TIFR) in Bengaluru. Her research interests are in motor systems, neural circuits, development and neurophysiology. She was a Post-Doctoral Fellow from 2002 to 2008 at Cold Spring Harbor Laboratory, New York. She has won several honours, awards and distinctions such as Wellcome Trust DBT India Senior Fellowship (2018-24); Shanti Swarup Bhatnagar Award (2020) and AC Tech Distinguished Alumnus Award (2023). She is on the Editorial Board of eLife, J Physiology and J Neurophysiology and on the Programme Committee, Society for Neuroscience, Washington DC, USA.

Alina Alam, activist

Alina Alam started Mitti Café at the age of 23, with the dream of showing the world the magic of abilities. Mitti Café's work towards economic independence and dignity for persons with disabilities is noteworthy. The organisation's outreach initiative helps create awareness about inclusion and disability rights. Alina is a four-time TEDx

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speaker and has been featured in the Forbes list of 30 Under 30 Asia. She is a Commonwealth Youth Awardee and has received the NITI Aayog – Women Transforming India Award, Helen Keller Award and United Nations Intercultural Innovation Award.

**Sonali Sattar, restaurateur**

For more than 20 years, Sonali Sattar has been an independent entrepreneur. She has owned and operated two businesses in highly competitive fields: clothes and food. In doing so, she has continued the legacy of her parents who were both acclaimed restaurateurs and designers. Sonali graduated with a degree in fashion design from the National Institute of Fashion Technology (NIFT), Delhi in 1994. Along with her design partner Himanshu Dimri, she made the radical decision to come back to Bengaluru, which at the time had few local fashion houses that created clothes with a vision and a philosophy. Sonali and Himanshu started Hidden Harmony, committing themselves to the best of raw materials and elegant minimalism in the end product. While Hidden Harmony has always maintained a flagship store in Bengaluru, their garments for men and women have been stocked in the country's leading fashion boutiques. Extending the philosophy of minimalism and sustainability, Sonali and Himanshu started their restaurant Grasshopper in 2002. Grasshopper was an early pioneer in stand-alone fine dining restaurants in Bengaluru. While Hidden Harmony has provided employment to women in the villages around Kalena Agrahara in Bengaluru, Grasshopper has trained and mentored students in the hospitality sector.

**Pavithra Muddaya, co-founder, Vimor**

Pavithra Muddaya is the co-founder of Vimor, along with her late mother Chimy Nanjappa. Vimor has been working for the empowerment of weavers through conservation and design upskilling since 1974. With the belief that their textiles belong to every Indian, Pavithra believes in supporting weavers to preserve the country's textile culture. She started training and hand-holding small-time weavers to help them transition from weavers to entrepreneurs through design guidance to address urban aesthetics. Pavithra Muddaya set up the Vimor Museum of Living Textile (2019) under the Vimor Handloom Foundation (2004). Kamala Devi Chattopadhyay and Pupul Jayakar, who were instrumental in the crafts and textile revival of India, played a great personal role in Vimor's journey. Today, 70 percent of her weavers have become successful, moving from two looms to hundred looms with the second-generation supplying handlooms all over India.

**Dr Pratima Murthy, director, NIMHANS**

Dr Pratima Murthy, Director and Senior Professor of Psychiatry, National Institute of Mental Health and Neuro Sciences (NIMHANS), Bengaluru, has over three decades of experience in the field of mental health. She is an alumna of Bangalore Medical College. She completed her Diploma and MD in Psychiatry from NIMHANS and has a Diploma in Psychological Medicine from the University of Manchester, UK. She is a Fellow of the Royal College of Physicians, Glasgow, UK. Dr Murthy has contributed to public policy in the fields of mental health, addictions and integration of mental illness with non-communicable diseases. Through her work on the human rights of persons with mental illness, she has contributed significantly to mental hospital reform and the programmatic expansion of mental healthcare. She has also been involved in improving institutional mental healthcare for women through her work with the National Commission for Women.

**Arundhati Nag, founder & managing trustee, Sanket Trust**

Arundhati Nag is a prominent actor and theatre personality, who has been involved with multilingual theatre in India for over 50 years. She is the founder and Managing Trustee of the Sanket Trust that runs Ranga Shankara, a theatre in Bengaluru. Arundhati has also been involved in several television and film projects and has received both the Karnataka State Film Award (1985) and the National Film Award (2010). She has been presented the Padma Shri (2010) by the President of India for her untiring efforts and tremendous achievements in the arts and was also conferred the Sangeet Natak Akademi Award in Theatre Acting (2008) by India's National Academy of Music, Dance and Theatre.

**Samhita Arni, author**

Samhita Arni has been passionate about retelling mythology ever since she was a child, and as an adult, has been engaged in exploring critical ways in which women participate and are excluded from both mythological and historical narratives. She's written four books; starting at the age of 11, with *The Mahabharata — A Child's View*, which has been published in over seven language editions and sold over 60,000 copies. *Sita's Ramayana*, her second book, a collaboration with artist Moyna Chitrakar, was a New York Times Bestseller that is in its sixth reprinting. *The Missing Queen* was a thriller based on the Ramayana, and her last book — *The Prince* — is a work of historical fiction set in the sangam era. *The Prince* won the 2020 Neev Book Award.

**Anju Bobby George, two-time Olympian**

Dr Anju Bobby George is easily one of the most celebrated athletes in our country's history. In 2002, she won a bronze medal in the Commonwealth Games — the first Indian woman athlete to do so — and a gold medal in the Asian Games. She made history by winning a bronze medal at the 2003 World Athletics Championships in Paris, becoming the first Indian to achieve this feat. In 2005, Anju clinched the gold medal at the World Athletics Final, further solidifying her place among the world's best. She is a two-time Olympian and holds the national record for long jump with a mark of 6.83 metres achieved at the 2004 Athens Olympics. Recognising her contributions to Indian sports, she was honoured with the Arjuna Award in 2002, the Rajiv Gandhi Khel Ratna in 2003 and the prestigious padma shri award in 2004. Currently, Anju Bobby George serves as the senior vice-president of the Athletics Federation of India and is deeply involved in nurturing young talent through her academy, the Anju Bobby Sports Foundation.

**Kavita Gupta Sabharwal, founder & managing trustee, Neev Schools**

Kavita Gupta Sabharwal's professional experience till 2002 was largely in corporate strategy and finance, functions she headed for one of India's largest publicly listed pharma firms, Lupin Limited. She switched to education after frustrations with pre-school education for her own children — starting Neev in 2005 with a vision to avoid the extremes and strike the right balance for overall early childhood development. This vision then moved to starting a grade school which works with the programmes of the International Baccalaureate. Neev currently owns five pre-schools and one Academy campus in Bengaluru, and employs over 200 teaching professionals in a continuously growing team meeting the developmental needs of nearly 1,200 children. Neev does not franchise and believes in continuous organic growth as the only way to scale quality. Kavita also intends to start a community school for under-privileged children. Neev reimagines excellence in education in a changing India, around the mission of 'building knowledge, self-awareness and relationships with people and the environment to seek happy, healthy and impactful lives.'

**Meena Ganesh, co-founder & chairperson, Portea Medical**

A serial entrepreneur, Meena Ganesh co-founded Portea Medical, a leading home healthcare company, in 2013. It now has 3,000+ employees and operations across 20+ cities in India and brings in-home to patients, the full range of geriatric, chronic, post-operative care as well as allied healthcare services. As a partner of the platform, growthstory.in, one of India's largest entrepreneurship platforms, she is also co-promoter of nearly a dozen, new-age internet/technology-enabled start-ups namely Bigbasket, Bluestone, HomeLane and verloop.io. Meena has also worked at TutorVista, Pearson Education Services, Tesco Hindustan Service Centre, CustomerAsset, Microsoft India, PWC and NIIT.

**Nirupama Rajendra, classical dancer**

Nirupama Rajendra, a Sangeet Natak Akademi awardee, is a renowned classical dancer and choreographer who has mastered Bharatanatyam and Kathak. With 35 years of dedication, she has excelled as a performer, teacher, producer and director of Abhinava Dance Company. Alongside her husband Rajendra, she has delivered over 1,000 performances across five continents, reaching seven million connoisseurs. Nirupama has choreographed 200+ sequences, including the video documentation of Bhagavadajjukam and trained 3,000 students. Contributing to Karnataka's art and culture scene, Nirupama has served as an honorary member of Karnataka Sangeetha Nruthya Academy and advisor for PES University's dance department. Her groundbreaking research led to the creation of a new vocabulary, Deshi Marga Adavu, expanding the language of classical dance. Additionally, she revived the ancient Madanothsava festival, bringing together hundreds of artistes, fostering harmony and peace in the community.

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## Business News This Week

### **From Battlefields to Boardrooms: Redefines CSR with Valour and Values**

Publish Date: 2024-11-29 Source : Bureau

Valour and Values: Aligning Military Experiences to CSR, authored by ex-Brigadier Rajiv Williams YSM and published by Pentagon Press, was launched today.

The book explores how military leadership principles can inform and enhance corporate social responsibility (CSR) initiatives.

Drawing from 33 years of military service, the book examines the evolution of military social responsibilities, traditionally centered around aiding civil authorities, and their potential alignment with CSR practices. Williams shares personal experiences from his career, including the 1971 India-Pakistan war and Operation Sadbhavana in Ladakh, highlighting how military values can be applied to create impactful social initiatives.

“As a young officer during the 1971 India-Pakistan war, I realized that the military's role extends beyond just protecting the sovereignty of the country. We had a responsibility to care for and protect the civilians left behind by the retreating Pakistani forces,” said Brigadier Williams. “This realization, along with my experiences of Operation Sadbhavana in the Ladakh region, inspired me to explore the deeper connections between military service and corporate social responsibility.”

Williams combines his military experience with insights from his 17 years as Group Head CSR at Jindal Stainless Limited and his current role as a member of the Advisory Board at NIIT Foundation. He emphasizes integrating military discipline, strategic planning, and leadership methodologies into corporate sustainability practices.

The book has already gained attention from industry and military leaders:

Narayana Murthy , Founder of Infosys Limited, described it as a “refreshing perspective on social responsibility.”

Lt. Gen. Satish Dua, Former Chief of Integrated Defense Staff, commended its “unique insights into fostering synergies between military expertise and corporate engagement.”

Valour and Values is an insightful resource for military professionals transitioning to corporate roles, CSR leaders seeking innovative strategies, and policymakers aiming to strengthen connections between defence and social development initiatives.

<https://clientportal.conceptbiu.com/mv/oad/961-479096121-961>



# Gerontight

SUNDAY, DECEMBER 1, 2024

KUNAL DOLEY

**I**N A RECENT post on X, Nikhil Kamath, the billionaire co-founder of online stock brokerage platform Zerodha, had said that India could become "a really attractive retirement migration destination over the next decade", riding on the back of Indian hospitality, history, culture and landscape. "Elder-care could be the next entrepreneurship oppo" he had noted.

Indeed, the opportunity is immense — just check out the numbers. Globally, there were 1.1 billion persons aged 60 years or above in 2022, comprising 13.9% of the total population of 7.9 billion, as per the India Ageing Report 2023 released by the International Institute for Population Sciences (IIPS) and United Nations Population Fund (UNFPA) last year. Over the next three decades, the number of older persons worldwide is expected to double to 2.1 billion by 2050, with the share rising to 23% of the total population.

This increase in the number and share of older persons will be visible across all regions of the world, and India is no exception. As per the IIPS-UNFPA report, there were 1.49 million persons aged 60 years and above in 2022 (at an overall 11.1% of the country's population). By 2050, the share of older persons will double to 20.8%, with the absolute number at 4.7 million.

"The global population is growing as well as ageing. The age structure of the population is changing owing to demographic transition with increasing levels of life expectancy and decreasing levels of fertility in almost all countries, leading to an increase in both the share and number of older persons across the world," the report notes.

As such, the market for age-tech, or gerontechnology—digital platforms and products that strive to meet age-specific needs of the elderly population—has also risen over the years, with many companies in the sector attracting increased investor interest.

In March, KITES Senior Care, a provider of out-of-hospital geriatric care services, completed its Series A funding round, securing an investment of ₹45 crore from Ranjan Pai's Manipal Education and Medical Group (MEMG) Family Office Fund. The total plan outlay for this expansion and growth is ₹65 crore.

Similarly, in October, eldercare startup Primus Senior Living raised \$20 million in a seed funding round led by General Catalyst, with participation from Zerodha cofounder Nikhil Kamath and GrubHub, the investment firm co-founded by Kamath and Akshay Pai of the Puzosola Group.

The market is buzzing with activity. A per data sourced from Tracxn, a global startup data platform, there were 135 age-tech startups in India as of November, raising as much as \$3.4 million in funding from investors and venture capitalists.

## Age is not just a number

Growing up, while Adarsh Narahar's parents were working hard to build their future, hisaji and Dhatia (grandparents) raised him with love and wisdom that shaped who he is today, he claims. "My grandmother had nine siblings. She would often talk about them, who cherished their lives in India but were encouraged by their children to move abroad and experience a high-quality retirement lifestyle. While they didn't want to leave their homeland, it sparked an idea in my grandmother—why not create something just as wonderful here in India?" says Narahar.

That moment planted the seed for what would eventually become Primus Senior Living. "With her blessings, I set out to build a place where elders in India could live independently connected, surrounded by care, community, and dignity," adds founder and CEO Narahar, an alumnus of the University of Leeds, England.

Primus Senior Living offers premium, lifestyle-focused communities for seniors, prioritising active ageing, wellness, and purpose-driven living over traditional elder care models. "We are providing end-to-end services to the elders in the Primus communities and expanding the same beyond Primus as well, to typically provide services around health, nutrition, engagement, concierge, housekeeping and common area maintenance," says Narahar.

Currently, Primus has projects in Bengaluru and Chennai, with a new launch in Kolkata, Mumbai, Pune and Hyderabad.

Similarly, for Saumyaji Roy, the co-founder and CEO of Emoha, the inspiration for his eldercare startup came from a "very personal place." While his graduation in urban planning from SPA (School of Planning and Architecture) in Delhi helped him appreciate cities and the built environment, his early years in gerontechnology solutions provided a foundation for applying technology to complex issues. But it was his 15 years in the senior care industry—building the "Senior Living" practice at Jones Lang LaSalle and co-founding Antara (Mac India group)—that made him realise how deeply "I am drawn to the eldercare space," explains Roy.

"As I was deeply involved in the elder-

# CASHING IN ON GOLDEN AGE

Among startups, gerontechnology is young and growing, to cater to the country's elderly population that is all set to double by 2050



A curated travel experience provided by Khyaal, an app for senior citizens



**We offer subscription-based care plans across India. With our hyper-local approach, accessing these services is as easy as a single click**  
— SAUMYAJI ROY, CO-FOUNDER & CEO, EMOHA



**The future requires continued innovation in creating robust security measures & engaging content that resonates with seniors' needs**  
— HEMANSHU JAIN, FOUNDER & CEO, KHYAAL

care sector, my mother, a school principal, was diagnosed with Alzheimer's disease. Experiencing this firsthand made me realise just how challenging and fragmented the eldercare system is for caregivers like me, fuelling a desire to transform the space and create compassionate, comprehensive care solutions that enhance the quality of life for seniors and support their families," adds Roy.

Emoha, part of Age Care Labs, offers subscription-based care plans across India, providing families with person-alised, high-quality care for their loved ones. "With our hyper-local approach, accessing these services is as easy as a single click, letting us tailor support directly to each neighbourhood," adds Roy.

Emoha has raised over \$17 million in funding from prominent investors such as Rajiv Srivastava, Raimanster, GrubHub, and the NIIT founding family. Emoha's reach now extends to over 120 cities,

where it's making a difference in the lives of over 100,000 seniors.

## Challenges & changes

Senior citizens in India face multiple interconnected challenges in today's rapidly evolving digital world. These include issues with digital literacy, fear of financial fraud, social isolation, and limited access to healthcare and support services. Many seniors struggle with loneliness and feel excluded from the digital revolution, while others face challenges in maintaining their physical and cognitive health.

"The key focus lies in creating inclusive, technology-driven solutions that address these challenges holistically," says Hemanshu Jain, founder and CEO of Khyaal, an app for senior citizens in India. "The future requires continued innovation in creating user-friendly interfaces, robust security measures, and engaging

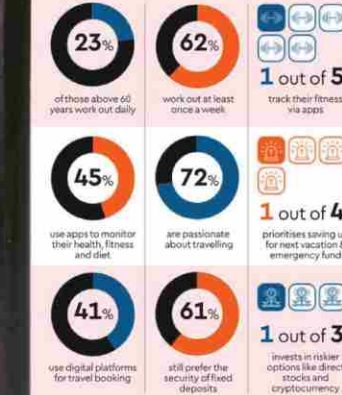


(Above & left) Primus Senior Living offers premium, lifestyle-focused communities for senior citizens



## ACTIVE AGEING

Key insights from a recent survey conducted by GenS app with market research company YouGov, with an average sample size of 7,000+ (60+ & 30-60 age cohorts)



## A GROWING TRIBE



content that resonates with seniors' needs. By leveraging technology thoughtfully, we can empower seniors to lead more independent, fulfilling lives while staying connected with their families and communities," adds Jain, whose journey in entrepreneurship has been driven by a passion for solving real-world problems through technology.

Prior to founding Khyaal, Jain co-founded Diabeto, a health-tech startup that was later acquired by Livongo Health, where he served as vice president of India operations. "I'm also an active angel investor with investments in notable ventures like PaperContent, NeoStem AI and Onarity Health," he adds.

Like Emoha and Primus, the idea for Khyaal, too, originated from the founder's experience. "I used to travel extensively for work, and my father would often call me for basic tasks like OTT renewals, unaware of the time differences. Meeting his requests

on time was challenging, which highlighted his dependence on me for simple tasks. Through my travels and interactions, I realised this was a widespread issue affecting many families. This inspired me to develop a solution to address these challenges. Senior citizens have been driven by passion for solving real-world problems through technology.

"I shared this vision with Prithvi Nalluri, our co-founder and COO, who resonated deeply with him as well. We both saw the potential positive impact on seniors, including our own parents," he explains. Khyaal has secured significant investor backing, recently raising a seed round of \$4.2 million, co-led by 2 Ventures, 3VQuat, and Investm Capital. Notable entrepreneurs including Glen Tullman, Karanv Redhi, Raju Reddy, and Raj Anil Gill also participated in the funding rounds. To date, it has raised a total of \$5.4 million, adds Jain.

Khyaal's business model is built on three key pillars—community, a smart

payment card, and commerce. Through its innovative freemium approach, seniors can join the Khyaal app at no cost, becoming part of a community where they gain access to engaging live workshops focused on physical, emotional, financial, and cognitive health. This foundation of community and content naturally drives engagement and creates multiple revenue streams.

Khyaal's primary revenue channels include premium annual club memberships starting at ₹999, which offer exclusive features and exclusive benefits. "Additionally, we've introduced the Khyaal Card—a Visa powered smart payment card for seniors—providing secure financial independence while generating transaction-based revenue. Each transaction earns Khyaal coins, which members can redeem within our ecosystem," says Jain.

The platform has over 2 million registered senior citizens, primarily from tier 1 and 2 cities, including Mumbai, Delhi-NCR, Bengaluru, Pune, Hyderabad and Ahmedabad.

## Bindaas 60+

There is a set narrative in society about the 60+ population that suggests they only have healthcare needs. However, GenS, a holistic tech platform tailored for the actively ageing 60+ population, aims to shatter stereotypes and turn the spotlight back on the vibrant, dynamic, and diverse silver generation across crucial aspects such as finance, health, fitness, technology, leisure and more.

A recent study undertaken by GenS in association with YouGov, a global public opinion and data company headquartered in London, UK, reveals some surprising trends that defy common perceptions about life after 60 years. For instance, 61% of the senior citizens in the survey say they embrace digital payments and one out of five (20%) prioritise saving up for their next vacation after retirement and emergency fund. Despite rising ageism, the 60+ population continues to play an active role in the workforce, with 43% currently employed, and 17% working full time. Up to 62% say they work out weekly, of which 13% say they work out every day. While 11% say they use websites or apps for booking travel, 59% prefer staying in 3-4 star hotels. Also, 40% show intent to buy new cars and 13% are open to online dating.

The idea for GenS came from its founder Meeta Shah Menon when she noticed how society's perception of her changed as she turned 60. "This realisation motivated me to create a platform that celebrates the resilience and vitality of seniors. We aren't a mission to flip society's traditional script on life after 60 and offer a fresh narrative of vibrance, vitality, elegance, and passion. The minds behind the idea of GenS belong to GenS, and we have deeply understood the diverse needs and desires of the dynamic 60+," says Menon, who is a graduate in sociology and geography from Elphinstone College, Mumbai, with a postgraduate diploma in advertising & marketing from the MCG College School of Management, and has over four decades of experience in advertising, marketing, and media consulting.

While the GenS app is free to discover and content is accessible to everyone, users must subscribe to engage and participate in community discussions and interactions. "This approach incentivises them to become active members of the platform, fostering a sense of belonging and shared experiences. The 'silver' subscription is available at ₹990 per annum. We have intentionally priced our services to be inclusive and accessible. No member of the community should stay away because they can't afford it," explains Menon.

However, there is a product that has more benefits for those who are more discerning and that is their 'gold' plan at ₹4,900 per annum. In addition to the silver benefits, we are offering a host of insurance and health monitoring products for the vibrant 60+," says Menon.

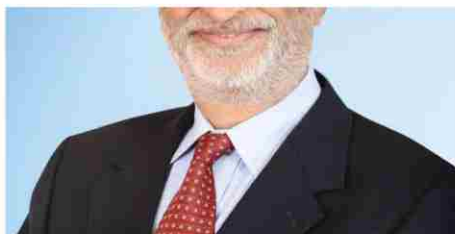
According to Menon, one of the key challenges faced by the 60+ population stems from the well-meaning but over-protective actions of their adult children, which can unintentionally limit their independence and happiness. Also, they often encounter age restrictions in the job market and societal pressures that discourage them from pursuing passions like dancing, singing, and other activities.

"We are here to tackle these issues by empowering them to confidently lead full and independent lives," adds Menon.

THE HINDU  
**businessline.**

## Revival in IT hiring, GSIs and GCCs lead the charge as upskilling initiatives gain momentum

Publish Date: 2024-10-28 Source : Abhishek Law



India has about 1,800 GCCs which employ close to 1.9 million people

IT hiring and upskilling activities across GSIs (global system integrators) are picking up from this year. While large or Tier-I GSIs are looking to upskill and bring on board graduates, who had been "benched", for new projects, Tier-II GSIs continue to witness hiring.

The global capability centres (GCCs) continue to be big employers

with engineering and research & development GCCs (called ERD GCCs) growing 1.3x faster than before, says Vijay K Thadani, Vice Chairman and MD of NIIT Ltd.

According to Thadani, there are early signs of a pick up in hiring and head count on a q-o-q basis in Q2 (July – September). Outlook for H2 looks "better", despite "moderate macro economic factors".

"The overall pace (of hiring) remains moderate – with Tier-I GSIs now looking to upskill new entrants, who they had hired but had not used because of slowing contract wins. On the other hand, Tier-II GSIs are hiring all year round. And the GCCs continue to be bullish and open (shop) here," Thadani told businessline during an interaction.

India has about 1,800 GCCs which employ close to 1.9 million people.

Thadani said, companies are now investing to get "graduates job ready". There were several graduates in 2024 – numbers pegged at over 2.5 million – who were hired but were "benched" in the absence of projects.

In IT parlance, being benched refers to a state where employees are not assigned a project. They, however, continue to be paid.

Apart from GSIs and GCCs, private banks continue to focus on expanding their footprint to grow retail deposits. However, with lower attrition, pace of hiring in the segment is witnessing some moderation.

According to Thadani, the company had reworked its strategy in response to the challenging hiring environment and evolving market dynamics. In 2023, NIIT experienced a negative hiring scenario, with more lay, affecting part of the business.

"Since then we started looking at the trends and worked out a strategy that focused on Tier-II GSIs and GCCs and BFSI. We encountered success in all three (areas)," he said.

For Q2FY25, revenue stood at Rs. 91 crore, up 11 per cent y-o-y; with Profit After Tax at Rs.12 crore – up over 50 per cent. The BFSI & other programmes contributed around 36 per cent of revenue (vs 34 per cent last year) at Rs. 33 crore; while revenue from tech programmes were at 64 per cent or Rs. 58 crore, up 7 per cent y-o-y.

Early career learners contribute around 48 per cent and pros around 52 per cent. In tech, senior employees drive numbers, while in BFSI it is the early career learners.

<https://clientportal.conceptbiu.com/mv/oad/961-476069960-961>



# Revival in IT hiring, upskilling initiatives gain momentum

**Abhishek Law**

New Delhi

IT hiring and upskilling activities across GSIs (global system integrators) have picked up from this year. While large or Tier-I GSIs are looking to upskill and bring on board graduates who had been “benched” for new projects, tier-II GSIs continue to hire. Global capability centres (GCCs) continue to be big employers with engineering and research & development GCCs (called ERD GCCs) growing 1.3x faster than before, says Vijay K Thadani, Vice-Chairman and MD of NIIT Ltd.

According to him, outlook for H2 looks “better”, despite “moderate macro economic factors”. “The overall pace (of hiring) remains moderate – with Tier-I GSIs now looking to upskill new entrants who were hired but not utilised because of slowing contract wins. On the other hand, tier-II GSIs are hiring all year round. And the



Vijay K Thadani, MD, NIIT Ltd

GCCs continue to be bullish and open (shop) here,” Thadani told *businessline*.

## **GRADUATES BENCHED**

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Apart from GSIs and

GCCs, private banks continue to focus on expanding their footprint. However, with lower attrition, pace of hiring is witnessing some moderation.

## **HIRING TRENDS**

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 **Hindustan Times**

## **NIIT University partners with Victoria University of Wellington for Bachelor's Programme in Biotechnology**

By HT Education Desk | Edited by Tisha Jacob, New Delhi Oct 03, 2024 05:13 PM IST



*The collaboration aims to empower students to pursue dual majors, providing them with a diversified skill set to meet the evolving demands of the global biotechnology sector.*

Through the partnership, students will not only receive a Bachelor's degree in Biotechnology but will also qualify for a two-year post-study work visa.

NIIT University announced the academic collaboration with Victoria University of Wellington, New Zealand, for its Bachelor's programme in Biotechnology.

Through the partnership, students will not only receive a Bachelor's degree in Biotechnology but will also qualify for a two-year post-study work visa.

At NIIT University, we are committed to nurturing students who are ready to meet the challenges of the rapidly evolving global marketplace. Our partnership with Victoria University of Wellington opens new doors for our students to access top-tier research facilities, dual degree options, and a highly valuable post-study work visa. This collaboration is a testament to our commitment to providing world-class opportunities to our biotechnology students," said Prof Prakash Gopalan President, NIIT University.

"We are delighted to join hands with NIIT University to provide aspiring biotechnologists with a truly global education. With our strong emphasis on research and innovation, coupled with the opportunity for dual majors, we believe this partnership will enable students to thrive and make significant contributions to the global biotechnology landscape. We look forward to welcoming students from NIIT University to our campus in New Zealand," said Martin Quietzsch, Senior International Recruitment Manager, Victoria University of Wellington.

Additionally, the collaboration aims to empower students to pursue dual majors, providing them with a diversified skill set to meet the evolving demands of the global biotechnology sector, mentioned the press release.

<https://www.hindustantimes.com/education/admissions/niit-university-partners-with-victoria-university-of-wellington-for-bachelors-programme-in-biotechnology-101727954719241.html>



**NEWS**

**CAREERS360**

## NIIT University partners with Victoria University for bachelor's programme in biotechnology

*Aspiring students will get the benefit of a dual degree programme along with a two-year post-study work visa to enhance their employability prospects.*



NIIT University partners with Victoria University (Image: Officials)

Vaishnavi Shukla | October 3, 2024 | 05:09 PM IST

**NEW DELHI:** The National Institute of Information Technology (NIIT) partnered with Victoria University of Wellington (VUW), New Zealand to announce a bachelor's degree programme in biotechnology today, October 3. Recently, VUW was recognised in the QS 2025 rankings among the top 3% of universities globally. VUW offers students with opportunities to pursue world-class education in the field of biotechnology, the official NIIT statement said.

Through this partnership, students will not only receive a bachelor's degree in biotechnology but also qualify for a two-year post-study work visa which will enhance their employability prospects in New Zealand and beyond, the NIIT statement added.

The partnership aims to empower participants by offering them dual degrees and providing them with a diversified skill set to meet the evolving demands of the global biotechnology sector, the NIIT statement adds.

The programme further aims to enrich student's learning experience by offering them exposure to cutting-edge innovations. Aspiring biotechnologists will gain access to a fertile ground for contributing to pioneering scientific discoveries, the NIIT note adds.

### NIIT University: Rankings and Placement

As per the Indian Institutional Ranking Framework (IIRF) ranking 2023, NIIT was ranked in 1st position in Rajasthan and #16th in India. The university has consistently maintained a 100% placement record for all the students who have applied, the official NIIT statement added.

"For the class of 2023, over 94% of students got their aspired roles in various renowned organizations like Cisco, Morgan Stanley, PWC, etc. among others. The average CTC was Rs 12.09 LPA for the top 25% students. The highest salary offered to a student from NIIT has been Rs 44.27 LPA to date, the NIIT note added.

Prakash Gopalan, president of NIIT University said: "At NIIT University, we are committed to nurturing students who are ready to meet the challenges of the rapidly evolving global marketplace. Our partnership with Victoria University of Wellington opens new doors for our students to access top-tier research facilities, dual degree options, and a highly valuable post-study work visa. This collaboration is a testament to our commitment to providing world-class opportunities to our biotechnology students."

Martin Quietzsch, senior international recruitment manager, at Victoria University of Wellington said: "We are delighted to join hands with NIIT University to provide aspiring biotechnologists with a truly global education. With our strong emphasis on research and innovation, coupled with the opportunity for dual majors, we believe this partnership will enable students to thrive and make significant contributions to the global biotechnology landscape. We look forward to welcoming students from NIIT University to our campus in New Zealand."

<https://news.careers360.com/niit-university-partners-victoria-university-for-bachelors-programme-in-biotechnology>

## **CAREERS**360

### **NIIT University, UINDY partners to enhance global learning and research opportunities**

Publish Date: 2024-10-17 Source : Bureau



NIIT University is set to host its 14th convocation for the outgoing batch on October 19.

The University of the Future, NIIT University (NU), collaborated with the University of Indianapolis (UINDY), aiming to expand global educational and research opportunities for its students. UINDY's robust and cutting-edge programmes and research will offer NU students global exposure, the official NIIT statement said.

The NIIT University is set to host its 14th convocation for the outgoing batch on October 19. The events will be held at the university auditorium in Neemrana, Rajasthan. Around 270 students will be presented with their degree certificates, the official NIIT statement added.

The convocation event will celebrate the academic achievements of their graduates and master's students. The distinguished chief guest, Debjani Ghosh, president of NASSCOM, will deliver the convocation speech.

"The partnership aims to enhance educational and research opportunities for both students and faculty," the NIIT statement added.

#### NIIT University, UINDY collaboration

As per the NIIT's statement, NU graduate students can undertake a semester-long internship or research project at UINDY, with options for up to one year.

Additionally, all BTech and BBA students currently at NU can pursue a six-month to one-year research practice internship at UINDY, after which they can seamlessly transition into the on-site corporate MBA programme, provided they meet their academic requirements.

"NU undergraduate students from various disciplines can also transition smoothly to the corporate MBA programme at UINDY," the NIIT statement added.

The faculty from both institutions can also collaborate on research initiatives and joint conferences, with specialized courses offered by UINDY and NU faculty either on-site or online for terms lasting up to one year.

UINDY students will also have the opportunity to participate in an India immersion residential programme organized by NU, while NU students can engage in a US immersion residential programme at UINDY, the NIIT note adds.

Professor Prakash Gopalan, president, of NIIT University emphasized the importance of the upcoming partnership and said: "This collaboration with UINDY marks a significant milestone in NU's journey to provide students with a global perspective, empowering them to excel in today's interconnected world. As we prepare for our 14th Convocation, we celebrate not only the achievements of our graduates but also the new opportunities this partnership will create, enriching their educational experiences and future career paths."

<https://clientportal.conceptbiu.com/mv/oad/961-475089918-961>

**NEWS 18**

## Courses To Job Placements, All About Neemrana's NIIT University

Wednesday 9th October, 2024 Source : Bureau



NIIT University, Neemrana offers B.Tech courses in streams like Artificial Intelligence (AI) and Cyber Security.

The National Institute of Information Technology (NIIT) is known for offering an excellent campus and a great placement. NIIT University located in Neemrana, Rajasthan is one such education institute which offers a B.Tech degree to students, only if they crack the Joint Entrance Exam (JEE). At this university, you can get a B. Tech degree in five streams.

B.Tech. in Computer Science and Engineering

B.Tech. in Biotechnology

B.Tech. in Cyber Security

B.Tech. in Artificial Intelligence and Data Science

B.Tech. in Electronics and Communication Engineering

Which BTech branch is most popular among students?

Due to major demands in data-driven fields, students are looking for B.Tech courses in AI and Data Science. There are also great job opportunities options in machine learning, data analytics and artificial intelligence which is attracting the students. The syllabus also prioritises theory and practical knowledge. Meanwhile, BTech in Electronics and Communication Engineering is getting the lowest number of admissions, as per the professor.

NIIT University Scholarship

NIIT University offers an excellent scholarship programme which is beneficial for students. These scholarships are provided based on the results of Classes 10 and 12 and performance in entrance exams. Many merit-based scholarship programmes ranging from Rs 50,000 to Rs 2 lakh per annum are also offered and the tuition fees of the top performers of JEE Main are waived. To avail of this, it is important to achieve at least 7.5 AGPA or CGPA in the entire programme.

Top Videos

NIIT University Package after B.Tech

NIIT University was established in 2009 and claims to offer 100 per cent placement. The University has further claimed that in their campus placement, 94 per cent of the graduates easily get jobs in the field and role of their choice. In 2023, many students secured placement in top global companies like Cisco, Morgan Stanley and PWC. The highest salary package recorded was up to Rs 44.27 lakh per annum.

<https://clientportal.conceptbiu.com/mv/oad/961-474347622-961>

**HT Hindustan Times**

## Skilling push: Equipping workforce for the future economy

By Aruna Sharma, Sapna Moudgil Oct 12, 2024 02:24 PM IST



This article is authored by Aruna Sharma, practitioner development economist and retired secretary, government of India and Sapna Moudgil, CEO, NIIT Foundation.

There has been much anticipation about the government's plan to revamp the National Policy on Skill Development and Entrepreneurship, 2015, in line with today's world. One of the main challenges our country faces, however, is consistently creating quality, sustain-

able jobs to harness the benefits of a growing workforce and avoid issues of unemployment and underemployment.

Therefore, a valuable opportunity presents India to reflect on how government-level support can enhance skill development for its youth, whether through regular education or additional programs for those with incomplete academic education.

Why is there a need? With one of the largest – and youngest – workforce globally (around seven to eight million youth enter the job market annually, according to the International Labour Organization), India's skilled workforce remains persistently low with only nearly 5% of our total workforce considered skilled, China, where skilled workforce constitutes to nearly 27% of their total employee base of over 733 million.

As newer domains continue to emerge, thanks to the revolutionary and rapid developments in technology, the churn in the Indian job market is anticipated to be around 22% as the country witnesses a sharp rise in employment opportunities in Artificial Intelligence (AI), machine learning and data – further warranting the urgency to bolster our efforts in upskilling our workforce to brace for the new world order.

Strategising and implementing skilling initiatives in a country as vast as ours is no small feat. That said, the progress under the ministry of skill development and entrepreneurship (MSDE) has been substantial over the past decade – having trained/oriented 1.40 crore citizens under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) since 2015.

India's extensive efforts in accelerating skilling initiatives are also evidenced through our collaborations with the World Bank, which, through a \$250 million loan (since 2017), assists the MSDE in implementing nationwide initiatives like the Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP).

As India continues to expand its job market (evidenced by the creation of 46.7 million jobs in FY24), a lot of expectations hinge on the impending skilling policy.

With the MSDE's Vision 2025, which aims to strengthen the ecosystem to upskill our workforce via the inception of a skill-centric market and enabling individual social mobility and economic gains, the latest skilling policy is anticipated to address the shifting atmospheres and present a robust framework, potentially forecasting the next 10-15 years.

The government's efforts are well demonstrated by the substantial emphasis on employment and skilling in the latest budget for FY25, materialised by the allocation of a central outlay of INR 2 lakh crore for schemes and initiatives aimed at enhancing employment and skilling for 4.1 crore youth over the next five years.

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Additionally, the fourth scheme, announced at the latest Union Budget aims to considerably focus on the collaborative efforts between state government and industry – aiming to skill 20 lakh youth over the next five years. To facilitate the beneficiaries financially, the government also announced the revision of the Model Skill Loan Scheme, upping the limit to INR 7.5 lakh from a government-promoted fund, aiming to assist 25,000 students annually. This, in turn, would present a two-fold benefit for the MSME segment. On the one hand, the industry gets a paid apprentice for a year, while on the other, the student receives training that enhances their employability. A two-fold approach is the need of the hour to address the gaps in the demand and supply of skilled employees.

Firstly, while the Skill India Mission has trained (upskilled/reskilled) over 14 million people since its inception in 2015, the mission initially aimed to skill 400 million workers by 2022– marking a substantial difference. Hence, strengthening the delivery of the programme remains integral to ensure its success and enhance our workforce, which could be achieved via streamlining the process of applications and enhancing collaborative efforts at state, central, and private levels.

And secondly, private stakeholders, owing to their role in the employment market – hold the key to truly transforming the country's employee base into a skilled workforce. For this, in-house training programmes can be leveraged to upskill existing professionals – making them adept in their respective domains, while collaborative public-private partnerships could evolve the ecosystem.

As one of the fastest-growing economies today, India holds immense potential in utilising its youthful workforce and becoming a global leader with a highly skilled employee base. For this, we must recognise the rapidly altering environments and allow our workforce to accordingly adapt to the ever-evolving job markets, with the assistance of stakeholders at central, state, and private levels.

*This article is authored by Aruna Sharma, practitioner development economist and retired secretary, government of India and Sapna Moudgil, CEO, NIIT Foundation.*

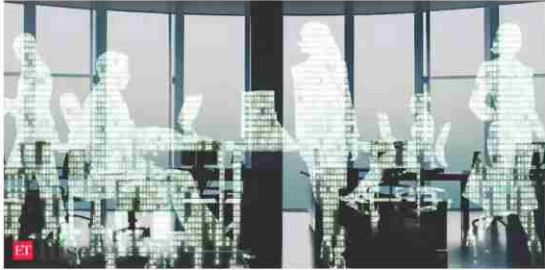
<https://www.hindustantimes.com/ht-insight/economy/skilling-push-equipping-workforce-for-the-future-economy-101728723087737.html>



## THE ECONOMIC TIMES

# AI in HR has more obstacles for adoption since dealing with humans: Oracle's Nagaraj Nadendla

Publish Date: 2024-10-01



**Synopsis** From hiring to appraisals, AI promises to revolutionise the human resources functions in an organisation. But what will be its impact on jobs, skills and competencies?

With technology and AI permeating every aspect of business, its impact on the function that deals with humans in an organisation perhaps needs a deeper look. In a chat with ET Digital on the sidelines of the Oracle CloudWorld in Las Vegas, Nagaraj Nadendla SVP Product Development at Oracle, talks about the emergence of AI in the field of HR, its

use cases, utility and the looming prospects of job losses. Edited excerpts:

**Economic Times (ET):** It has been a crazy job market of late. We have seen the highs and then we have seen the lows, with job losses. People are fearful because they do not really know what to expect. Now you are throwing AI into the mix. What does it do? How does it play out?

**Nagaraj Nadendla (NN):** If you look back at history, automation has come in many flavours. For example, rules-based automation has been there for a long time. There is workflow automation, where, for example, you are making an offer to a candidate and it goes beyond a certain threshold, you then need to take additional approvals. Then, machine learning came along that included aspects like suggestions, recommendations, predictions, etc. Now, AI is pushing the envelope.

If you take the auto industry, everything was handcrafted. But, guess what? In the early 20th century, the assembly line came along. From thousands of cars to 10,000s to 100,000s to millions of cars could be produced. Robots came along in the mid-20th century, but it did not displace workers. It improved productivity. Economic activity expanded. You take the case of any industry — construction, hospitality, etc — automation has enhanced productivity overall. That does not mean you do not need to reskill. Reskilling is a fact of life. So that is why organisations are thinking about being skills driven. This is the new currency.

What skills do I have and not have? What can I develop? What should I acquire externally? What should I borrow? These are all important questions companies should consider now.

It is an important mindset to have for organisations to be agile, nimble and prepare for the future. I am not predicting there would not be any job losses, but it should not be about job losses. It is redefining jobs in many ways and that has happened historically.

**Nagaraj Nadendla, SVP, Product Development at Oracle**

**ET:** More services now offer options to screen job applicants using artificial intelligence, but there's a risk of bias. How can we prevent this?

**NN:** It is always possible. And I directly participate in managing recruiting functions within the product division. But, if you take a step back, humans are the most biased. There is no machine that can beat humans. So, if you start from there, it only gets better. But it has to be defensible. We get that.

Customers use a variety of tools, including ours, to determine job descriptions. Are the screening processes biased? So, in many high-volume industries, there is something called IO psychology-based assessments. They will give you a questionnaire and will then determine propensity for attrition and how long a candidate would stay, for example, in a call centre or in a retail job. So, there is a body of defensible IO psychology-based assessments that are time-tested.

Today, if you take technology jobs, many candidates are getting screened for technical skills. There is no bias there. Either you have them or you do not. There might be some grey area here and there, but the tools are evaluating. Increasingly, I think, if you start thinking about skills, people will get tested for every skill, one way or the other. It is

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almost like a background check. At the time you make an offer, the last step is, I give you the offer, but it is all pending on the background check. Like, is there a criminal record history? This is a sort of KYC.

Ultimately, customers are the arbiter. We are not. We focus on how we enable and help them with ensuring the accuracy of generative AI or classic AI. If you match a candidate, why is there a match? Ultimately, customers make the choice. So, there is bias, but human bias is worse than any other bias, right?

If you take the entire hiring or promotion procedure, there is nothing that prevents customers from cordoning off parts of the process where no AI tool will play a part. You can have agents or AI agents or others to provide you feedback. But how you process it and what you do with it could still be a human being. Assuming they are not biased.

ET: Let me extend that question a bit. Are you also suggesting that there should be certain functions where probably AI only does a part of the work? For example, you are sifting through thousands of CVs. The AI only looks at the skill set part of it and not the other aspects of the CV like gender or ethnicity?

NN: That is a possible way, and these capabilities already exist. As far as I know, nobody feeds in gender, ethnicity, and other bits of protected information.

It can be about what schools you went to, but even there you can have a potential for bias. If you went to IIT versus NIIT versus Harvard, there could be a difference.

However, I want to go back to the first part of the question. As the dust settles on AI capabilities, eventually I see the cost-benefit analysis might end up being wherever there is a significant amount of work that a machine can do faster — excluding maybe some elements of human evaluation — AI will get entrenched. If I was to predict, if I was a betting man, that is what I would do.

In my domain, you take India as an example — or the Middle East or even parts of APAC and J-PAC and Latin America — you will see a lot of high-volume hiring happening. So, you need to schedule candidates for interviews at scale. Now, imagine if each candidate had a digital twin, an agent, and my agent is talking to all the digital twins to coordinate, to negotiate, on an interview slot, it would be of great value.

It is those things that become a lot more amenable to AI, driving much more positive outcomes. Minimal delays, better negotiation, or faster negotiation, getting to outcomes.

ET: Let us look at the skill to operate. If you look at a person who handles the accounts in a typical SMB, he must have honed his skills by working on an ERP system, which may be Oracle. Now, technology companies are launching new AI tools. So, what does it do to the demands of the skill set for the accounts executive? Also, the primary question that most SMBs ask is that, is the return going to be in commensurate with the kind of effort and the cost that we have to incur?

NN: Regardless of the size, at some point if you decide to make a change or transform, be more skills driven or at least take parts of your back office or whatever office functions and look at introducing technology, or any automation technology, there are implications to development of the talent. So, it ultimately goes back to what I am willing to do. If I bring in technology, it is going to drive certain business outcomes, but it also has workforce implications. Am I willing to upskill, reskill or expand the skill sets, or am I looking externally? I think these are all decisions organisations have to make. Again, if I was to prognosticate, maybe SMBs will look at acquiring the skills and not invest in the development of the skills within the organisation, versus larger organisations where they have significantly more investments in learning and development, reskilling and upskilling.

ET: If you look at various functions, like finance, marketing and supply chain, is HR perhaps the most difficult part when it comes to technology adoption and AI, as it is dealing with a lot of people, emotions, etc?

NN: There are, certainly, more obstacles for adoption in HR I would say, more so than in other areas, only because you are dealing with humans, and issues like data privacy and other laws. If you think about data privacy specifically, it started with North America and then the EU. Now every country has their own data privacy laws. And it did not stop there. If you think about AI, even within the US, New York has a state law.

If you look at Europe, there are worker councils and you cannot do certain things with talent without going through the councils. So, inherently, there are breaks put in by governments and even self-governance by organisations to ensure people are appropriately accounted for. But I think, again, history has shown technology has permeated processes in many ways.

The author was in Las Vegas on an invitation from Oracle.



HINDUSTAN TIMES MEDIA MARKETING INITIATIVE

**PACE NEWS**



**ANJUMAN-I-ISLAM, MUMBAI  
LAUNCHES INNOVATIVE  
INITIATIVE AND GYMNASIUM  
ON CHILDREN'S DAY**



Mumbai, November 14, 2024 - Anjuman-I-Islam, a pioneering educational institution, celebrated Children's Day by launching three impactful programs focused on Digital Literacy, Financial Literacy, and Cyber Security. This groundbreaking initiative, in collaboration with NIIT and FICCI FLO Mumbai, aims to empower 900 students across three schools of Anjuman-I-Islam.

The inaugural ceremony was graced by esteemed dignitaries, including Dr. Zahir I. Kazi (Padma Awardee), President of Anjuman-I-Islam, who also inaugurated the newly constructed Gymnasium at the school on the ground floor.

Other distinguished guests included:

- Ms. Aarmeen Mogul Dordi, Chairperson, FICCI FLO Mumbai
- Ms. Megha Suhas, Joint Treasurer, FICCI FLO Mumbai
- Ms. Ainul Attar, Director Education, Anjuman Islam
- Principals, teachers, and students of Anjuman-I-Islam schools

These programs will equip students with essential skills to thrive in the digital age, fostering a secure and informed future.





DREAM DARE DELIVER



# COFORGE TAKE ON BIGGER BOYS FOR DEALS?

The IT company, a stock market darling, will have to take on Wipro, TechM and others to maintain its rapid growth

Shelley Singh  
feedback@economist.com

In 2017, when Sushil Singh joined NIT Technologies, the first thing he did as CEO was to change the entire top leadership—lock, stock and barrel. His logic for replacing all 14 direct reports was simple: "The only thing the old team proved was that they can't grow," he told Mint. Barring one departure, the new leadership team is still in place at the company, now rebranded Coforge, and it has overseen a transformation that is the stuff of business podcasts.

Despite global economic uncertainties and pandemic-driven headwinds, Coforge's revenues tripled, its market cap went up 18.5x, and it made at least three acquisitions. During this time it changed ownership twice—the NIT promoters exited in 2018, and in 2023, Baring Private Equity Asia, which had picked up NIT's stake, also exited. That last exit turned Coforge into a board-run company, a unique model in the IT services landscape. For the second quarter this fiscal year (FY25), the IT services company reported a 17% increase in net profit over the year-ago period to ₹22 crore. Revenue rose by about a third over the same period to ₹3,062 crore. On current form, Coforge is on track to close this fiscal year at around \$1.4 billion or ₹11,000 crore.

In October, it also completed the integration with Cigniti Technologies, which it had acquired in May. Cigniti, an engineering services and software testing company, is the company's fourth acquisition in the last seven years. The deal includes \$1.8 billion of business process management company Whitworth, to enhance its Salesforce business, and BlueTel, a US-based digital integration firm.

The company is eyeing \$2 billion in revenue by FY27 and hopes to keep up the momentum it has built over the years to become a market darling. The stock price has zoomed around 400% in the last five years. In November 2019 it was trading at around ₹1,450 a share and on 27 November it closed at ₹8,684.94.

Following the strong Q2, brokerages have raised their target on the Coforge stock. Saxima Equities raised it to ₹8,650 per share from ₹7,500 earlier. Motilal Oswal is the most bullish, with a target of ₹10,000, an upside of about 16% from its current levels.

**A HARDER PLAYING FIELD**  
Coforge achieved what NIT Technologies could not: grow at a fast clip and scale up. But will the company be able to sustain its fairy tale run? The rapid growth and accomplishments, while commendable, have come on the modest base that NIT had built. And while Singh and his team have demonstrated that they are a force to reckon with in niche plays, as they eye bigger deals, and expansion in key verticals, they will face competition from much larger players.

To put its size in context, the \$1.4 billion revenue that Coforge hopes to flow with this fiscal year is just a drop for TCS, India's biggest IT services company, which closed FY24 with a top line of \$29 billion. Infosys, No. 2 in the pecking order, was \$28.6 billion. Even I.T. Mindtree, a mid-tier contender, which is itching to break into the big league (something Mint had written about in September), is around \$1.6 billion, bigger than Coforge, with revenues of \$1.3 billion in the last fiscal year.

Size does matter. As Anurag Vasu, CEO of Ulearthly, a Bangalore-based consultancy, puts it, "While banking and financial services are Coforge's strength, at \$1.1 billion plus, it faces stiff competition with larger IT firms for mega deals."

Echoing that view, Joel Martin, executive research leader of global business research consultancy HFS Research, said, "As a mid-sized firm, Coforge's leadership will need to constantly navigate challenges in scaling operations compared to its larger competitors, who have more resources."

The heavy reliance on BFSI, travel and insurance for revenue also poses it to sector-specific slowdowns. "Coforge has built a strong foundation to sustain growth, but executing a balanced strategy that blends niche expertise with scalable operations will be critical to its success," said Vasu.

Moreover, as Coforge grows in regional markets, it will face other contenders. "Apart from competition from Indian services providers, it faces competition from global players as well," Martin explained. "Other challengers, like Softtek, Encora and Globalsoft (all mid-tier IT companies),

which offer near-shore services and engineering capability centres, will likely be primary competitors in the mid market." To take on them, he said, Coforge will need to balance its off-shore capabilities with high-touch nearshore services.

Singh, however, insists the company's approach will not change. "We don't go out and say, 'We will drive transformation'. We walk in and say, 'We are a specialised player in the sector you operate in,'" said Singh. "We are expanding, but our strategy remains the same."

**CONTRARIAN BETS**  
Singh began his career with Hindustan Lever (HLL) in sales and marketing. Back in the 1990s, he ran one of the largest sales units at HLL. Later, he joined Infosys, when the bellwether company was worth just \$80 million, around ₹28. In 2000, he joined Geopact, which had been spun out of GE.

In the four years before Singh took over, the company grew at a compound annual growth rate (CAGR) of 31%, since he began helming it. Coforge has grown at a CAGR of 10%.

That transformation has been due to a careful transition in avoiding pitfalls that mid-tier companies are typically caught in. According to Singh, it was due to a series of "contrarian bets" that paid off. For instance, none of the 14 new leaders were hired from other midcaps. Talent used to rotate from one small firm to another, from Hilti to Hesseware to NIT and so on. Coforge steered clear of this. The new team was roped in from Infosys, TCS, Accenture and the like.

The Hilti-led Mark Holsen, Ganant Samanta, Madan Mohan, V. Gupta and Anurag Chaudhan, all from the top tier. Chaudhan is the only one who has left. These were leaders who had seen big deals and growth with their previous employers.

The second contrarian bet Coforge took was to change the centre of gravity of the leadership. Earlier, 10 out of the 14 were based in India; Singh moved the top tier closer to client markets. He himself is based in New Jersey, with the US accounting for half of the company's business.

Another one-third comes from Europe and the rest from the Middle East and Asia Pacific. The US is the largest market for the \$260 billion Indian IT services sector, with the top tier getting close to 70% of its business from the country.

The hard thing that Coforge focused on was not following the herd. All technology services providers are offering similar services as the top tier and then struggle for growth as they can't build the capability of larger companies. "We couldn't pretend to offer the same services with the same depth as the large companies. It wasn't working," said Singh. The company identified sub-segments within banking and insurance and focused on building capabilities in those.

These were Pega and Duck Creek. The former is workflow automation platform, with greater applicability on the banking side, while the latter is an insurance software platform with a focus on the property and casualty insurance businesses.

Coforge's Pega business has scaled up from \$7 million to \$10 million, while Duck Creek grew from \$5 million to \$7 million over seven years.

The company also changed its rewards and recognition system. Inspired by his stint at HLL, Singh quadrupled sales incentives, realizing that pushing people is not enough. So, the commission on bagging new deals went up 4x, motivating employees to do more. This turned the old boss into a player to be reckoned with.

**THE COFORGE TRANSITION**  
The company was set up in 1992 as the software services division of NIT, an IT mover in the computer learning space. In 2004, promoter Rajendra Fawar and others spun out the software arm into a separate unit, called NIT Technologies, with a focus on travel, hospitality, banking and other services.

However, given the promoters' focus on the core business of education, the services company saw only glacial growth. In April 2019, Baring Private Equity Asia acquired a 30.0% stake from NIT for approximately ₹2,622 crore. Later, in regional markets, it will face other contenders. "Apart from competition from Indian services providers, it faces competition from global players as well," Martin explained. "Other challengers, like Softtek, Encora and Globalsoft (all mid-tier IT companies),

which offer near-shore services and engineering capability centres, will likely be primary competitors in the mid market." To take on them, he said, Coforge will need to balance its off-shore capabilities with high-touch nearshore services.



Sushil Singh

mint  
SHORT STORY

## WHAT

Long a laggard, Coforge's growth has surged since a new management team took over in 2017. That performance has seen its stock price zoom around 400% in the last 5 years

## AND

The company is eyeing \$2 billion in revenue by FY27. In particular, it wants to expand in the US market, which accounted for half of its \$1 billion business in FY24

## BUT

As it eyes bigger deals and more verticals, Coforge will face stiff competition from firms like Wipro and mid-tier contenders such as I.T. Mindtree and Tech Mahindra, as well as global challengers

on specific areas have paid off. It has also built relationships with major services major Amazon Web Services (AWS), customer relationship management platform Salesforce, and cloud-based business automation services provider ServiceNow, mirroring the approach of large caps.

With a market cap now around \$1 billion compared to \$750 million six years back, it no longer operates in sub-segments (banking, insurance, travel and government are its four key verticals). But going beyond niche segments has also meant competing with a broader spectrum of companies. From I.T. Mindtree and Tech Mahindra to Infosys and Wipro.

Coforge is banking on the Cigniti acquisition, made early this year, to make some headway in its pursuit of growth. The acquisition gave it access to a client portfolio that was primarily exposed to software testing. The company is also looking at expanding work in BFSI beyond niche services, while simultaneously growing in new verticals such as healthcare, retail and hi-tech.

The company wants to expand business in the US market, which brought in around 50% of its \$1 billion business in FY24. "North America is where we want to grow and this is a market where Cigniti has a strong client portfolio," said Singh. It will also need to improve margins to keep the Street interested. As it gets to \$2 billion by FY27, Singh expects Ebitda to expand by 150 bps to 250 bps. He believes that with smaller deals, the smaller footprint is bigger and margins are lower; with bigger deals, margins tend to improve. "It's more about the right execution," said Singh.

But analysts like Vasu of Ulearthly suggest margins could be under pressure as Coforge enters a market and new capabilities to build differentiation from its Tier 1 and II competitors.

## A BOARD-RUN COMPANY

A bigger worry is the absence of a promoter—Coforge is a board-run company. The six-person board comprises Singh, Ganant Samanta, who is also president and head of the banking and financial services vertical, and four independent directors.

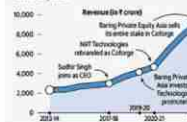
According to Vasu, "while its growth continues to beat the industry, and in the first half of this fiscal its revenue grew 10.4%, the absence of a promoter or a PE sponsor could influence strategic agility, as decisions now hinge on board consensus and market trends."

However, Mukesh Ranjan, vice president of Everest Group, believes that "having a fully board-governed company without any promoter influence will help it attract more institutional investors and enhance investor confidence."

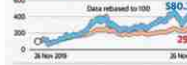
Singh himself believes this is likely to be one of the models that will become prevalent in the future. Quoting Baring PE Asia founder Jean Eric Salata, he said, "The Indian tech industry will have to start moving out of promoter-led firms. Coforge is currently on a high, thanks to its past contrarian bets paying off and putting it on a growth trajectory. But as it aims to continue its growth momentum, scale up and break into the big league. As a mid-tier company, Coforge's be-

## NIIT TECH TO COFORGE

Coforge's revenue has more than doubled in the last five years.



**On fire**  
In the last five years, Coforge's shares returned 401%, beating the benchmark by a huge margin. Coforge: 401% | NIFTY IT index: 295.4%  
Data related to: 26 Nov 2019 | 26 Nov 2024



**Next steps**  
To keep the Street interested, Coforge needs to improve its margins.  
FY20: 17.8%  
FY21: 18.0%  
FY22: 18.2%  
FY23: 18.3%  
FY24: 17.6%

## Banking on BFS

The revenue contribution from banking and financial services has doubled since FY20.

Business contribution from verticals (in %):  
26 Banking & financial services  
16 Insurance  
28 Travel  
30 Others



Like this story? Share it by scanning the QR code.

Barings did help some of the IIT practices, by introducing two ideas, 'talent to value' and 'time to value'.

The latter focuses on the importance of getting things done within a particular timeframe. And the former is about rewarding good talent—that's how the reward system was changed. Last year, Baring sold its entire stake in Coforge. The company is now looking to continue its growth momentum, scale up and break into the big league. As a mid-tier company, Coforge's be-



## The Global Expansion Playbook: 6 AI-Powered HR Tech Companies Transforming HR Worldwide

Publish Date: 2024-10-30 Source : Bureau



The rise of Artificial Intelligence (AI) and its human-like abilities has spurred significant change across various sectors.

BBC Research notes that AI has been expanding at an impressive annual rate of 20% over the past five years. By simulating human intelligence through advanced software, AI is transforming multiple fields. Yet, AI isn't expected to replace core human-centric roles such as recruitment or crucial elements like empathy and personal connection. The HR industry, which depends heavily on interpersonal interaction, remains less susceptible to complete

automation. Tools like chatbots for routine tasks and cloud-based collaboration platforms are enhancing HR functions, while incentive programs continue to boost job satisfaction and productivity.

According to Fortune Business Insights, the global HR technology market anticipated to grow from USD 23.98 billion to USD 39.90 billion by 2029, at a CAGR of 7.5%. With fast-changing work trends, HR departments are adopting new approaches to meet employee expectations. A prominent trend in HR tech is AI-driven recruitment, where machine learning algorithms sift through vast data to pinpoint top candidates, enhancing hiring efficiency and minimizing bias. AI tools also improve candidate engagement via personalized communications, streamline onboarding, and offer insights through workforce analytics. AI is leading a transformation in HR, driving advancements in recruitment, training, performance management, and workforce planning. Companies using these technologies are better equipped to attract, retain, and grow top talent, fueling success in an increasingly competitive global landscape. We have narrowed down the list of 4 HR tech startup-

**iXceed Solutions :** iXceed Solutions is a leading Talent and Workforce Solutions service provider to Fortune 500 companies globally focussing on Technology, IT Consulting, Engineering Consulting domains. iXceed has been functioning as one of the leading end-to-end recruitment solutions Internationally(UK), now operational in the Indian market.

It uses an efficient and robust process to develop solutions in the recruitment space. The facilities are primarily tech-skill-based, and customer satisfaction is always based on the best fit for the industry. The company uses Artificial Intelligence-based recruitment solutions to create a best-in-class experience for both the clients and candidates. Some of their clients are- Infosys, HCL, Oracle, Mindtree, NIIT, etc. It is co-founded by Yogita Tulsian, who is also its Director.

**Darwinbox:** Darwinbox is a cloud-based HR solutions firm. An end-to-end HR platform, Darwinbox offers solutions for recruitment, core HR processes, employee engagement, performance management, employee movement, and others. The platform's AI engine allows a recruiter to analyze a job description and employee profile picking up keywords to arrive at a certain ranking metric. So, if there are 400 applicants for a job, the system will shortlist about 10-15 applicants for the recruiter to talk to, which saves time, increases productivity, reduces costs, and results in better talent acquisition. The three-year-old firm serves over 100 clients, including Paytm, Ekart, Spencer's, Delhivery, and others. They provide services in Indonesia, Malaysia, Thailand, Dubai, and many more.'

**Freshworks:** Freshworks makes it fast and easy for businesses to delight their customers and employees. Taking by a fresh approach to building and delivering software-as-a-service that's affordable, quick to implement, and designed for the end-user. Unlike legacy software, Freshworks builds tech that works for everyone, making it easy for IT, customer service, sales, marketers and HR to do their job and delight their customers. They provide services in Australia, Germany and UK.

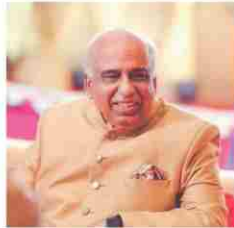
**Keka:** Founded in 2015 by Vijay Yalamanchilli, Keka has swiftly become India's premier HR tech platform for small to medium-sized enterprises. With a team that has grown to over 550 professionals, Keka offers a complete solution, automating HR processes, and streamlining payroll, recruitment, leave management, and performance evaluation. Serving over 6500 customers globally, across sectors like IT services, pharmaceuticals, manufacturing, and more, Keka manages payroll for 1.5 million employees worldwide, leaving a significant mark on the HR tech landscape.



**mint**

## VidyaEdge- Shaping Tomorrow's Leaders Through Transformative Education

Publish Date: 2024-10-25 Source : Sumit Singh



New Delhi [India], October 25: It is more crucial than ever to have the appropriate abilities in the ever-evolving world of today.

Dedicated to equipping people to succeed in a cutthroat global marketplace, VidyaEdge is at the vanguard of this movement. In order to enable students to succeed both personally and professionally, VidyaEdge blends creativity, honesty, and a

love of lifelong learning with the goal of being a leader in education and skill development.

VidyaEdge has developed into a trailblazing organization that offers top-notch instruction with an emphasis on practical application under the direction of Chairman and Managing Director Dev Raj Pabreja. VidyaEdge guarantees that its students are not just knowledgeable but also prepared to fulfil the expectations of their chosen businesses by fusing academic achievement with real-world experience. By means of significant university collaborations and a skilled leadership group, the organization provides a life-changing educational experience that shapes tomorrow's leaders.

### The Leadership Behind VidyaEdge's Success

At the heart of VidyaEdge's mission is its leadership team, a group of highly accomplished professionals dedicated to delivering quality education and skill development opportunities to students worldwide.

The innovative founder of VidyaEdge, Dev Raj Pabreja, has decades of experience in senior executive positions in a variety of companies. He graduated from prominent universities like the Indian Institute of Management (IIM) Ahmedabad, the Indian Institute of Foreign Trade (IIFT), and Punjab University. Dev Raj's remarkable career, which includes positions at IBM, NIIT, and Escorts Ltd., demonstrates his ability to spearhead initiatives that have a lasting impact on a variety of industries.

In 2000, he started Kando Enterprise Pvt Ltd., a company that trains and places students all over the world, marking the beginning of his educational adventure. Dev Raj's dedication to education and skill development is demonstrated by the fact that Kando has successfully trained and placed over 100,000 students worldwide over the previous 20 years. He thinks that creating an atmosphere that supports moral corporate conduct and a human-centred approach will help students not only acquire the abilities necessary for professional success but also mature as people. This idea—collaborating, having fun, and developing together—is engrained in VidyaEdge's culture.

Another important person contributing to VidyaEdge's success is Neha Pabreja, Director of Operations. Neha, who holds an MBA in International Agribusiness and a background in Biotechnology Engineering, offers a distinct viewpoint on the field of education. She started her career at Cargill, where she was very good at trading agro-commodities; then in 2016, she moved into the education industry. Neha has played a significant role in expanding VidyaEdge's services in the health and beauty sector by founding several Lakmé Academy locations that emphasise developing professional competence and giving students real-world experience.

Neha's operational expertise ensures that VidyaEdge runs smoothly and delivers its programs seamlessly. Her dedication to ensuring students receive the best possible training has helped VidyaEdge establish itself as a trusted name in skill development, especially in sectors that require hands-on training and industry-relevant expertise.

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Rahul Saxena, Chief Marketing Officer, rounds out the leadership team with his extensive experience in digital marketing. Over the past 12 years, Rahul has driven growth across multiple sectors, including Edtech, Health-care, and E-commerce, through innovative and data-driven strategies. His deep understanding of global markets, including the US, UK, and India, allows him to craft marketing campaigns that not only increase brand visibility but also engage and inspire learners from around the world.

Rahul is in charge of creating and carrying out all-encompassing marketing plans at VidyaEdge that showcase the school's advantages and draw in students looking to further their careers. His proficiency in PPC, influencer marketing, and initial public offerings (IPO) techniques guarantees VidyaEdge's competitiveness in the education market while preserving a close relationship with its target audience.

The VidyaEdge Vision: Building the Future Workforce

VidyaEdge's vision is clear: to be a global leader in education and skill development by nurturing innovation, upholding integrity, and fostering a love for learning. This vision is reflected in every aspect of its operations, from the programs it offers to the way it interacts with students and partners.

Given the ever-evolving nature of the workforce, VidyaEdge understands the need to give students both academic knowledge and real-world skills that they may use in their chosen fields. By being ahead of the curve and modifying its programs accordingly, VidyaEdge makes sure that its graduates are not only ready for the workforce, but also ready to take the charge.

VidyaEdge's mission centers on the following key principles

Delivering world-class education through ethical and transparent practices.

Equipping students with industry-relevant skills and knowledge that ensure career success.

Maintaining an unwavering commitment to quality, ensuring that every student achieves both personal and professional excellence.

Contributing to the global education landscape by consistently training and placing students in top roles across industries and around the world.

These guiding principles have helped VidyaEdge build a reputation for excellence and a commitment to student success.

University Partnerships: Expanding Global Exposure

VidyaEdge's success is strengthened by its strategic partnerships with leading universities, offering students access to premier educational opportunities and global exposure. These partnerships include:

**Amity University** : A globally recognized institution with a strong presence across India and international campuses. Amity University is renowned for its cutting-edge research, world-class faculty, and industry partnerships, making it an excellent partner for VidyaEdge's mission of preparing students for global challenges.

**Manipal University** : As one of India's premier universities with a global presence, Manipal University offers diverse programs in engineering, medical sciences, business, and more. Its emphasis on hands-on learning and industry collaboration aligns perfectly with VidyaEdge's focus on skill development and practical education.

**Jain University, Bangalore** : A renowned private deemed university known for its focus on entrepreneurship, research, and sports. Jain University consistently ranks among India's top institutions, providing students with a dynamic learning environment that fosters innovation and creativity.

**Sharda University, Greater Noida** : A premier institution offering a wide range of programs with a diverse student body and strong global partnerships. Sharda University is recognized for preparing students for leadership roles across industries.

**Yenepoya University, Kerala** : A leader in healthcare education, Yenepoya University offers specialized programs

*Contd...*



in medicine, dentistry, nursing, and other health-related fields. It is an ideal partner for VidyaEdge's skill development programs in the healthcare sector.

Vignan University, Andhra Pradesh : Known for its emphasis on engineering and technology education, Vignan University fosters innovation and research across a comprehensive range of courses, making it an invaluable partner for VidyaEdge's programs in these fields.

#### Global Impact: Preparing Students for Success

Over the past two decades, VidyaEdge has placed thousands of students in top roles across industries worldwide. Its commitment to fostering both personal and professional growth has made it a trusted partner for students and employers alike. The organization's focus on industry-relevant skills and its emphasis on real-world application ensure that its graduates are well-prepared to meet the challenges of today's workforce.

At VidyaEdge, education is not just about learning—it's about transformation. By creating transformative learning experiences, VidyaEdge is building future leaders who are equipped to drive change and innovation in their industries and beyond. With a focus on quality, integrity, and lifelong learning, VidyaEdge is helping shape the future of education and work.

Through its visionary leadership, strong university partnerships, and unwavering commitment to student success, VidyaEdge is truly revolutionizing education and empowering individuals to achieve their full potential. Whether you're looking to advance your career, learn new skills, or simply explore new opportunities, VidyaEdge is the perfect partner to help you reach your goals.

<https://clientportal.conceptbiu.com/mv/oad/961-475796153-961>

**THE HINDU**

## News from the world of admission - October 29, 2024

Publish Date: 2024-10-30 Source : Bureau



Information for students on admissions, new courses, scholarships, convocations, research studies and other news from educational institutions

Admissions and scholarships

BITS Design School (BITSDES) has opened admissions for its four-year residential Bachelor of Design (Honours) programme with five pathways: Physical Product Design, Digital Product Design (UX/UI), Design Research and Insights, Experience

Design, and Visual Design.

Eligibility: Minimum 45% in Class 12 and valid score in NID-DAT Prelims or IIT-Bombay UCEED or BITS Design Aptitude Test (BITS DAT).

Last date: January 31, 2025

More details at <https://www.bitsdesign.edu.in/>

Lovely Professional University (LPU) invites applications for its distance and online education programmes for the October 2024 session. Last date to apply is November 10. For details of programmes and eligibility criteria, visit <https://www.lpuonline.com/>

Masters' Union has launched a four-year full-time interdisciplinary undergraduate programme in Psychology and Marketing.

Eligibility: Class 12 pass

For details, visit <https://t.ly/BiiLM>

RV University (RVU) has opened admissions for the next academic year for over 35 undergraduate and postgraduate programmes offered across its School of Business, School of Economics and Public Policy, School of Computer Science and Engineering, School of Design and Innovation, School of Liberal Arts and Sciences, School of Film, Media and Creative Arts, School of Law, School of Allied and Healthcare Professions and School for Continuing Education and Professional Studies (SCEPS). For details, visit <https://rvu.edu.in/>

The Jagdish Sheth School of Management (JAGSoM) has opened admissions to its two-year, full-time, Post Graduate Diploma in Management (PGDM) General with specialisations in Marketing, Finance, Digital Business and Analytics and Human Resources (HR).

Eligibility: A Bachelor's degree or equivalent with minimum 50% and a valid score of at least 60 percentile from CAT, XAT, or GMAT.

For details, visit <https://bit.ly/3C6p9VI>

The Indian Institute of Art and Design (IIAD), in collaboration with Kingston School of Art, London, invites applications for its undergraduate programmes in Communication Design, User Experience Design, Animation Film Design, Product Design, Interior Architecture & Design, Fashion Design, Fashion Communication, Fashion Business Management and Luxury Business Management.

Eligibility: Minimum 50% aggregate in 10+2 or equivalent in any stream from a recognised board.

Last Date: December 20

More details at [www.iiad.edu.in](http://www.iiad.edu.in)

Woxsen University has announced scholarships for its flagship MBA programmes (MBA (General), MBA (Business Analytics), and MBA (Financial Services) for the academic year 2025 intake. Eligible students will be selected on the basis of scores in the entrance test and personal interview. For details, visit <https://woxsen.edu.in/>

eduXLL has partnered with IIT-Kanpur to launch a four-month programme on Environmental, Social, and Governance (ESG) and Business Sustainability.

Contd...

Eligibility: Graduation with a minimum of 50% marks

More details at <https://t.ly/3-4b6>

#### The Great Internship Festival

Internshala has launched its The Great Internship Festival bringing over 40,000 internship opportunities for students from all fields of study. Participating companies include Reliance Capital, FirstCry, Godrej, Lakmé, Genpact, Audi, Aditya Birla Capital, IHCL (Taj Group), Cromā, Schbang, The Economic Times, Tommy Hilfiger, and more. Last date to apply is November 1. For more information visit [https://bit.ly/IS\\_GIF](https://bit.ly/IS_GIF)

#### Tetr Under 20

Tetr College of Business has announced the launch of a \$10 million fund called the Tetr Under 20 that will be dedicated towards investing in student entrepreneurs. Students will have access to Tetr's global network of incubation centres, offering mentorship, facilities, and industry connections. Students can write to [investments@tetr.org](mailto:investments@tetr.org) with details.

#### EY's Techathon 5.0

EY has launched the fifth edition of its flagship college campus challenge, Techathon 5.0, on the theme Harnessing AI to Transform Bharat.

Eligibility: Students currently enrolled in a degree/diploma course (part-time or full-time) from any discipline in any college based out of India.

For more details, visit [https://www.ey.com/en\\_in/techathon-5](https://www.ey.com/en_in/techathon-5)

#### ThisAble Me Internship Programme

Godrej Properties Limited (GPL) has launched the ThisAble Me Internship Programme to provide paid internship opportunities for Persons with Disabilities (PwD). This nine-month program offers hands-on training, mentorship from senior leadership, and a pathway to full-time employment with GPL. For details, visit <https://t.ly/sV54b>

#### Events

IIT-Roorkee hosted the Power System Cybersecurity Hackathon 2024 organised by the Department of Water Resources Development and Management (WRD&M), and Centre for Sustainable Energy, IIT Roorkee, in association with iHub DivyaSampark and THDC India Limited. Subal Beura and Amit Kumar from IIT-Ropar were the winners.

KJ Somaiya Institute of Management hosted the launch of the 18th edition of Strategic Management Concepts and Cases: A Competitive Advantage Approach, co-authored by Prof. Isaac Jacob, Professor Emeritus at IIT J Somaiya Institute of Management, Fred R. David, Forest R. David, Meredith E. David, Hanif Itanjer, and Ranjan Chaudhuri.

The Association of Chartered Certified Accountants (ACCA) hosted Skill Fiesta 2024 for over 400 ACCA students and affiliates to address four critical areas: resumé writing, interview skills, work readiness, and personal branding.

Woxsen University hosted Intel Gamer Days (IGD) with Lenovo, a gaming event for students, gaming enthusiasts, and tech aficionados to offer hands-on experience with the latest gaming technology and to promote the fusion of gaming and technology in education.

SVKM's Narsee Monjee Institute of Management Studies, Indore, held a successful Legal Aid and Awareness Camp for street vendors. More than 60 students along with volunteers and members of Balancing Rights, a student-run organisation working for the uplift of underprivileged sections, participated. The institute also hosted the MU20 Opportunity Summit 2024 along with EHS. Over 3,000 people attended the event.

Samsung India's Samsung Innovation Campus has trained 400 students from Gautam Buddha University in skills like AI, IoT, Big Data, and Coding. The top performers in each domain will be awarded a cash prize and Samsung products, with a visit to Samsung's facilities in Delhi/NCR.

GITAM University hosted a special session of its Changemakers programme with an address by N.K. Premachandran, MP from Kerala's Kollam constituency, Kerala, and central secretary of the Revolutionary Socialist Party, on importance of active parliamentary participation in strengthening democracy.

KIIT College of Engineering organised a Freshers' Party to welcome the new batch of students, introduce them to the culture of the college and foster camaraderie with the seniors.

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Dr. Petre Roman, former Prime Minister of Romania, addressed students, faculty members and industry professionals at the second edition of the Global Business Dialogues hosted by Great Lakes Institute of Management, Chennai. He spoke on From Romania to India: The Road to Growth, Stability, and Sustainability.

Prodigy Finance has added more universities in the U.K. such as University of East Anglia, University of Stirling, University of Dundee, University College London (UCL) School of Management, and Alliance Manchester Business School to its portfolio, thereby offering more courses and opportunities to international students.

KLH Bachupally Campus hosted the ACM India Regional Chapter Summit to discuss advancements and collaborations within the computing community. Speakers included Maria Josefa Choudhary from Oracle India; Prof. Yogesh Simmhan from IISc; Revathi Venkataraman, Chairperson of the School of Computing at SRM; Ranga Rajagopal, COO Designate, ACM India; Ponnurangam Kumaraguru from IIIT-Hyderabad, and Dr. Venkateshwaran R., Council member of ACM India. An interactive "Ask Me Anything" session was part of the programme.

Lehigh University, the U.S., and GradRight hosted the inaugural edition of NextInTech, which brought together over 200 participants from institutes such as BV Raju Institute of Technology, Narsapur, CBIT, BITS-Hyderabad, Osmania University College of Engineering, VNRVJIET, and Mahindra University, among others.

Manav Rachna University (MRU) hosted HACKMoR 2024 a national hackathon with over 200 participants from 18 universities across India to solve real-world problems through innovation and technology.

Ligin Joseph, a postgraduate researcher in Ocean and Earth Science at the University of Southampton, the U.K., led a study that reveals a climate change contradiction: stronger monsoon winds are bringing significantly more rainfall to typically semi-arid regions of northwest India, challenging the widely held belief that climate change intensifies existing precipitation patterns, making dry regions drier and wet regions wetter.

Maya Academy of Advanced Creativity (MAAC) organised a special webinar for its students, giving them an exclusive and in-depth behind the scene (BTS) access into the making of Kalki 2898 AD. Over 5000 students from MAAC's centres across India attended the event.

Anant National University hosted a special guest lecture by Dr. Rajendra Singh, the Waterman of India, who shared his insights on the urgent water crisis and emphasised the need for community engagement in sustainable practices. Students, faculty and environmental enthusiasts attended the talk.

Ashoka University announced that all fellows selected for the upcoming cohort of the Young India Fellowship (Class of 2025-26) will receive partial or full scholarships. The Chancellor's Merit Scholarship will also continue to be awarded in the Class of 2026.

Turing Co. has launched its AI-driven maths learning platform MathKong in India to provide personalised and interactive learning experiences. The platform will soon include a comprehensive curriculum tailored to the requirements of Indian board exams and competitive tests.

apna.co has launched apna Canvas, a platform connecting freshers with employers. With partnerships with AICTE and TPOs, the platform connects two crore freshers from 22,000 colleges across 2,500 cities to government and private institutes. For details, visit <https://canvas.apna.co/>

Aakash Educational Services Limited (AESL) has launched a Crash Course for JEE Main 2025, which will be offered in two phases for both Phase I and Phase II the exam. For details, visit [www.aakash.ac.in](http://www.aakash.ac.in)

The Delhi NCR edition of Mekathlon 2024, a STEM Fest organised in collaboration with the Commonwealth Youth Council, Commonwealth Student Association, and Global Understanding for Sustainable Development (GUSD), saw over 1500 students ranging from eight to 18 years showcase their skills and innovations in Robotics and Sustainable Development projects.

Researchers from IIT-Guwahati have created an innovative, cost-effective photodetector using advanced materials and techniques. A paper co-authored by Prof. P. K. Giri, Department of Physics, and research scholars Debabrata Sahu, Subhankar Debnath, and Sirsendu Ghosal was published in ACS Applied Materials and Interfaces.

IMT Ghaziabad hosted a convocation ceremony for 670 students of its various PGDM programmes. Suresh Narayanan, CMD, Nestlé India Limited, was the chief guest.

Partnerships

**NIIT University (NU) has entered into a collaboration with the University of Indianapolis (UINDY), the U.S., to enhance educational and research opportunities for both students and faculty.**

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The All India Council for Technical Education (AICTE) has partnered with One Million for One Billion (1M1B) to launch one lakh Green Internships with the support of Salesforce for all AICTE-affiliated colleges and universities. Jaro Education has partnered with Indian Institute of Science (IISc) to introduce technology and research-based programmes that will enhance problem-solving capabilities and advanced research skills essential for today's innovation-driven industries.

Shell India has launched new EdTech initiatives developed in collaboration with Pratham Infotech Foundation, Education Initiatives, and Khan Academy. The programmes use digital learning tools and leverage AI and data analytics to identify individual learning gaps and provide customised learning interventions.

The Indian School of Hospitality (ISH) has entered into a partnership with Travel and Hospitality Representation Services (THRS) to incorporate luxury hospitality courses into its academic programmes. ISH students will get access to THRS's network and receive industry insights and guidance from leaders in luxury hospitality.

Veranda IAS has signed an MoU with M.O.P. Vaishnav College for Women (Autonomous), Chennai, to offer a six-month Diploma in Governance and Policy Studies that will be offered alongside the undergraduate degree programmes.

Plaksha University has renewed its partnership with UC Berkeley's Sutardja Center for Entrepreneurship and Technology (SCET) to launch a new undergraduate Minor in Technology Entrepreneurship, designed to equip students with the knowledge, skills, and entrepreneurial mindset needed to excel in the rapidly evolving landscape of technology-driven ventures.

#### Awards

Manipal Academy of Higher Education (MAHE) received the FICCI Best University of the Year: Established Category" award at the 19th FICCI Higher Education Summit 2024.

Vyasa M. Nayak, Lisha D.S., and Joshua Quinthino Albuquerque, from St. Joseph Engineering College, Mangaluru, won the eight edition of the National Social Enterprise Idea Challenge organised by Azim Premji University, for their idea HiveLink, which uses IoT sensors, wireless communication, cloud computing, machine learning, and geospatial tech to support rural beekeepers and ensure the sustainability of India's beekeeping industry.

Khushmeet Narwal from DAV Public School, Gurgaon, was the winner of the Delhi edition of TCS InQuizitive. Apratirath Shukla from Venkateshwar International School, New Delhi, came second. The two will represent Delhi in the national final.

Mohan Babu University (MBU) has announced that four of its faculty members have been named in the Stanford/Elsevier Top 2% Scientists List for 2024.

Dilushi Herath, a student of KIIT University, is the national winner of the IET India Scholarship Award 2024 for her project, which utilises portable biogas digesters enhanced with nanotechnology to improve energy efficiency in primary healthcare centres.

The Indiana University - Kelley School of Business has announced the winners of the recent MSIS AI in Business Case Competition hosted at IU India Gateway. The winners were Shri Ram College of Commerce (SRCC) (Delhi University), College of Engineering, Guindy (Anna University Chennai), and Amrut Mody School of Management (Ahmedabad University).

MIT World Peace University (MIT-WPU) honoured distinguished scientist Padma Shri Dr. Krishnaswamy Vijay Raghavan with the MIT-WPU Vigyan Maharshi Samman during its sixth convocation ceremony. Union Minister of Culture and Tourism, Shri Gajendra Singh Shekhawat, presented the award. Over 5,000 students received degrees across multiple disciplines.

THE BUSINESSLINE  
**businessline.**

## NIIT Learning Systems navigates high uncertainty amid economic challenges

Publish Date: 2024-10-23 Source : Bureau



The company saw a 4 per cent y-o-y growth in revenues to ₹397.4 crore and a 22 per cent increase in PAT to ₹93.6 crore for quarter ending September 30, 2024

The US grappling with high interest rates, the upcoming polls and the wider implications of these events on the geopolitics have lead to a lead uncertainty dominating the outlook. These macro issues have weighed-in on sentiments with companies still going slow on

"discretionary spends", says Vijay K Thadani, Vice-Chairman & MD, NIIT Learning Systems.

He said the volume of consumption - which was down due to cuts in spending - was further impacted as businesses continued to explore cost reduction options.

NIIT Learning Systems offers managed learning and strategic consulting services that look at talent, skill and workforce transformation. The company saw a 4 per cent y-o-y growth in revenues to Rs. 397.4 crore and a 22 percent increase in PAT to Rs. 93.6 crore for quarter ending September 30, 2024; but numbers were dragged down by "these weak business sentiments".

"Ramp-up of new customers was partially offset by compression in consumption," he said. Businesses — including IT bellwethers, big pharma, energy majors and banking majors — are under-stress as they look to tackle challenges arising out of business-model changes, digital transformation, shift to renewables, among others.

"There is still uncertainty in the business environment and sentiments are weak. This is perhaps the first time we are seeing this. Markets are up. But decision making is slow; companies including big ones in the consultancy segment continue to struggle with cost optimisation measures still in place," he told businessline during an interaction. "When we say uncertainty, it is primarily on three counts — the ongoing geopolitical tensions, US elections and their impact and how markets will react to it, and finally changing business models and companies looking to adopt to it," Thadani added.

For example, Thadani pointed out, Fed, after a 5.25 percentage point of interest increases between March 2022 and July 2023, lowered rates by 50 basis points to address rising worries about the cooling labour market. Uncertainty remains high due to variety of factors including high rates, continuing conflicts, upcoming elections, and their implications for geopolitics, policy, and growth rates.

Outsourcing conversations are seeing an increase; and activity is picking up with a number of large opportunities in the pipeline. "Hopefully, in the coming quarters, there will be improvements in business sentiments. Companies are keen to join the Generative AI bandwagon, among other factors.... Revenue outlook is good specially towards the Q4FY25 (Jan-Mar) period. We expect to grow faster in the last six months of the fiscal than the first half," he said.

NIIT Learning Systems saw a 5 per cent rise in revenue in H1 on a y-o-y basis and the company's guidance is for a "7 per cent-plus" growth in topline for the full year.

Revenue visibility has improved to \$368 million, with the company looking to continue with its 100 per cent renewal and retention and expansion of contracts.

Thadani explained impact of global system integrators has been marginally positive for the quarter; while GCCs (global capability centres) continue to drive numbers. This apart, segments like banking, life sciences and tech have done well as against consultancy and professional service verticals — with the latter two continuing to be under stress. "Margins will be around the 24 per cent mark, in line with our yearly guidance of 22-24 per cent. We are well covered on that," he said.



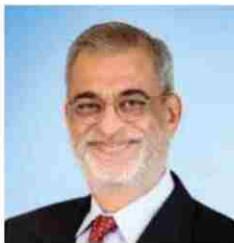
## NIIT Learning navigates high uncertainty amid headwinds

**Abhishek Law**  
New Delhi

The US grappling with high interest rates, the upcoming polls and the wider implications of these events on the geopolitics have led to a lead uncertainty dominating the outlook. These macro issues have weighed-in on sentiments with companies still going slow on “discretionary spends”, says Vijay K Thadani, Vice-Chairman & MD, NIIT Learning Systems.

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### POSITIVE OUTLOOK

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ies in the pipeline. “Hopefully, in the coming quarters, there will be improvements in business sentiments. Companies are keen to join the Generative AI bandwagon, among other factors... Revenue outlook is good specially towards the Q4FY25 (Jan-Mar) period. We expect to grow faster in the last six months of the fiscal than the first half,” he said.

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Revenue visibility has improved to \$368 million, with the company looking to continue with its 100 per cent renewal and retention and expansion of contracts.

The Hindu Business Line, New Delhi, October 25, 2024



# Investing in AI research and education crucial for India's developed nation dream

Puja Das

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NEW DELHI

India must invest in artificial intelligence (AI) research and boost skilling, education and employment if it desires to reach its target of becoming a developed nation by 2047, industry experts urged at the Mint India 2047 Summit held recently.

The experts said the skill development and entrepreneurship ministry has laid out a roadmap for equipping trainers with the right skills and tech to help upskill others.

"India should invest in becoming superstars in AI. Why is it that we are not investing in large research capacity in AI?" said Sonalde Desai, distinguished university professor emerita, University of Maryland, and professor, National Council of Applied Economic Research.

"The other thing is that we are a kind of an echo chamber around services and knowledge industries, but let's not forget the real sector. Manufacturing jobs should not be forgotten because those are not going to be taken away by AI as easily as other jobs," Desai added.

On whether AI was a threat to the labour force, Manish Sabharwal, vice chairman of staffing firm Teamlease Services, said: "I am not sure India needs to worry that much (about AI). The nightmare of the US is that 4.2% of their labour force will generate 14% of their GDP (gross domestic product). What can it do to us? We are there already."

Manish Kumar, senior con-



(L to R) Manish Sabharwal, Sonalde Desai, Rajendra Singh Pawar, Raghav Narsalay, Manish Kumar

sultant, The World Bank Group, said, "I see AI as an opportunity. It will have disruptive power, but research globally shows that there will be loss of jobs, but not as many as people predict."

Raghav Narsalay, partner and leader, research and insights hub, PwC India, said it's more about the human mind than technology. "Can AI help me find a solution faster? It can, if shared with the right data. The point is, how do we make the best use of AI? For example, if you want to skill people at scale, use GenAI using small language models in local Indian languages."

The World Economic

Forum's 'Future of Jobs' report gives an engaging projection for the global job market, predicting substantial changes in nearly a quarter of existing jobs worldwide. According to the report, about 75% of the companies sur-

veyed are set to embrace AI, presaging a significant reshaping of the job market.

To ensure jobs for India's growing population of working-age individuals, the experts suggested the need to solve issues related to finances and raise government spending.

"We have had enough innovation in curriculum, pedagogy and training, but we haven't figured out finances.

Who pays is the problem," said Sabharwal.

Rajendra Singh Pawar, chairman and co-founder, NIIT Group, said: "Our bigger problem is a large bulk of people has to be handled by the government. There is no choice; we have to accept it."

India faces a dual challenge of a severe shortage of skilled manpower in industries on the one hand and high youth unemployment on the other.

As per the India Employment Report 2024 by the Institute for Human Development and the International Labour Organisation, India's working-age population rose to 64% in 2021 from 61% in 2011, and is projected to reach 65% in 2036. However, the percentage of youth involved in economic activities declined to 37% in 2022.

**Experts believe manufacturing jobs are not going to be taken away by AI as easily as other jobs**

**mint**

## 'Investing in AI research and education crucial for India to become a developed nation'

Publish Date: 2024-10-04 Source : Bureau



At the Mint India 2047 summit, industry leaders urged investment in AI and skill development to secure India's future as a developed nation by 2047. They raised concerns over youth unemployment and the need for government intervention in education financing.

New Delhi: India must invest in artificial intelligence research and boost skilling, education and employment to reach its target of becoming a developed nation by 2047, industry experts urged at the Mint India 2047 summit on Friday.

Skilling and employment are among the priorities for India's 2047 vision. The skill development and entrepreneurship ministry has laid a roadmap for equipping trainers with the right skills and technology to help upskill others.

"India should invest in becoming superstars in AI. Why is it that we are not investing in large research capacity in AI?," said Sonalde Desai, distinguished university professor emerita, University of Maryland, and professor, National Council of Applied Economic Research.

"The other thing is we are a kind of an echo chamber around services and knowledge industries, but let's not forget the real sector. Manufacturing jobs should not be forgotten because those are not going to be taken away by AI as easily as other jobs," Desai added.

On whether AI was a threat to the labour force, Manish Sabharwal, vice chairman of staffing firm Teamlease Services, said: "I am not sure India needs to worry that much (about AI). The nightmare of the US is that 42% of their labour force will generate 14% of their GDP (gross domestic product). What can it do to us? We are there already."

AI is projected to inject \$967 billion into the Indian economy by 2035.

The World Economic Forum's 'Future of Jobs' report delivers an engaging projection for the global job market, predicting substantial changes in nearly a quarter of existing jobs worldwide. According to the report, about 75% of the companies surveyed are set to embrace AI, presaging a significant reshaping of the job market.

To ensure jobs for India's growing population of working-age individuals, experts at the Mint summit suggested the need to solve issues related to finances and increase government spending on education, among other things.

"We have had enough innovation in curriculum, pedagogy and training, but we haven't figured out finances. Who pays is the problem," said Sabharwal.

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As per the latest data from the Centre for Monitoring Indian Economy, an independent think tank, India's unemployment rate increased to 8% in 2023 from 7.33% in 2022 and nearly 6% in 2021. In June this year, India's unemployment rate was 9.2%, up from 7% in May.

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## **IT NEWS ONLINE**

# **Digital Educational Publishing Market to Grow by USD 26.19 Billion (2024-2028) as Innovative Marketing by Publishers Expands, with AI Impacting Market Trends- Technavio**

Publish Date: 2024-10-16 Source : Bureau

*Copyright 2024 PR Newswire. All Rights Reserved NEW YORK Oct. 15, 2024 /PRNewswire/ -- Report on how AI is redefining market landscape -*

The Global Digital Educational Publishing Market size is estimated to grow by USD 26.19 billion from 2024-2028, according to Technavio. The market is estimated to grow at a CAGR of almost 22.9% during the forecast period. Innovative marketing strategies by digital education content publishers is driving market growth, with a trend towards growing influence of data analytics in digital education. However, increased availability of open-source materials poses a challenge - Key market players include Adobe Inc., Bertelsmann SE and Co. KGaA, Coursera Inc., Flatworld Solutions Inc., Georg von Holtzbrinck GmbH and Co. KG, Houghton Mifflin Harcourt Co., John Wiley and Sons Inc., JPMorgan Chase and Co., McGraw Hill LLC, NIIT Ltd., Oxford University Press, Pearson Plc, RELX Plc, Roper Technologies Inc., Scholastic Corp., Thomson Reuters Corp., upGrad Education Pvt. Ltd., Vibal Group Inc., VitalSource Technologies LLC, and Vivendi SE.

AI-Powered Market Evolution Insights. Our comprehensive market report ready with the latest trends, growth opportunities, and strategic analysis- View your snapshot now

Forecast period

Base Year

Historic Data

Segment Covered Product (Digital textbooks, Digital assessment books, and Others), End-user (K-12, Higher education, and Corporate and skill-based), and Geography (North America, Europe, APAC, South America, and Middle East and Africa)

Region Covered North America, Europe, APAC, South America, and Middle East and Africa

Key companies profiled Adobe Inc., Bertelsmann SE and Co. KGaA, Coursera Inc., Flatworld Solutions Inc., Georg von Holtzbrinck GmbH and Co. KG, Houghton Mifflin Harcourt Co., John Wiley and Sons Inc., JPMorgan Chase and Co., McGraw Hill LLC, NIIT Ltd., Oxford University Press, Pearson Plc, RELX Plc, Roper Technologies Inc., Scholastic Corp., Thomson Reuters Corp., upGrad Education Pvt. Ltd., Vibal Group Inc., VitalSource Technologies LLC, and Vivendi SE.

Key Market Trends Fueling Growth

Digital educational publishing has seen a notable increase in the implementation of data analytics software and technologies, such as big data analytics. Vendors utilize these tools to monitor learner engagement with educational content. With the widespread availability of Internet-connected devices, learners can now track their real-time performance and progress through analytics embedded in online systems. For example, McGraw-Hill Education offers SmartBook, an online textbook solution. SmartBook personalizes content to individual learners through embedded analytics, enhancing their learning experience. The growing number of independent learners in the education sector is projected to boost the adoption of data analytics for customized learning and performance tracking during the forecast period.

The Digital Educational Publishing Market is experiencing significant growth, driven by trends like Online Learning and Augmented Reality (AR). AR technology is revolutionizing education through learning experiences on smartphone devices, including mobile phones and tablets. Consumers increasingly prefer digital material over print media, and enterprise sizes from Primary School to University are adopting digital textbooks and assessment books. Driving factors include self-assessment methods, consumer reading interests, and remote learning facilities. Free-source platforms like Mozilla Firefox and Google Chrome facilitate access to educational content on multiple pages, while digital technology ensures security and adheres to content quality criteria. Governments are promoting digital literacy, especially in emerging nations. Companies like Blinkist and Monte Carlo focus on data observability for content delivery and digital media consumption. Despite license fees, the recessionary

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curve is not impacting the market's growth.

Insights on how AI is driving innovation, efficiency, and market growth- Request Sample!

#### Market Challenges

The proliferation of Massive Open Online Courses (MOOCs) has posed a significant challenge to digital educational publishing vendors. Free educational content from platforms like EdX and Coursera, sourced from universities such as Harvard MIT Stanford , and Peking University, has gained popularity. Students can access primary to intermediate level courses for free, while advanced certification incurs a nominal fee. The flexibility of learning through mobile devices and self-paced progress tracking adds to MOOCs' appeal. This trend is perceived as a cost-effective alternative to purchasing digital educational content individually, potentially impacting the growth of the global digital educational publishing market.

The digital educational publishing market faces several challenges in the 21st century. Corporate and skill-based learning require flexible, customizable content, posing a challenge to traditional blackboard approaches. Smart technology, such as laptops and virtual learning, offer 21st-century capabilities, but require high-quality educational information and multimedia resources. Life skills and social-emotional learning are essential, but integrating these into digital formats can be difficult. Higher education institutes grapple with tertiary enrollments and internationalization, making accessible, affordable digital resources a priority. Publishers face competition from various sites offering free educational materials, including videos, PDFs, podcasts, and lesson plans. Instructors and learners need digital textbooks, open-source resources, and virtual learning platforms. Challenges include ensuring social connection and internet access, addressing cheating, and fostering self-motivation and time management skills. Publishers must provide text, sound effects, graphics, and multimedia to engage learners. The education market includes top publishers in the digital textbooks sub-segment and open-source e-textbooks . Government attempts to improve quality of education and learning settings require collaboration between publishers, educators, and technology providers.

Insights into how AI is reshaping industries and driving growth- Download a Sample Report

#### Segment Overview

This digital educational publishing market report extensively covers market segmentation by Product

1.1 Digital textbooks | 1.2 Digital assessment books | 1.3 Others End-user | 2.1 K | 2.2 Higher education  
2.3 Corporate and skill-based Geography | North America | Europe  
3.3 APAC | South America | Middle East and Africa

1.1 Digital textbooks- Digital textbooks have transformed the education sector by providing students with a portable, convenient, and interactive learning experience. Unlike traditional print textbooks, digital textbooks offer dynamic and multimedia content, enabling a more engaging and enjoyable learning experience. Students can access their course materials on various devices, eliminating the need to carry heavy backpacks filled with multiple textbooks. Digital textbooks also allow for real-time updates and revisions, ensuring students learn the most current and accurate information. Furthermore, digital textbooks promote sustainability and cost-effectiveness by reducing the need for paper production and distribution, and often cost less than print textbooks. These benefits make the digital textbooks segment a promising growth area in the digital educational publishing market.

Download complimentary Sample Report to gain insights into AI's impact on market dynamics, emerging trends, and future opportunities- including forecast (2024-2028) and historic data (2018 - 2022)

#### Research Analysis

The Digital Educational Publishing Market is experiencing rapid growth as the world shifts towards online learning. Augmented Reality (AR) technology is revolutionizing education, providing learning experiences for students in Primary School through University. Smartphone usage is driving the adoption of digital textbooks and assessment books, making learning more accessible and convenient. Self-assessment methods and digital technology enable remote learning facilities, allowing students in emerging nations to access quality education. Free-source and open-source platforms offer affordable digital content, while subscription plans provide comprehensive access to a wealth of digital media. Data observability ensures security and privacy in the digital realm, and digital literacy is becoming an essential skill for students. Blinkist and E-books offer quick and efficient ways to consume and digest information, making learning more flexible and efficient. The future of education is digital, and the possibilities are endless.

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### Market Research Overview

The Digital Educational Publishing Market is experiencing exponential growth, driven by the shift towards online learning and the increasing usage of smartphone devices for education. Augmented Reality (AR) technology is revolutionizing digital textbooks and assessment books, providing learning experiences for students of all ages, from primary school to university. Consumer reading interests are evolving, with digital material gaining popularity over print media. Enterprise sizes, governments, and emerging nations are investing in digital technology for education, enabling remote learning facilities and improving digital literacy. Free-source platforms like Mozilla Firefox and Google Chrome facilitate access to educational content on multiple pages, while content quality criteria ensure security and reliability. Digital media encompasses various formats, including e-books, videos, PDFs, podcasts, and lesson plans. License fees, subscription plans, and open-source platforms offer flexible options for learners and institutions. The market includes product types catering to K-12, higher education, and corporate or skill-based training. The 21st-century capabilities of digital technology enable life skills development, social-emotional learning, and internationalization. The European Commission and EU member nations are driving investment opportunities in this sector. Despite challenges such as recessionary curve, poor countries' stable internet access, and electrical supplies, the future of digital educational publishing looks promising.

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#### About Technavio

Technavio is a leading global technology research and advisory company. Their research and analysis focuses on emerging market trends and provides actionable insights to help businesses identify market opportunities and develop effective strategies to optimize their market positions.

With over 500 specialized analysts, Technavio's report library consists of more than 17,000 reports and counting, covering 800 technologies, spanning across 50 countries. Their client base consists of enterprises of all sizes, including more than 100 Fortune 500 companies. This growing client base relies on Technavio's comprehensive coverage, extensive research, and actionable market insights to identify opportunities in existing and potential markets and assess their competitive positions within changing market scenarios.

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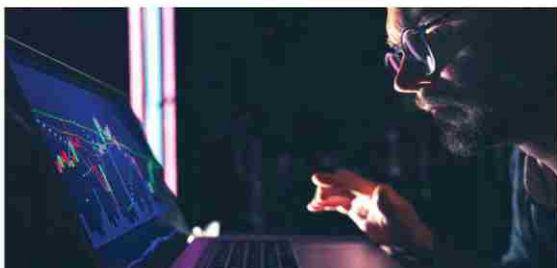
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## Stock Market Today: All You Need To Know Going Into Trade On Oct. 23 Manage your data

Publish Date: 2024-10-23 Source : Vratihik Jain



Stocks in the news, big brokerage calls of the day, complete trade setup and much more!

The three main Wall Street indices opened lower on Tuesday, as S&P 500 was dipped 0.41% at 5,830.13 points at the opening bell and the tech-heavy Nasdaq Composite also fell 0.46% to 18,454.13.

The 30-stock Dow Jones Industrial Average also opened lower, 0.80% to open at 42,931.60.

Brent crude was trading 2.50% higher at \$76.15 a barrel. Gold spot rose 0.90% to \$2,744.21 an ounce.

The NSE Nifty 50 and the BSE Sensex closed at the lowest level in over two months on Tuesday as the share price of heavyweights Reliance Industries Ltd. and HDFC Bank Ltd. dragged. Broad-based weakness in US stocks and Asian and European shares due to concern about the pace of unwinding of monetary conditions in the US also seeped into the Indian markets.

The Nifty 50 ended 309 points or 1.25% down at 24,472.10, and the Sensex closed 930.55 or 1.15% down at 80,220.72, the lowest level since Aug 14.

Overseas investors remained net sellers of Indian equities for the 17th consecutive session on Tuesday, while domestic institutional investors stayed net buyers for the 21st straight session. The FPIs offloaded stocks worth Rs 3,978.6 crore, while domestic institutional investors bought stocks worth Rs 21,545.9 crore, according to provisional data from the National Stock Exchange.

The Indian currency closed flat at 84.076 against the US dollar.

### Earnings Post Market Hours

#### Bajaj Finance Q2 FY25 (Consolidated, YoY)

Revenue up 27.72% at Rs 17095 crore versus Rs 13384 crore.

Net profit up 13.03% at Rs 4014 crore versus Rs 3551 crore (Bloomberg estimate Rs 4,118 crore).

Net interest income up 23% at Rs 8,838 crore vs Rs 7,190 crore.

AUM up 29% to Rs 3.73 lakh crore.

Gross NPA at 1.06%.

Net NPA at 0.46%.

FY25 credit cost guidance hiked from 1.75-1.85% to 2-2.05%.

Exceptional gain of Rs 2,544 crore in half-year standalone balance sheet on account of Bajaj Housing stake sale.

#### Adani Green Q2 FY25 (Consolidated, YoY)

Revenue up 38% at Rs 3,055 crore vs Rs 2,220 crore.

Ebitda up 30% at Rs 2,205 crore vs Rs 1,699 crore.

Ebitda margin at 72.2% vs 76.5%.

Net profit up 39% at Rs 515 crore vs Rs 371 crore.

#### Zomato Q2 FY25 (Consolidated, YoY)

Revenue up 68.5% at Rs 4799 crore versus Rs 2848 crore (Bloomberg estimate Rs 4,682 crore).

Ebitda at Rs 226 crore versus loss of Rs 47 crore (Bloomberg estimate Rs 209 crore).

Ebitda margin 4.7% (Bloomberg estimate 4.5%).

Net profit up 388.88% at Rs 176 crore versus Rs 36 crore (Bloomberg estimate Rs 249 crore).

Approved raising of funds up to Rs 8,500 crore via QIP.

#### Zensar Technologies Q2 FY25 (Consolidated, QoQ)

Revenue up 1.55% at Rs 1308 crore versus Rs 1288 crore (Bloomberg estimate Rs 1,310 crore).

Contd...



EBIT down 29.04% at Rs 171.5 crore versus Rs 241.7 crore (Bloomberg estimate Rs 170 crore).  
EBIT margin down 565 bps at 13.11% versus 18.76% (Bloomberg estimate 12.9%).  
Net profit down 1.26% at Rs 156 crore versus Rs 158 crore (Bloomberg estimate Rs 153 crore).  
Persistent Systems Q2 FY25 (Consolidated, QoQ)  
Revenue up 5.84% at Rs 2897 crore versus Rs 2737 crore (Bloomberg estimate Rs 2,866 crore).  
EBIT up 5.75% at Rs 406.2 crore versus Rs 384.1 crore (Bloomberg estimate Rs 392 crore).  
EBIT margin down 1 bps at 14.02% versus 14.03% (Bloomberg estimate 13.7%).  
Net profit up 6.2% at Rs 325 crore versus Rs 306 crore (Bloomberg estimate Rs 316 crore).  
Amber Enterprises Q2 FY25 (Consolidated, YoY)  
Revenue up 81.7% at Rs 1,685 crore versus Rs 927 crore (Bloomberg estimate Rs 1,205 crore).  
Ebitda up 91% at Rs 114 crore versus Rs 60 crore (Bloomberg estimate Rs 84 crore).  
Margin at 6.8% versus 6.4% (Bloomberg estimate 7%).  
Net profit of Rs 21 crore versus loss of Rs 5.7 crore (Bloomberg estimate Rs 4 crore).  
Approve merger Of Amberpr Technoplast India with company.  
Shoppers Stop Q2 FY25 (Consolidated, YoY)  
Revenue up 7.3% to Rs 1,114.87 crore versus Rs 1,039.12 crore.  
Ebitda down 7% to Rs 149.83 crore versus Rs 160.92 crore.  
Margin at 13.4% versus 15.5%.  
Net loss at Rs 20.59 crore versus Rs 2.73 crore.  
Max Financial Services Q2 FY25 (Consolidated, YoY)  
Total income grows 31.3% at Rs 13,376 crore versus Rs 10,189 crore.  
Net profit down 18.2% at Rs 139 crore vs Rs 170 crore.  
Ugro Capital Q2 FY25 (Consolidated, YoY)  
Total Income rose 35.2% at Rs 343 crore versus Rs 254 crore.  
Net profit rose 22.9% at Rs 35.5 crore versus Rs 28.9 crore.  
IIFL Securities Q2 FY25 (Consolidated, YoY)  
Total income up 32% at Rs 704 crore vs Rs 534 crore.  
Net profit up 90% at Rs 205 crore vs Rs 108 crore.  
Welspun Speciality Solutions Q2 FY25 (YoY)  
Revenue down 19.72% at Rs 167 crore versus Rs 208 crore.  
Ebitda down 76.92% at Rs 3 crore versus Rs 13 crore.  
Ebitda margin down 445 bps at 1.79% versus 6.25%.  
Net loss at Rs 6 crore versus profit of Rs 5 crore.  
Gabriel India Q2 FY25 (Consolidated, YoY)  
Revenue up 18.8% to Rs 1,027.09 crore versus Rs 864.45 crore (Bloomberg estimate Rs 1.109 crore).  
Ebitda up 34% to Rs 98.71 crore versus Rs 73.83 crore (Bloomberg estimate Rs 111 crore).  
Margin at 9.6% versus 8.5%. (Bloomberg estimate 10%).  
Net profit up 36% to Rs 62.92 crore versus Rs 46.33 crore. (Bloomberg estimate Rs 72 crore).  
Board approves interim dividend of Rs 1.75 per share.  
Olectra Greentech Q2 FY25 (Consolidated, YoY)  
Revenue up 70.5% to Rs 524 crore versus Rs 307 crore.  
Net Profit at Rs 47.7 crore versus Rs 18.6 crore.  
Ebitda at Rs 81.2 crore versus Rs 40.5 crore.  
Margin at 15.5% versus 13.2%.  
Indus Towers Q2 FY25 (Consolidated, YoY)  
Revenue up 4.66% at Rs 7,465 crore versus Rs 7,132 crore (Bloomberg estimate Rs 7,587 crore).  
Ebitda up 41.98% at Rs 4,907 crore versus Rs 3,456 crore (Bloomberg estimate Rs 4,214 crore).  
Ebitda margin up 1,727 bps at 65.73% versus 48.45% (Bloomberg estimate 55.5%).



Net profit up 71.79% at Rs 2,223 crore versus Rs 1,294 crore (Bloomberg estimate Rs 1749 crore).

Choice International Q2 FY25 (Consolidated, YoY)

Revenue up 29.6% to Rs 247 crore versus Rs 191 crore.

Net Profit up 55.3% to Rs 46.5 crore versus Rs 29.9 crore.

Ebitda up 55.88% to Rs 75.8 crore versus Rs 48.7 crore.

Margin at 30.7% versus 25.5%.

ICICI Prudential Life Insurance Company Q2 FY25 (Standalone, YoY)

Net premium income up 7% at Rs 10,754 crore versus Rs 10,022 crore.

Net profit up 3% at Rs 251 crore versus Rs 244 crore (Bloomberg estimate Rs 331 crore).

13th month persistency at 86.6% vs 85.7% (QoQ).

VNB Margin at 23.7% versus 28.8% (YoY).

Can Fin Homes Q2 FY25 (YoY)

Total income up 10.5% at Rs 963 crore vs Rs 871 crore.

Net profit up 33.78% at Rs 211 crore vs Rs 158 crore.

Mahindra And Mahindra Finance Q2 FY25 (Standalone, YoY)

Revenue from operations up 21% at Rs 3,897 crore vs Rs 3,212 crore.

Net profit up 57% at Rs 369 crore vs Rs 235 crore (Bloomberg estimate Rs 473 crore).

Cigniti Technologies Q2 FY25 (Consolidated, QoQ)

Revenue up 6.6% to Rs 499 crore versus Rs 468 crore.

Net Profit at Rs 52.9 crore versus Rs 10.5 crore.

Ebit up 34.2% to Rs 55.5 crore versus Rs 41.4 crore.

Margin at 11.1% versus 8.8%.

Chennai Petroleum Corporation Q2 FY25 (Consolidated, QoQ)

Revenue down 29.2% to Rs 12,086 crore versus Rs 17,095 crore.

Net loss at Rs 634 crore versus Rs 357 crore.

Ebitda down to Rs 675 crore versus Rs 663 crore.

Gujarat Mineral Development Corporation Q2 FY25 (Consolidated, YoY)

Revenue up 54.9% at Rs 593 crore vs Rs 383 crore.

Ebitda at Rs 141 crore vs Rs 52.9 crore.

Margin at 23.8% vs 13.8%.

Net profit up 71.4% at Rs 128 crore vs Rs 74.6 crore.

Responsive Industries Q2 FY25 (Consolidated, YoY)

Revenue up 30.3% at Rs 350 crore versus Rs 268 crore.

Ebitda up 18.6% at Rs 72.5 crore vs Rs 61.1 crore.

Margin at 20.7% vs 22.8%.

Net profit up 21.2% at Rs 49.3 crore vs Rs 40.7 crore.

Earnings in Focus

Aster DM Healthcare, AU Small Finance Bank, Bajaj Finserv, Bajaj Holdings & Investment, Birla Corporation, Birlasoft, CARE Ratings, Craftsman Automation, Dodla Dairy, Fedbank Financial Services, Fino Payments Bank, Godrej Properties, Heritage Foods, Hindustan Unilever, IIFL Finance, Johnson Controls-Hitachi Air Conditioning India, KPIT Technologies, Karnataka Bank, Dr. Lal PathLabs, MAS Financial Services, Metro Brands, Navin Fluorine International, NIIT Learning Systems, Nuvoco Vistas Corporation, Piramal Enterprises, Pidilite Industries, Piramal Pharma, RattanIndia Power, Sagar Cements, SBI Life Insurance, Schaeffler India, Sona BLW Precision Forgings, Syngene International, Thyrocare Technologies, TVS Holdings, TVS Motor Company, United Spirits, and V.I.P. Industries.

Stocks To Watch

Reliance Infrastructure: Reliance Infrastructure's subsidiary, Reliance Defence, would set up the largest integrated project to manufacture explosives, ammunition and small arms in Ratnagiri, Maharashtra. The company will invest over Rs 10,000 crore over the next 10 years in the Ratnagiri Project. The company has already been allotted 1,000 acres of land in Ratnagiri to develop Dhirubhai Ambani defence city.

Reliance Industries: The Competition Commission of India approved the merger of Reliance Industries with Disney after modifications in the deal. One of the conditions includes no billing of TV ad slot sales for IPL, ICC and BCCI cricketing rights till the end of existing rights.

Contd...

**Bharti Airtel:** The Competition Commission of India cleared a company proposal to increase its stake in Indus Towers, following a buyback of shares by the telecom infrastructure company.

**NHPC:** The company incurred loss of Rs 328 crore caused by damage to Teesta-V Power Station due to a landslide.

**Dhanlaxmi Bank:** The board approved fundraise of up to Rs 300 crore via rights issue.

**Firstsource Solutions:** The company to build a domain-centric large language model specific to the mortgage process.

**Imagicaaworld Entertainment:** The company's water park unit at Surat resumes operations, to open in the first week of November.

**Choice International:** The company unit Choice Finserv to acquire retail lending businesses of Paisabuddy Finance and Sureworth Financial Services.

**Sonata Software:** The company received a multi-year AI-powered managed services contract.

**Power Grid Corporation of India:** The company declared a successful bidder for an interstate transmission project from Rajasthan.

#### IPO Offering

**Waaree Energies:** The public issue was subscribed to 8.81 times on day 2. Their bids were led by non-institutional investors (24.38 times), retail investors (6.39 times), reserved for employees (3.11 times), and qualified institutional investors (1.73 times).

**Deepak Builders & Engineers India:** The public issue was subscribed to 12.04 times on day two. Their bids were led by non-institutional investors (17.41 times), retail investors (16 times), and qualified institutional investors (1.08 times).

**Godavari Biorefineries:** The company will offer its shares for bidding on Wednesday. The price band is set from Rs 334 to Rs 352 per share. The Rs 554.75 crore IPO issue combination of a fresh issue of Rs 325 crore and the rest offer for sale. The company raised 166 crores from anchor investors.

#### Block deal

**Trent:** Dodona Holdings sold 11.34 lakh shares (0.31%) at Rs 7,465 apiece, while Siddhartha Yog bought 11.34 lakh shares (0.31%) at Rs 7465 apiece.

#### Bulk deals

**SG Finserve:** Dharampal Satyapal Ltd bought 4 lakh shares (0.71%) at Rs 459.99 apiece, while S R Foundation sold 3 lakh shares (0.53%) at Rs 460 apiece.

**Orient Cement:** Ashika Credit Capital bought 10.5 lakh shares (0.51%) at Rs 353.23 apiece, while Nuvama Multi Asset Strategy Return Fund bought 18.7 lakh shares (0.91%) at Rs 347.94 apiece.

#### Trading Tweaks

Price band changes from 20% to 10%: Diffusion Engineers.

#### F&O Cues

Nifty October futures down by 1.06% to 24,538 at a premium 66 points.

Nifty October futures open interest up by 1.7%.

Nifty Bank October futures down by 1.24% to 51,434 at a premium of 177 points.

Nifty Bank October futures open interest up 3.35%.

Nifty Options Oct 24 Expiry: Maximum call open interest at 25,000 and maximum put open interest at 24,000.

Bank Nifty Options Oct 23 Expiry: Maximum call open interest at 52,500 and maximum put open interest at 51,000.

Securities in ban period : Aarti Industries, Bandhan Bank, Birlasoft, Chambal Fertilizers, GNFC, IEX, India Mart Intermesh, L&T Finance, Manappuram Finance, Piramal Enterprise, PNB, RBL Bank.

#### Money Market

The Indian rupee hit a fresh closing record as it closed little changed against the US dollar on Tuesday on likely dollar selling by the Reserve Bank of India amid the continuous selling of domestic stocks by global funds.

The rupee closed flat at Rs 84.076 against the dollar, according to Bloomberg data. The domestic currency had closed at Rs 84.066 against the greenback on Monday.

Disclaimer: NDTV Profit is a subsidiary of AMG Media Networks Limited, an Adani Group Company.

 **FINANCIAL EXPRESS**  
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## Q2 Result 2024 Live Updates: HUL, Dr Lal PathLabs, Piramal Pharma, Heritage Foods, TVS Motor, others releasing Q2 report today

Publish Date: 2024-10-23 Source : Bureau



**Q2 Earnings FY 2024-25 Live Updates:** Today, companies like HUL, Bajaj Finserv, SBI Life Insurance Company, TVS Motor Company, Godrej Properties, Piramal Pharma, Dr Lal PathLabs, TVS Holdings, Piramal Enterprises, Thyrocare Technologies, Heritage Foods, among others are releasing their Q2 earnings report.

**Q2 Earnings 2024 Live Updates:** With majors across segments and all of the IT services giants having released their Q2 results, the fiscal second quarter earnings season is now in full swing. Firms like Tata Consultancy Services (TCS), HCL Technologies, Infosys, Wipro, Tech Mahindra, Reliance Industries, Bank of Maharashtra, Nestle India, Axis Bank, HDFC Bank, LTIMindtree, Havells India, Paytm, PVR Inox, Bajaj Auto, Mphasis, Cyient DLM, Mahindra Logistics, Shoppers Stop, and others have announced their Q2 numbers already.

Today, companies like HUL, SBI Life Insurance Company, Pidilite Industries, TVS Motor Company, Bajaj Holdings & Investment, United Spirits, Godrej Properties, Metro Brands, Piramal Pharma, Dr Lal PathLabs, TVS Holdings, Piramal Enterprises, Ltd, IIFL Finance, VIP Industries, Johnson Controls -Hitachi Air Conditioning India, Thyrocare Technologies, NIIT Learning Systems, Heritage Foods, among others are lined up to release their report.

Earlier, Reliance Industries Ltd (RIL) had posted a profit decline of 4.8 per cent on-year at Rs 16,563 crore and revenue at Rs 235,481 crore. HCL Tech recorded Q2 profit at Rs 4,237 crore, up 10.5 per cent YoY and revenue at Rs 28,862 crore. TCS reported Q2 profit at Rs 11,909 crore, up 5.0 per cent YoY and revenue at Rs 64,259 crore. Infosys recorded Q2 profit at Rs 6506 crore and revenue at Rs 40,986 crore. Wipro, meanwhile, reported fiscal second quarter profit at Rs 3226.60 crore, up 21.0 per cent YoY and revenue at Rs 22,301.60 crore.

This week, other key players like ITC, Godrej Consumer Products, Patanjali Foods, NTPC, JSW Steel, DLF, Interglobe and others will announce their Q2 numbers.

<https://clientportal.conceptbiu.com/mv/oad/961-475584349-961>

## Business Standard

### NIIT consolidated net profit rises 11.18% in the September 2024 quarter

Last Updated : Oct 25 2024 | 2:51 PM IST

Sales rise 11.42% to Rs 90.71 crore

Net profit of NIIT rose 11.18% to Rs 11.83 crore in the quarter ended September 2024 as against Rs 10.64 crore during the previous quarter ended September 2023. Sales rose 11.42% to Rs 90.71 crore in the quarter ended September 2024 as against Rs 81.41 crore during the previous quarter ended September 2023.

Particulars	Quarter Ended Sep. 2024	Sep. 2023	% Var.
Sales	90.71	81.41	11.14
OPM	1.77	1.77	-
PBDT	20.86	15.92	31.14
PBT	15.20	11.43	33.16
NP	11.83	10.64	11.18

Powered by Capital Market - Live News

[https://www.business-standard.com/markets/capital-market-news/niit-consolidated-net-profit-rises-11-18-in-the-september-2024-quarter-124102500729\\_1.html](https://www.business-standard.com/markets/capital-market-news/niit-consolidated-net-profit-rises-11-18-in-the-september-2024-quarter-124102500729_1.html)



### NIIT Q2 Result: Net Profit Rises 11% To Rs 11.83 Crore Manage your data

Publish Date: 2024-10-25 Source : Bureau



NIIT's revenue for the quarter under review came in at Rs 90.71 crore.

Skills and talent development firm NIIT on Friday reported an 11.18% year-on-year rise in consolidated net profit to Rs 11.83 crore in the September quarter.

The Gurugram-headquartered company's net profit stood at Rs 10.64 crore in the year-ago period, according to a regulatory filing.

Revenue for the quarter under review came in at Rs 90.71 crore, an uptick of 11.43% from Rs 81.40 crore in the July-September quarter of FY24.

Seen quarter-on-quarter, profit and revenue rose 52.64% and 9.99%, respectively.

"The business recorded robust growth in Q2 across Technology, BFSI & other programs with enrolments increase in both early career and working professional segments. We expect this momentum to be maintained, driven by improving hiring sentiment in IT and acceleration in BFSI," NIIT vice chairman and MD Vijay K Thadani said.

The company's headcount declined to 735 employees in second quarter of financial year 2025 against 843 in second quarter of financial year 2024.

Share of NIIT was trading 3.84% lower at Rs 151.65 apiece on the BSE.

<https://clientportal.conceptbiu.com/mv/oad/961-475864664-961>

**THE ECONOMIC TIMES**

**12 smallcap stocks trading below their 5-year average PE ratios**

Publish Date: 2024-10-04 Source : Ritesh Presswala



**Undervalued Gems** When a stock's current price-to-earnings (PE) ratio is lower than its 5-year average, it may signal that the stock is undervalued compared to its historical levels. ETMarkets analysed BSE smallcap stocks with a trailing twelve-month (TTM) PE ratio below their 5-year average. Among these, 78 small-cap stocks matched the criteria, and we highlighted 12 stocks showing strong momentum, with their share prices rising by over 50% during FY25. Interestingly, two of these stocks turned into multibaggers in just over six months of FY25.

A lower PE ratio compared to its 5-year average suggests potential for future price growth, especially if the company's fundamentals remain solid. It's crucial to consider factors like earnings growth and overall market conditions to avoid overlooking potential risks.

**Indraprastha Medical Corporation**

FY25 Price Return: 149%. The stock's TTM PE is 28.37x, lower than its 5-year average of 49.74x.

Previous Close: Rs 428. 52-week high: Rs 484

**BASF India**

FY25 Price Return: 143%. TTM PE is 52.24x, compared to its 5-year average of 60.32x.

Previous Close: Rs 8,102. 52-week high: Rs 8,250

**VA Tech Wabag**

FY25 Price Return: 98%. The stock's TTM PE is 37.46x, lower than its 5-year average of 43.91x.

Previous Close: Rs 1,509. 52-week high: Rs 1,564.

**Symphony**

FY25 Price Return: 90%. With a TTM PE of 52.20x, the stock is below its 5-year average of 55.43x.

Previous Close: Rs 1,612. 52-week high: Rs 1,749.

**Zen Technologies**

FY25 Price Return: 74%. The stock's TTM PE is 95.31x, significantly lower than its 5-year average of 229.10x.

Previous Close: Rs 1,664. 52-week high: Rs 1,970.

**Motilal Oswal Financial Services**

FY25 Price Return: 73%. The TTM PE is 15.39x, nearly in line with its 5-year average of 15.47x.

Previous Close: Rs 719. 52-week high: Rs 829

**Kingfa Science & Technology (India)**

FY25 Price Return: 65%. The TTM PE stands at 31.04x, compared to its 5-year average of 48.03x.

Previous Close: Rs 3,244. 52-week high: Rs 3,717.

Contd...

**Maharashtra Scooters**

FY25 Price Return: 61%. The TTM PE is 63.64x, lower than its 5-year average of 114.29x.

Previous Close: Rs 11,531. 52-week high: Rs 12,788.

**Lloyds Engineering Works**

FY25 Price Return: 58%. TTM PE stands at 100.50x, slightly below its 5-year average of 109.03x.

Previous Close: Rs 77. 52-week high: Rs 93.

**NIIT**

FY25 Price Return: 56%.

With a TTM PE of 50.73x, the stock is well below its 5-year average of 294.12x.

Previous Close: Rs 165. 52-week high: Rs 204.

**Igarashi Motors India**

FY25 Price Return: 56%. TTM PE is 123.53x, significantly lower than the 5-year average of 269.52x.

Previous Close: Rs 640. 52-week high: Rs 791

**Privi Speciality Chemicals**

FY25 Price Return: 51%. The TTM PE is 47.99x, compared to a 5-year average of 68.08x.

Previous Close: Rs 1,495. 52-week high: Rs 1,719

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## THE ECONOMIC TIMES

# Q2 results this week: ICICI Bank, ITC, Bajaj Housing Finance, Zomato among 182 companies to announce earnings

Publish Date: 2024-10-20 Source : Navdeep Singh



**Synopsis** This week, 182 companies, including ICICI Bank, HUL, and Zomato, will report Q2 earnings. Key dates feature multiple significant announcements, impacting market sentiment and stock performance.

The second quarter earnings season is underway and as many as 182 companies will declare their results this week. Some of the marquee names include ICICI Bank YES Bank ITC Bajaj Housing Finance HUL Ultratech

Cement Bajaj Finance Bajaj Finserv , IndiGo, Paytm , and Zomato among others.

Here are the key earnings to watch out next week.

HUL | PayTM

More

Bajaj Finserv | 360 One Wam | City Union Bank | CG Power & Ind. | ITC | YES Bank | Cyient DLM | UltraTech Cem. | Gravita India | Zomato | Bajaj Finance | Bajaj Housing Finance Ltd. | ICICI Bank

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October 21

360 One WAM , Bajaj Housing Finance, CG Power and Industrial Solutions City Union Bank Cyient DLM Gravita India , HFCL, Indbank Merchant Banking Services, Jana Small Finance Bank, Mahindra Logistics, Maharashtra Scooters, Nelco, PMC Fincorp, Rajratan Global Wire, Route Mobile, Supreme Petrochem, Surana Solar, Swaraj Engines, Tips Films, Ultratech Cement, and Union Bank of India among others will announce their earnings on October 21.

October 22

Aditya Birla Real Estate, Adani Energy Solutions, Adani Green Energy, Amber Enterprises India, Bajaj Finance, Can Fin Homes, Chennai Petroleum Corporation, Coforge, Goodyear India, ICICI Prudential Life Insurance Company, IIFL Securities, Indus Towers, ICICI Securities, Jindal Hotels, Jubilant Ingrevia, Kajaria Ceramics, Mahindra & Mahindra Financial Services, Max Financial Services, Olectra Greentech, One 97 Communications, Persistent Systems, Salasar Techno Engineering, Shoppers Stop, SRF, Supreme Industries, Swastika Investmart, Ugro Capital, Varun Beverages, Welspun Specialty Solutions, Zensar Technologies, and Zomato and a few others will declare results on October 22.

October 23 Andhra Cements, Arfin India, Aster DM Healthcare, AU Small Finance Bank, Bajaj Finserv, Bajaj Holdings & Investment, Birla Corporation, Birlasoft, Care Ratings, Craftsman Automation, Dodla Dairy, Fedbank Financial Services, Fino Payments Bank, Godrej Properties, Orient Green Power Company, Heritage Foods, Hindustan Unilever, IIFL Finance, KPIT Technologies, Karnataka Bank, Dr. Lal PathLabs, MAS Financial Services, Metro Brands, Navin Fluorine International, New Delhi Television (NDTV), NIIT Learning Systems, Nuvoco Vistas Corporation, Piramal Enterprises, Pidilite Industries, Piramal Pharma, RattanIndia Power, SBI Life Insurance Company, Schaeffler India, Sona BLW Precision Forgings, Syngene International, TVS Holdings, TVS Motor Company, United Spirits, and V.I.P. Industries among others will announce quarterly numbers on October 23.

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#### October 24

Aarti Drugs, ACC, Agro Tech Foods, Adani Total Gas, Adani Wilmar, Bikaji Foods International, Capital Small Finance Bank, Castrol India, Chalet Hotels, CIE Automotive India, Colgate-Palmolive (India), Coromandel International, CSB Bank, Cyient, DCB Bank, Dixon Technologies (India), Finolex Industries, Glenmark Life Sciences, Go Digit General Insurance, Godrej Consumer Products, Home First Finance Company India, Indian Energy Exchange, ITC, JSW Energy, Laurus Labs, LT Foods, Manba Finance, Max India, Mahanagar Gas, Nippon Life India Asset Management, Nureca, Oracle Financial Services Software, Patanjali Foods, Petronet LNG, PNB Housing Finance, Radico Khaitan, Ramkrishna Forgings, R R Kabel, Sanghi Industries, Shilchar Technologies, Strides Pharma Science, Suryoday Small Finance Bank, Transport Corporation of India, Tourism Finance Corporation of India, Triveni Glass, Tata Teleservices (Maharashtra), United Breweries, Ujjivan Small Finance Bank, V2 Retail, and Westlife Foodworld and others will report second quarter earnings on October 24.

October 25 Aegis Logistics, Atul, Bank of Baroda, Bharat Electronics, Bharat Petroleum Corporation, Cholaman-dalam Investment and Finance Company, CMS Info Systems, Coal India, CreditAccess Grameen, Hindustan Petroleum Corporation, ICRA, IDBI Bank, InterGlobe Aviation, Indus Finance, Intellect Design Arena, Jammu & Kashmir Bank, JM Financial, JSW Holdings, JSW Steel, Jubilant Pharmova, Krsnaa Diagnostics, Mahindra Lifespace Developers, Mahindra Holidays & Resorts India, MOIL, NIIT, The Phoenix Mills, Poonawalla Fincorp, Praj Industries, Shakti Pumps (India), Shriram Finance, SMC Global Securities, Torrent Pharmaceuticals, Urja Global, UTI Asset Management Company, and Zee Media Corporation among others will announce results for quarter ended September 2024.

#### October 26

Godawari Power & Ispat, ICICI Bank, IDFC First Bank, J.K. Cement, SBFC Finance, and Yes Bank among others will declare results for the September quarter.

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## **IT NEWS ONLINE**

# **Corporate Training Market in Europe to grow by USD 14.25 Billion from 2024-2028, fueled by learning material digitization, AI-powered report highlights market trends - Technavio**

Tuesday 8th October, 2024 Source : Bureau

*Copyright 2024 PR Newswire. All Rights Reserved NEW YORK Oct. 7, 2024 /PRNewswire/ -- Report on how AI is redefining market landscape -*

Corporate Training Market in Europe size is estimated to grow by USD 14.25 billion from 2024-2028, according to Technavio. The market is estimated to grow at a CAGR of over 7.62% during the forecast period. Digitization of learning materials is driving market growth, with a trend towards increased emphasis on learning new skills. However, technical constraints to implementing corporate training poses a challenge - Key market players include Adobe Inc., Articulate Inc., Blanchard Training and Development Inc., BTS Group AB, Cegos Group, Cisco Systems Inc., City and Guilds Group, Cornerstone OnDemand Inc., D2L Inc., DEMOS, Development Dimensions International Inc., Franklin Covey Co., John Wiley and Sons Inc., Korn Ferry, Learning Technologies Group Plc, Mind Gym Plc, NIIT Ltd., Richardson Sales Performance, Skillsoft Corp., and Wilson Learning Worldwide Inc..

AI-Powered Market Evolution Insights. Our comprehensive market report ready with the latest trends, growth opportunities, and strategic analysis- View your snapshot now

Forecast period | Base Year | Historic Data | Segment Covered | Product (Technical course and Non-technical course), Type (Blended and E-learning), and Geography (Europe) | Region Covered | Europe | Key companies profiled Adobe Inc., Articulate Global Inc., Blanchard Training and Development Inc., BTS Group AB, Cegos Group, Cisco Systems Inc., City and Guilds Group, Cornerstone OnDemand Inc., D2L Inc., DEMOS, Development Dimensions International Inc., Franklin Covey Co., John Wiley and Sons Inc., Korn Ferry, Learning Technologies Group Plc, Mind Gym Plc, NIIT Ltd., Richardson Sales Performance, Skillsoft Corp., and Wilson Learning Worldwide Inc.

### Key Market Trends Fueling Growth

Corporate training in Europe is undergoing a significant transformation due to the integration of modern technologies such as artificial intelligence (AI), the Internet of Things (IoT), and machine learning. These advancements, coupled with the availability of big data, have necessitated the adoption of learning analytics by numerous organizations. Learning analytics enables training providers to assess the effectiveness of instructional materials and identify learners requiring additional support. Predictive analytics, a subset of learning analytics, utilizes statistical techniques to forecast learners' performance based on past learning patterns. This data-driven approach allows for the personalization of courses and the prediction of employee performance. However, it is essential that employees consent to data collection in accordance with the General Data Protection Regulation (GDPR). The applicability of big data and learning analytics is extensive, fueling market growth. Vendors are implementing business strategies such as mergers and acquisitions to expand their service offerings and cater to the increasing demand for corporate training in Europe. These activities will facilitate the acquisition of new skills for employees and contribute to the expansion of the corporate training market in Europe during the forecast period.

The European corporate training market is thriving, with a focus on various types of training for managerial and non-managerial employees. Managerial training includes leadership and strategic planning, while sales training enhances team performance. Customer management training is crucial for domestic organizations, with on-site and off-site options available. Non-profit organizations also invest in training, with customized programs for integrated employees. Open training and assessment ensure performance evaluation and ROI. HR management handles staffing, while IT support offers coaching and audit. Micro learning, business analytics, AI-ML, cyber security, and cloud infrastructure are key areas for upskilling and reskilling. Soft skills, diversity initiatives, and talent development are essential for employee productivity and motivation. Remote work and virtual training methods are trending, with FMCG industry leading the way. Training programs and workplace learning prioritize business goals, with face-to-face and virtual training methods used interchangeably.

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Insights on how AI is driving innovation, efficiency, and market growth- Request Sample!

#### Market Challenges

In Europe's corporate sector, customization and integration are key challenges in implementing effective training solutions. Customization caters to specific user needs, reducing time and complexity, but increases operating costs. Integration with existing business applications is crucial to maximize the potential of e-learning, but SaaS-based solutions often lack compatibility. The absence of seamless integration can lead to inefficiencies and decreased user engagement, potentially hindering the growth of the corporate training market in Europe. Vendors must provide technical support and companies must invest in customization to address these issues and ensure successful implementation.

In Europe's corporate training market, continuous learning and development are key. The workforce needs to adapt to the knowledge-based economy and acquire new skills and competencies. Digital transformation and technological adoption, including data analytics and artificial intelligence, are driving this need. Budget constraints call for personalized learning solutions from training providers. Technical training, compliance training, soft skills training, and quality training are essential. Micro-learning, gamification, and e-learning training modules are popular delivery methods. Assessment tools like competency-based assessments help measure progress. Challenges include job losses in sectors like Financial Services, Professional Services, Public Enterprises, Information Technology, and the BPO sector. Large corporates in the service industry, Telecom, FMCG, Automobile, Manufacturing, Healthcare, and IT organizations require training for work-life balance and leadership. Learning Management Systems and mobile devices facilitate flexible training. MNC companies and IT organizations prioritize technical skills. The training market caters to various sectors, addressing the diverse needs of the European business landscape.

Insights into how AI is reshaping industries and driving growth- Download a Sample Report Segment Overview.

This corporate training market in Europe report extensively covers market segmentation by Product

1.1 Technical course; 1.2 Non-technical course

Type 2.1 Blended; 2.2 E-learning Geography Europe

1.1 Technical course- The European corporate training market is a significant sector, with numerous businesses investing in employee development. Companies prioritize training to enhance skills, increase productivity, and foster innovation. Training methods include classroom sessions, e-learning, and on-the-job programs. The market is diverse, catering to various industries such as finance, healthcare, and technology. Continuous learning is crucial for businesses to stay competitive and adapt to changing market conditions.

Download complimentary Sample Report to gain insights into AI's impact on market dynamics, emerging trends, and future opportunities- including forecast (2024-2028) and historic data (2018 - 2022)

#### Research Analysis

The Corporate Training Market in Europe is witnessing significant growth due to the increasing focus on upskilling and reskilling to meet the demands of a rapidly changing business landscape. With the shift towards remote work, virtual training methods are gaining popularity, while face-to-face training continues to be effective for certain skills and industries. Diversity initiatives are also a key focus area for many organizations, driving the need for training programs that promote inclusion and cultural awareness. Employee productivity is a major concern, leading to the implementation of various training programs for managerial and non-managerial employees across sectors such as Pharmaceutical and Healthcare, Financial Services, Professional Services, Public Enterprises, Information Technology, and Non-Profit Organizations. Integrated training solutions cater to the development of technical skills, leadership training, managerial training, sales training, customer management training, and more. Amidst job losses and economic uncertainty, workplace learning is becoming increasingly important for both on-site and off-site employees to stay competitive and adapt to new roles.

#### Market Research Overview

The Corporate Training Market in Europe is witnessing significant growth due to the increasing focus on upskilling and reskilling employees to meet the demands of a knowledge-based economy. Remote work and digital transformation have accelerated the adoption of various training programs, including virtual and face-to-face methods. The FMCG industry, Financial Services, Professional Services, Public Enterprises, Information Technology, and BPO sector are leading the way in investing in employee development. Soft skills, technical

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skills, compliance training, and leadership training are popular areas of focus. Diversity initiatives, personalized learning, and micro-learning are also gaining traction. Training providers offer a range of delivery methods, assessment tools, and competency-based assessments to cater to various business goals and budget constraints. The service industry, telecom, automobile, manufacturing, healthcare, and non-profit organizations are also investing in workplace learning to enhance employee productivity, motivation, and retention. The use of Learning Management Systems, mobile devices, and gamification is becoming increasingly common. In today's rapidly changing business landscape, continuous learning and development are essential for workforce competitiveness. Companies are adopting technological advancements like data analytics, artificial intelligence, and virtual training methodologies to stay ahead. However, budget constraints and job losses in certain sectors pose challenges to the corporate training market. Integrated employees, managerial employees, and non-managerial employees benefit from open training and customized training programs. Performance evaluation, ROI evaluation, staffing, HR management, IT support, coaching, and audit are crucial aspects of effective training programs.

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5 Five Forces Analysis | 6 Market Segmentation Product Technical Course; Non-technical Course; Type;  
Blended; E-learning; Geography; Europe | 7 Customer Landscape | 8 Geographic Landscape | 9 Drivers,  
Challenges, and Trends | 10 Company Landscape | 11 Company Analysis | 12 Appendix

About Technavio

Technavio is a leading global technology research and advisory company. Their research and analysis focuses on emerging market trends and provides actionable insights to help businesses identify market opportunities and develop effective strategies to optimize their market positions.

With over 500 specialized analysts, Technavio's report library consists of more than 17,000 reports and counting, covering 800 technologies, spanning across 50 countries. Their client base consists of enterprises of all sizes, including more than 100 Fortune 500 companies. This growing client base relies on Technavio's comprehensive coverage, extensive research, and actionable market insights to identify opportunities in existing and potential markets and assess their competitive positions within changing market scenarios.

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SOURCE Technavio

<https://clientportal.conceptbiu.com/mv/oad/961-474193370-961>

**mint**

## Breakout stocks to buy or sell: NIIT to Syrma SGS Technology — Sumeet Bagadia picks five shares to buy today

Publish Date: 2024-11-07 Source : Ankit Gohel



Breakout stocks to buy or sell: Sumeet Bagadia recommends five shares to buy today — NIIT, Kaynes Technology India, Gokul Refoils & Solvents, Shaily Engineering Plastics and Syrma SGS Technology.

Indian stock market benchmark indices, Sensex and Nifty 50, saw a sharp pullback rally in the past two sessions led by positive cues from the global markets. Markets reacted sharply to the US election results 2024 wherein Donald Trump is set to

become the next US President.

On Wednesday, the domestic equity indices, Sensex and Nifty 50 witnessed strong buying after a gap-up opening and ended the session on a positive note. The Sensex surged 901.50 points, or 1.13%, to close at 80,378.14, while the Nifty 50 ended 270.75 points, or 1.12%, higher at 24,484.05. Midcap and Smallcap indices outperformed the benchmarks with more than 2% rally each. All the sectoral indices ended in the green.

Sumeet Bagadia's stocks to buy today

Sumeet Bagadia, Executive Director at Choice Broking noted that on the daily chart, the Nifty 50 index formed an inside bar candle in the previous session, signaling consolidation and uncertainty. According to him, if the index sustains above 24,500, it could potentially advance toward the 24,750 level. Conversely, a break below the 24,200 mark could lead to further downside.

Speaking on the outlook for the Indian stock market today, Sumeet Bagadia said, "The Indian stock market bias has improved after the 3% rally witnessed by the Nifty 50 index in the last two straight sessions. However, the 50-stock index needs to close above 24,500 for turning the bias positive on Dalal Street. Till then, investors are advised to maintain a stock-specific approach with special focus on breakout stocks."

Regarding breakout stocks to buy today, Sumeet Bagadia recommended buying these five stocks: NIIT, Kaynes Technology India, Gokul Refoils & Solvents, Shaily Engineering Plastics and Syrma SGS Technology.

Shares to buy today

- 1] NIIT: Buy at Rs. 192.56; Target Rs. 203; Stop Loss: Rs.
- 2] Kaynes Technology India: Buy at Rs. 5,872.95; Target Rs. 6,222; Stop Loss: Rs.
- 3] Gokul Refoils & Solvents: Buy at Rs. 66.51; Target Rs. 70.50; Stop Loss: Rs.
- 4] Shaily Engineering Plastics: Buy at Rs. 1,155.65; Target Rs. 1,250; Stop Loss: Rs.
- 5] Syrma SGS Technology: Buy at Rs. 554.15; Target Rs. 585; Stop Loss: Rs.

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THE ECONOMIC TIMES

## 37 smallcap stocks offered double-digit weekly returns in bearish market

Publish Date: 2024-11-09 Source : Bureau



JSW Holdings led smallcaps with a 57% gain, followed by Avalon Technologies at 34% and ITI at 33.2%. Around 31 other stocks, including Innova Captab, Tilaknagar, NIIT, and CarTrade Tech, saw returns of 10-20% this week.

Indian stock market continued to experience consolidation due to heightened selling pressure from foreign investors, driven by concerns over weak corporate

earnings and premium valuations.

But, bucking the downturn, about 37 smallcap stocks delivered double-digit weekly returns during the week, with three of them offering over 25% returns.

JSW Holdings was the top gainer in the smallcap pack with nearly 57% returns, followed by Avalon Technologies (34%) and ITI

About 31 stocks including Innova Captab, Tilaknagar, Dhama Services, DCM Shriram, Raghav Productivity Enhancers, Vijaya Diagnostic Centre, NIIT, CarTrade Tech, Ramco Industries, Indian Metals and Ferro Alloys have offered returns between 10% and 20% during the week.

Only three stocks in the midcap segment — Paytm, Dixon Technologies, and Page Industries — have risen in double digits. While Paytm has gained 11%, Dixon and Page were up just over 10% each.

From the Sensex pack, M&M topped the charts with nearly 6% returns, followed by Tech Mahindra at 4.9% and HCL Tech at 4.5%.

Analysts said the ongoing broad-based correction is particularly evident in sectors with excessive valuations. Additionally, the anticipated slowdown in domestic Q2 GDP growth has further dampened market sentiment.

What should investors do?

In the coming week, key economic data points to watch include the Index of Industrial Production (IIP) and inflation. The market will continue to be influenced by Q2 earnings, Trumponomic policies, and actions by FIIs.

FIIs have been selling equities for the last 29 consecutive days, amounting to Rs1.41 lakh crore, denting investor sentiments.

"Markets are expected to remain sideways on the back of mixed global factors and subdued quarterly results. However there could be stock-specific action on account of the last leg of Q2 earnings to be announced next week," said Siddhartha Khemka, Head of Research at Wealth Management.

Technically, the short-term trend of Nifty continues to be choppy and this consolidation is likely to continue for the coming session.

"The next lower supports to be watched are around 23,800 levels. Immediate resistance is placed at 24,250 levels," said Nagaraj Shetti of HDFC Securities.

<https://clientportal.conceptbiu.com/mv/oad/961-477079217-961>



## **NIIT Learning Systems soars after India Ratings assigns AA- rating with stable outlook**

Publish Date: 2024-11-25 Source : Bureau

India Ratings stated that the rating factors in NLSL s established market position and robust business profile, supporting its revenue growth, strong profitability and comfortable credit profile.

The under-penetrated market of learning & development outsourcing in which NLSL operates and NLSL s leadership position in the sector further support its rating.

The agency further said that a positive rating action could result from meaningful growth in the operational parameters (new customer added, per customer revenue visibility) leading to substantial growth in the revenue and EBITDA, while keeping the consolidated net adjusted leverage below 1x on a sustained basis.

Developments that could, individually or collectively, lead to a negative rating action include a substantial reduction in the revenue and/or a meaningful decline in the profitability, both on a consolidated and sustainable basis, any significant debt-funded acquisitions and/or higher-than-expected dividend pay-outs, leading to the consolidated net leverage exceeding 2.0x on a sustained basis.

NIIT Learning Systems is a leading managed training services company that is engaged in building skilled human capital and enhancing workforce talent worldwide in corporate segment. It caters to geographies such as the Americas and Europe through its five subsidiaries and functions in diverse sectors such as technology, telecom, BFSI, healthcare, management consulting services, energy, and so on.

<https://clientportal.conceptbiu.com/mv/oad/961-478651287-961>



# Stock market fails to hold gain; continues 3-day losing streak

The Sensex was up 9.83 points or 0.01 per cent at 79,496.15, and the Nifty was down 6.90 points or 0.03 per cent at 24,141.30

STATESMAN NEWS SERVICE  
NEW DELHI, 11 NOVEMBER

Stock market continued the three-day losing streak on Monday with support from IT and bank stocks offset by a decline in auto stocks.

However, the market gained momentum in the afternoon but closed flat as Nifty and Sensex erased all gains by the end of trading.

At close, the Sensex was up 9.83 points or 0.01 per cent at 79,496.15, and the Nifty was down 6.90 points or 0.03 per cent at 24,141.30.

On Nifty, the top gainers were Power Grid Corporation of India (4.28 per cent), Trent

(2.89 per cent), Infosys (1.65 per cent), HCL Technologies (1.62 per cent), Tech Mahindra (1.36 per cent).

While the losers were Asian Paints (8.17 per cent), Britannia Industries (5.44 per cent), Apollo Hospitals Enterprise (3.58 per cent), Cipla (2.50 per cent), Oil & Natural Gas Corporation (2.15 per cent).

Among the sectors, Nifty IT extended its winning streak closing with a 1.28 per cent gain.

It was followed by Nifty Bank, which rose by 0.61 per cent. Nifty Media fell by 1.3 per cent, while Nifty Metal, Nifty Pharma, Nifty Oil & Gas, and Nifty Consumer Durables all ended with losses ranging



from 0.65 per cent to 1 per cent. Nifty Bank was led by HDFC Bank, ICICI Bank, and SBI.

BSE Midcap index was down 0.8 per cent and smallcap index shed 1 per cent. On BSE, over 250 stocks

touched their 52-week high including, Coforge, Wipro, Federal Bank, Indian Hotels, KIMS, Page Industries, Vimta Labs, NIIT, Indraprastha Gas, CarTrade Tech, Krsnaa Diagnostics among others.

Shares of Asian Paints tanked 8 per cent after several brokerages expressed disappointment over the company's underwhelming Q2 FY25 performance.

Shares of MapMyIndia parent - C.E. Info Systems - tumbled over 8 per cent after the company reported 8.2 per cent year-on-year decline in consolidated net profit.

United Spirits gained nearly 2 per cent, after foreign broking firm Goldman Sachs kicked

off coverage with a bullish outlook on India's spirit market.

Notably, the data with the Association of Mutual Funds in India (AMFI) showed that in October, equity mutual funds witnessed a record inflow of Rs 41,887 crore, marking a surge of over 21 per cent on a month-on-month (MoM) basis.

Overall, the mutual fund industry witnessed an inflow of Rs 2.4 trillion in October, after an outflow of Rs 71,114 crore in September.

After the US election results, India is looking forward to the CPI data with a muted view as food prices are likely to be higher. This essentially will force RBI to hold the interest rates in the short-term.

The Statesman, New Delhi, November 12, 2024

## THE ECONOMIC TIMES

### Sensex falls! But these stocks gained over 10% on BSE

Publish Date: 2024-11-26 Source: Bureau



ETMarkets.com In the Nifty 50 index, 22 stocks ended in the green, while 28 stocks closed in the red in today's trade. Stories you might be interested in Subscribe to our ET Investment Opportunities BACK TO TOP

These high-performing stocks that rallied more than 10% during the session included, Signpost India (13.71%), NIIT (13.28%), Siyaram Silk (13.12%), Hemadri Cements (12.79%), Maestros Elec (12.06%),

Veerhealth Care (12.02%), Tips Films (11.21%), Punjab Comm (10.91%), Parnax Lab (10.89%) and Delta Manufacturing (10.81%).

The 30-share Sensex ended 105.79 points down at 80004.06, while the 50-share Nifty index closed 27.41 points at 24194.5.

In the Nifty 50 index, 22 stocks ended in the green, while 28 stocks closed in the red.

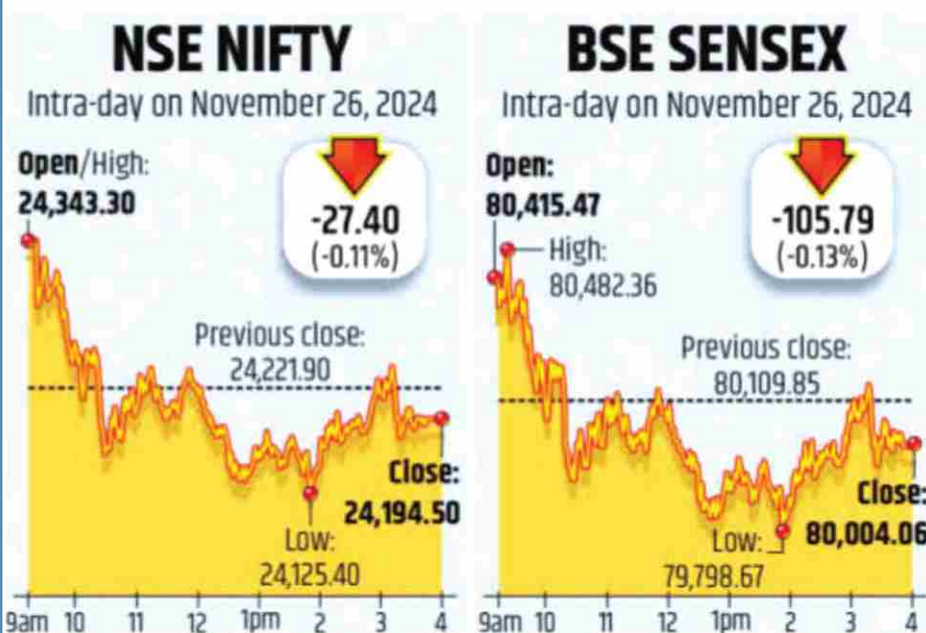
Meanwhile, stocks such as 3P Land Holdings, NIIT, Siyaram Silk, Sterling Tools and Megri Soft hit their fresh 52-week high, while Arfin India, Adani Green, Apcotex Ind, Galaxy Bearings and Alliance Int. touched their new 52-week low in today's trade.

<https://clientportal.conceptbiu.com/mv/oad/961-478791630-961>



# Market ends 2-day gaining streak

Sensex was down 105.79 pts at 80,004.06 & the Nifty was down 27.40 pts



STATESMAN NEWS SERVICE  
NEW DELHI, 26 NOVEMBER

**M**arket broke the two-day rally on Tuesday to end marginally lower in a volatile session with Nifty closing slightly below 24,200.

At close, the Sensex was down 105.79 points or 0.13% at 80,004.06, and the Nifty was down 27.40 points or

0.11% at 24,194.50.

Amid the mixed global cues, market opened higher with Nifty above 24,300. However, it erased all the gains in the first hour and traded in red zone for most part of the day. On Nifty, the top gainers were Shriram Finance (3.34%), Britannia Industries (2.24%), Bharat Electronics (1.90%), Asian Paints (1.84%), and Infosys (1.82%).

While on the losing side were Adani Enterprises (4.74%), Adani Ports & Special Economic Zone (3.25%), Bajaj Auto (3.01%), Ultratech Cement (2.94%), and Sun Pharmaceutical Industries (2.07%).

On BSE, over 210 stocks touched their 52-week high. These included ADF Foods, CarTrade Technologies, Cigniti Technologies, Coforge,

Dynamic Cables, Federal Bank, Genesys International, HDFC Bank, Keynes Technologies, Laurus Labs, Marksans Pharma, Mastek, NIIT, Orchid Pharma, Persistent Systems, Piramal Enterprises, Pix Transmission, Praj Industries, Siyaram Silk, Sterling Tools, Tilaknagar Industries, Triveni Turbine, Wipro, among others. BSE Midcap index ended flat, while Smallcap index added 0.6%. Among the sectors, Nifty IT index ended the session 1.07% higher. Nifty FMCG index also closed with a 1% gain.

Auto stocks, including Bajaj Auto, Mahindra & Mahindra, Tata Motors, Eicher Motors, Maruti Suzuki India, and Hero MotoCorp, also saw declines of up to 3%.

PSU stocks such as Coal India, ONGC, Power Grid, and BPCL experienced selling pressure, closing Tuesday's trade with losses ranging between 1% and 1.5%.

Among the individual performances, shares of Vodafone Idea surged 9% after the Union Cabinet approved the waiver of bank guarantees for telecom operators. Markets across Asia ended today's session on a flat note.



## INDIA'S CIBIL BLIND SPOT

# Millions missing out on financial benefits

In a country where economic aspirations continue to soar, millions of Indians remain unaware of a powerful tool that could unlock their financial potential: the CIBIL score. The three-digit number, ranging from 300 to 900, serves as one of the most reliable indicators of one's credit health, allowing one to determine their ability to secure loans and credit cards.

A strong CIBIL score offers numerous advantages in financial transactions. It typically results in increased credit limits across various financial products, including credit cards and overdrafts. Financial institutions tend to extend more generous credit offerings to individuals with a proven history of reliable loan repayment. Moreover, those with favourable scores often experience expedited loan approval processes. Perhaps most importantly, a high CIBIL score significantly enhances the likelihood of loan approval, as banks view such individuals as lower-risk borrowers, making them more inclined to extend credit.

However, despite its substantial significance, the importance of a healthy CIBIL score remains amiss among the majority of the masses.

### Overcoming financial barriers

A TransUnion CIBIL report published in 2022 noted that more than 160 million Indian consumers were considered to be underserved at the end of 2021. 'Credit underserved' people refers to those who have some credit history, yet do not use traditional credit products. This revelation is astounding considering that India has now surpassed the 100 million mark for credit cards in February 2024.

A significant portion of the Indian population faces challenges in understanding fundamental credit and lending concepts due to limited financial literacy, further exacerbated by the widespread reliance on the informal economy, which keeps many individuals outside the formal banking system and limits their exposure to credit-related information.

### Paving way for financial literacy

To bridge the awareness gap and ensure that more Indians understand the importance of maintaining a good CIBIL score, a multi-pronged approach involving the government, non-government agencies, and the corporate sector is the need of the hour.

Recognising the need to improve

financial literacy, the Indian government has undertaken several initiatives aimed at raising awareness about the importance of CIBIL scores. The Reserve Bank of India (RBI) annually observes Financial Literacy Week to enhance the public's knowledge of financial literacy. Additionally, the RBI has also mandated that all individuals are entitled to one free credit report annually from each of the four credit information companies, including CIBIL. Moreover, the government has integrated credit score awareness into broader financial inclusion programs such as the Pradhan Mantri Jan Dhan Yojana (PMJDY), which seeks to bring more people into the formal banking system.

At the same time, WEP and TransUnion CIBIL launched *SEHER*, a program to boost financial literacy for women entrepreneurs. Part of WEP's Financing Women Collaborative, it aims to improve credit access and financial management skills for women-led businesses. Simultaneously, NGOs and corporations can play a significant role in enhancing financial literacy among individuals by collaborating on the development and implementation of educational programs tailored to different demographics via workshops and seminars. Utilising their expertise and the resources dedicated to their CSR projects, corporates can massively impact the reach of such programs across the lengths and breadths of the country, while NGOs play a crucial role in focussing on the outreach of the programs at the grassroots level, particularly in underserved communities to provide both theoretical and hands-on experiences in local dialects.

Such initiatives have made a gradual yet remarkable impact in recent years: a recent TransUnion study reported a 73% growth in Indian credit monitoring in 2023, with motives varying from monitoring pre-account opening (57%), and score improvement (23%), to managing debt (20%). As we embark on our journey to become a truly developed nation, it is essential to create a financially informed and capable society that recognises the significance of a healthy credit score necessary for financial stability – further facilitating a calmer, enhanced quality of life.

*(The author, Vikram Kumar, is the Head of partnership & Communications, at NIIT Foundation.)*



**DREAM  
DARE  
DELIVER**

**NIIT**

# SMART STATS

## ET WEALTH TOP 50 STOCKS

Every week we put about 3,000 stocks through four key filters and rate them on a mix of factors. The end result of this is the listing of the top 50 stocks based on the composite rating to help ease your fortune hunt.

	RANK		PRICE	GROWTH		VALUATION RATIOS				RATING	
	Current Rank	Previous Rank		Stock Price	Revenue	Net Profit	PE	PB	PEG (5-year)	Div Yield (%)	No. of funds
Kotak Mahindra Bank	1	1	1,823	29	32	17.0	2.7	1.5	0.1	142	*****
CreditAccess Grameen	2	2	1,171	39	44	12.5	2.7	0.5	0.9	60	*****
Can Fin Homes	3	3	884	23	19	15.2	2.6	1.1	0.7	44	*****
Manappuram Finance	4	4	191	29	31	7.3	1.4	1.3	1.7	9	*****
Bajaj Finance	5	6	7,434	32	19	31.1	5.8	1.8	0.5	102	*****
Aavas Financiers	6	5	1,778	22	12	27.8	3.7	2.0	0.0	38	*****
REC	7	7	538	21	25	9.8	2.0	0.8	2.9	118	*****
Petronet LNG	8	8	364	-5	17	13.7	2.9	1.3	2.8	30	*****
Bandhan Bank	9	20	189	21	27	11.9	1.4	1.0	0.8	17	*****
NIIT Learning Systems	10	26	495	10	13	30.7	6.7	5.4	1.1	13	*****
Indus Towers	11	15	378	1	127	15.3	3.8	1.0	0.0	59	*****
Karur Vysya Bank	12	12	211	24	38	10.0	1.6	1.2	1.1	42	*****
Cholamandalam Inv. & Fin. Co	13	49	1,516	46	28	35.0	6.3	1.9	0.1	124	*****
The Great Eastern Shipping Co.	14	11	1,233	-2	6	6.1	1.3	0.1	3.0	21	*****
PI Industries	15	10	4,660	11	35	40.7	7.7	1.7	0.3	64	*****
Gujarat Pipavav Port	16	14	219	10	31	27.8	4.4	2.2	3.3	15	*****
AJ Small Finance Bank	17	13	732	34	3	32.9	4.2	1.3	0.1	38	*****
City Union Bank	18	41	161	10	12	11.3	1.4	2.9	0.9	24	*****
Natco Pharma	19	17	1,363	42	103	15.1	3.8	0.9	0.7	11	*****
CMS Info Systems	20	35	586	19	9	27.0	4.8	2.7	1.0	27	*****
Utkarsh Small Finance Bank	21	23	46	29	2	9.5	1.6	0.4	1.1	8	*****
Ashoka Buildcon	22	22	243	27	188	11.0	2.9	0.3	0.0	10	*****
State Bank Of India	23	31	794	21	2	10.4	1.7	1.0	1.7	214	*****
The Federal Bank	24	18	194	29	4	11.9	1.5	1.1	0.6	88	*****
Chambal Fertilisers and Chem.	25	19	531	-34	27	15.7	2.8	1.7	1.4	11	*****
Axis Bank	26	57	1,176	24	122	13.8	2.2	1.0	0.1	205	*****
Hero MotoCorp	27	37	5,663	14	37	27.9	6.1	6.6	2.5	110	*****
Coal India	28	28	502	3	14	8.8	3.3	0.8	5.0	110	*****
Shriram Finance	29	36	3,410	21	20	16.9	2.6	2.1	1.3	101	*****
Maruti Suzuki India	30	21	12,647	17	47	27.6	4.5	2.4	1.0	173	*****
DCB Bank	31	60	119	25	9	6.9	0.8	0.9	1.1	20	*****
Birlasoft	32	25	590	9	82	25.7	5.3	1.2	1.1	40	*****
Zyventus Lifesciences	33	27	1,069	12	66	25.6	5.0	1.7	0.3	68	*****
Reeco Home Finance	34	33	525	15	30	7.6	1.1	3.2	0.6	10	*****
ICICI Bank	35	30	1,256	26	21	19.4	3.3	1.3	0.8	270	*****
Just Dial	36	34	1,193	19	42	24.7	2.5	2.1	0.0	6	*****
Tata Motors	37	62	926	18	218	10.2	3.8	0.2	0.6	124	*****
Hawkins Cookers	38	24	8,792	4	23	40.3	12.8	4.0	1.4	5	*****
Gulf Oil Lubricants India	39	29	1,364	8	33	20.7	4.9	2.2	2.6	8	*****
Central Depository Services	40	9	1,415	63	64	61.8	17.4	2.3	1.6	50	*****
Data Patterns (India)	41	88	2,279	13	35	68.5	9.5	2.1	0.3	19	*****
Sun Pharmaceutical Industries	42	32	1,911	9	23	44.4	6.9	0.3	0.7	171	*****
NMDC	43	16	239	16	5	11.9	2.5	2.8	3.0	38	*****
Infosys	44	53	1,893	3	9	29.5	8.4	3.4	2.4	212	*****
Aarti Pharmabiabs	45	50	616	0	19	24.8	3.1	1.7	0.5	9	*****
Eicher Motors	46	38	4,783	13	30	31.5	7.0	2.9	1.1	65	*****
Bajaj Holdings & Investment	47	65	10,519	328	41	15.8	2.2	0.6	1.2	9	*****
Bikaji Foods International	48	45	920	19	74	82.2	18.3	1.4	0.1	25	*****
Zensar Technologies	49	39	667	2	63	23.2	4.2	1.9	1.3	28	*****
UTI Asset Management Co.	50	43	1,234	20	35	20.1	3.4	0.9	3.8	24	*****

\*REVENUE AND EPS FIGURES BASED ON ONE-YEAR GROWTH. DATA AS ON 3 OCT 2024.

SOURCE: VALUE RESEARCH

### 1 Fast growing stocks

Top 5 stocks with the highest revenue (1-year) growth (%)



### 2 Least expensive stocks

Top 5 stocks with the lowest price to earnings ratio



### 3 Best PEGs

Top 5 stocks with the least price earnings to growth ratio



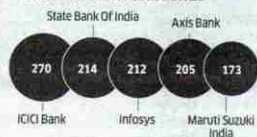
### 4 Income generators

Top 5 stocks with the highest dividend yield (%)



### 5 Most widely held

Top 5 stocks held by most number of mutual funds



SEE NUMBER OF MUTUAL FUNDS HOLDING THE STOCKS IN THE ADJACENT TABLE.

WEALTH (The Economic Times), New Delhi, October 07, 2024



**DREAM  
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**NIIT**

# SMART STATS

## ET WEALTH TOP 50 STOCKS

Every week we put about 3,000 stocks through four key filters and rate them on a mix of factors. The end result of this is the listing of the top 50 stocks based on the composite rating to help ease your fortune hunt.

RANK	PRICE		GROWTH*		VALUATION RATIOS				RATING		
	Current Rank	Previous Rank	Stock Price	Revenue	Net Profit	PE	PB	PEG (5-year)	Div Yield (%)	No. of funds	Value Research Stock Rating
Kotak Mahindra Bank	1	1	1,759	25	29	15.7	2.4	1.2	0.1	142	*****
Can Fin Homes	2	2	856	17	25	13.9	2.4	0.8	0.7	44	*****
Manappuram Finance	3	3	153	27	21	5.8	1.0	0.2	2.1	9	*****
Bajaj Finance	4	4	6,920	30	15	27.8	4.9	1.1	0.5	102	*****
AU Small Finance Bank	5	5	596	41	6	24.6	2.8	0.7	0.2	38	*****
Aavas Financiers	6	6	1,656	19	14	25.3	3.3	2.1	0.0	38	*****
Indus Towers	7	7	333	5	128	11.9	3.2	0.1	0.0	59	*****
REC	8	9	522	21	17	9.4	1.9	0.4	3.0	118	*****
NIIT Learning Systems	9	8	468	5	12	27.6	5.8	3.7	1.1	13	*****
Cholamandalam Inv. & Fin. Co.	10	10	1,287	42	25	28.0	5.0	0.7	0.2	124	*****
Karur Vysya Bank	11	11	227	22	32	10.4	1.7	0.8	1.0	42	*****
The Great Eastern Shipping Co.	12	12	1,206	-2	6	6.5	1.4	1.4	2.8	21	*****
KFin Technologies	13	13	1,026	27	37	59.5	14.6	1.5	0.6	23	*****
Petronet LNG	14	15	333	2	15	13.1	2.7	0.9	2.9	30	*****
ICI Bank	15	17	1,264	23	17	19.0	3.3	1.4	0.8	270	*****
Hero MotoCorp	16	19	4,778	14	37	23.6	5.1	1.0	2.9	110	*****
Chambal Fertilisers and Chem.	17	23	499	-29	26	13.4	2.5	0.6	1.5	11	*****
KPIT Technologies	18	26	1,438	28	49	54.3	15.8	1.1	0.5	51	*****
Shriram Finance	19	25	3,041	20	22	14.4	2.2	0.7	1.5	101	*****
Nesco	20	20	1,007	15	18	18.9	2.9	1.1	0.6	6	*****
LTMindtree	21	42	5,972	4	5	37.4	8.3	7.3	1.1	50	*****
PI Industries	22	18	4,641	11	35	40.8	7.8	1.6	0.3	64	*****
NMDC	23	21	242	16	5	11.9	2.5	0.5	3.0	38	*****
Happy Forgings	24	--	1,145	9	16	41.4	6.3	1.9	0.4	23	*****
Utkarsh Small Finance Bank	25	55	42	29	2	8.8	1.5	0.4	1.2	8	*****
Zydus Lifesciences	26	45	977	12	66	23.3	4.6	0.7	0.3	68	*****
Natco Pharma	27	22	1,432	42	103	15.6	3.9	0.2	0.7	11	*****
Bandhan Bank	28	14	180	22	10	10.5	1.2	0.5	0.8	17	****
Just Dial	29	28	1,128	14	59	19.3	2.2	0.3	0.0	6	*****
Infosys	30	33	1,838	3	8	27.8	8.3	3.3	2.6	212	*****
Ashoka Buildcon	31	27	239	27	188	10.8	2.8	0.1	0.0	10	*****
Indiamart Intermesh	32	32	2,396	18	36	33.6	7.7	1.0	0.8	28	****
Gulf Oil Lubricants India	33	24	1,234	7	27	17.9	4.4	0.7	2.9	8	*****
CMS Info Systems	34	30	526	19	7	24.0	4.1	2.2	1.1	27	*****
HCL Technologies	35	53	1,852	7	9	29.5	7.2	3.3	2.8	123	*****
Repco Home Finance	36	31	487	15	30	7.1	1.0	0.7	0.6	10	*****
Sun Pharmaceutical Industries	37	38	1,800	9	29	38.9	6.2	1.5	0.8	171	*****
State Bank Of India	38	35	858	21	2	11.3	1.9	1.7	1.6	214	****
UTI Asset Management Co.	39	29	1,339	32	49	20.6	4.0	0.4	3.5	24	*****
City Union Bank	40	36	182	10	12	12.7	1.5	4.6	0.8	24	*****
Abbott India	41	71	28,605	8	19	46.8	17.1	2.5	1.4	50	****
LG Balakrishnan & Bros	42	40	1,295	9	10	14.7	2.3	1.7	1.4	8	*****
Kewal Kiran Clothing	43	39	629	-2	13	24.4	5.2	1.9	0.3	15	****
DCB Bank	44	41	121	23	11	6.7	0.8	1.2	1.0	20	****
Computer Age Management	45	34	4,725	26	37	54.2	22.3	1.5	1.0	45	*****
Emami	46	67	674	5	12	37.9	11.1	3.3	1.2	47	*****
Muthoot Finance	47	50	1,837	28	17	16.4	2.9	0.9	1.3	50	*****
Voltamp Transformers	48	44	10,519	16	39	31.3	7.6	0.8	0.8	18	*****
Gland Pharma	49	69	1,776	21	47	43.0	3.4	1.1	1.1	54	****
Bikaji Foods International	50	48	872	23	60	75.7	16.6	1.3	0.1	25	*****

\*REVENUE AND EPS FIGURES BASED ON ONE-YEAR GROWTH. DATA AS ON 8 NOV 2024.

SOURCE: VALUE RESEARCH

### 1 Fast growing stocks

Top 5 stocks with the highest revenue (1-year) growth (%)



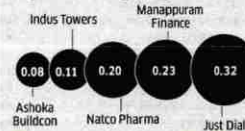
### 2 Least expensive stocks

Top 5 stocks with the lowest price to earnings ratio



### 3 Best PEGs

Top 5 stocks with the least price earnings to growth ratio



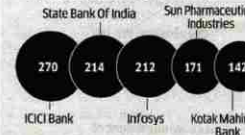
### 4 Income generators

Top 5 stocks with the highest dividend yield (%)



### 5 Most widely held

Top 5 stocks held by most number of mutual funds



SEE NUMBER OF MUTUAL FUNDS HOLDING THE STOCKS IN THE ADJACENT TABLE.



**DREAM  
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**NIIT**

# SMART STATS

## ET WEALTH TOP 50 STOCKS

Every week we put about 3,000 stocks through four key filters and rate them on a mix of factors. The end result of this is the listing of the top 50 stocks based on the composite rating to help ease your fortune hunt.

	RANK		PRICE	GROWTH		VALUATION RATIOS				RATING	
	Current Rank	Previous Rank	Stock Price	Revenue	Net Profit	PE	PB	PEG (5-year)	Div Yield (%)	No. of funds	Value Research Stock Rating
Kotak Mahindra Bank	1	1	1,734	25	29	15.6	2.3	1.0	0.1	141	*****
Can Fin Homes	2	2	827	17	25	13.4	2.3	0.8	0.7	37	*****
Bajaj Finance	3	3	6,483	30	15	26.2	4.6	1.2	0.6	130	*****
Manappuram Finance	4	4	151	27	21	5.6	1.0	0.4	2.2	11	*****
Aavas Financiers	5	6	1,643	19	14	24.4	3.2	1.3	0.0	34	*****
Indus Towers	6	7	332	5	128	11.6	3.1	0.6	0.0	74	*****
REC	7	8	496	21	17	8.7	1.8	0.6	3.2	107	*****
Cholamandalam Inv. & Fin. Co.	8	9	1,215	42	25	26.5	4.8	1.1	0.2	125	*****
NIIT Learning Systems	9	10	441	5	12	26.5	5.6	3.7	1.2	12	*****
PI Industries	10	11	4,114	9	29	35.3	6.6	1.1	0.4	77	*****
AU Small Finance Bank	11	5	591	41	6	24.2	2.8	0.7	0.2	48	*****
Petronet LNG	12	12	322	2	15	12.2	2.5	1.6	3.1	34	*****
Bandhan Bank	13	13	166	22	10	9.6	1.1	0.6	0.9	25	*****
Karur Vysya Bank	14	14	214	22	32	9.5	1.6	0.9	1.1	47	*****
Sharda Motor Industries	15	19	1,928	0	34	17.4	6.2	0.5	0.5	12	*****
Shriram Finance	16	17	2,801	20	22	13.1	2.0	0.6	1.6	112	*****
Nirlon	17	16	414	6	2	17.7	9.8	0.9	6.3	5	*****
Hero MotoCorp	18	18	4,777	15	28	23.2	5.0	3.4	2.9	113	*****
ICICI Bank	19	29	1,247	23	17	18.6	3.2	0.9	0.8	280	*****
KPIT Technologies	20	26	1,297	28	49	48.5	14.1	1.3	0.5	59	*****
Chambal Fertilisers and Chem.	21	21	459	29	26	12.0	2.3	1.4	1.6	7	*****
Gulf Oil Lubricants India	22	25	1,044	7	27	15.4	3.8	1.5	3.4	16	*****
National Aluminium Company	23	--	250	4	134	14.9	3.0	0.5	1.2	54	*****
Natco Pharma	24	22	1,378	28	74	12.7	3.5	0.4	0.7	7	*****
Ashoka Buildcon	25	24	233	26	284	6.8	2.3	0.1	0.0	11	*****
NMDC	26	15	221	16	6	10.6	2.3	1.9	3.3	47	****
Zydus Lifesciences	27	28	942	14	54	22.1	4.4	1.1	0.3	61	*****
Nesco	28	27	997	15	18	18.6	2.9	1.5	0.6	6	*****
Just Dial	29	31	1,055	14	59	17.8	2.1	1.2	0.0	5	*****
KFin Technologies	30	23	1,031	27	37	59.0	14.5	1.5	0.6	23	*****
State Bank Of India	31	30	780	18	5	9.7	1.6	0.7	1.8	217	*****
Indiamart InterMesh	32	20	2,255	18	36	31.5	7.2	0.9	0.9	23	****
CMS Info Systems	33	33	484	19	7	21.9	3.7	2.0	1.2	26	*****
UTI Asset Management Co.	34	34	1,267	32	49	19.2	3.7	0.6	3.7	35	*****
City Union Bank	35	35	171	10	12	11.9	1.4	2.1	0.9	26	*****
Infosys	36	38	1,827	3	8	28.1	8.4	2.4	2.5	229	*****
Repco Home Finance	37	36	445	14	23	6.3	0.9	0.8	0.7	11	*****
LG Balakrishnan & Bros	38	37	1,220	9	10	13.6	2.1	0.5	1.5	8	*****
DCB Bank	39	41	114	23	11	6.3	0.7	0.6	1.1	15	*****
HCL Technologies	40	43	1,828	7	9	29.5	7.2	2.7	2.8	127	*****
LTIMindtree	41	32	5,908	4	5	37.5	8.3	1.4	1.1	72	*****
Sun Pharmaceutical Industries	42	42	1,769	9	29	38.6	6.2	1.8	0.8	197	*****
Voltamp Transformers	43	39	9,667	16	39	28.4	6.9	1.0	0.9	20	*****
Kewal Kiran Clothing	44	46	603	-2	13	22.9	4.8	1.5	0.3	11	****
Nippon Life India Asset Man.	45	45	676	35	48	32.5	10.6	1.6	2.4	52	*****
Muthoot Finance	46	44	1,910	30	17	16.3	2.9	1.1	1.3	59	*****
Emami	47	48	630	5	12	35.4	10.4	2.0	1.3	55	*****
Supriya Lifescience	48	40	680	20	57	34.8	6.0	0.6	0.1	6	*****
Computer Age Man. Ser.	49	--	4,500	26	37	52.3	21.5	2.2	1.0	51	*****
Aarti Pharamlabs	50	--	616	6	20	24.4	3.0	1.2	0.5	8	*****

\*REVENUE AND EPS FIGURES BASED ON ONE-YEAR GROWTH. DATA AS ON 21 NOV 2024.

SOURCE: VALUE RESEARCH

### 1 Fast growing stocks

Top 5 stocks with the highest revenue (1-year) growth (%)



### 2 Least expensive stocks

Top 5 stocks with the lowest price to earnings ratio



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### 4 Income generators

Top 5 stocks with the highest dividend yield (%)



### 5 Most widely held

Top 5 stocks held by most number of mutual funds



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**DREAM  
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Can Fin Homes	2	2	836	17	25	13.6	2.4	0.8	0.7	37	*****
Bajaj Finance	3	4	6,850	30	15	27.6	4.9	1.2	0.5	130	*****
Manappuram Finance	4	3	168	27	21	6.3	1.1	0.4	2.0	11	*****
Aavas Financiers	5	5	1,664	19	14	24.6	3.2	1.3	0.0	34	*****
Indus Towers	6	6	364	5	128	12.7	3.4	0.6	0.0	74	*****
REC	7	7	545	21	17	9.6	2.0	0.6	2.9	107	*****
PI Industries	8	8	4,136	9	29	35.3	6.6	1.1	0.4	77	*****
AU Small Finance Bank	9	9	598	41	6	24.4	2.8	0.7	0.2	48	*****
NIIT Learning Systems	10	10	487	5	12	28.9	6.1	3.9	1.1	12	*****
Petronet LNG	11	12	338	2	15	12.8	2.7	1.8	3.0	34	*****
Bandhan Bank	12	23	177	22	10	10.3	1.2	0.7	0.8	25	*****
Karur Vysya Bank	13	13	240	22	32	10.7	1.8	0.9	1.0	47	*****
Hero MotoCorp	14	17	4,644	15	28	22.4	4.9	3.3	3.0	113	*****
Nirlon	15	14	430	6	2	18.4	10.1	0.9	6.1	5	*****
Sharda Motor Industries	16	15	1,991	0	34	17.9	6.3	0.6	0.5	12	*****
National Aluminium Company	17	19	249	4	134	14.7	2.9	0.5	1.2	54	*****
ICICI Bank	18	16	1,337	23	17	19.9	3.4	1.0	0.7	280	*****
Shriram Finance	19	18	3,126	20	22	14.6	2.2	0.7	1.4	112	*****
Cholamandalam Investment	20	11	1,291	42	25	28.1	5.1	1.1	0.2	125	*****
Natco Pharma	21	20	1,441	28	74	13.2	3.6	0.5	0.7	7	*****
Gulf Oil Lubricants India	22	22	1,167	7	27	17.1	4.2	1.6	3.1	16	*****
Chambal Fertilisers and Chem.	23	21	545	29	26	14.1	2.7	1.6	1.4	7	*****
Zydus Lifesciences	24	25	978	14	54	22.8	4.5	1.1	0.3	61	*****
Ashoka Buildcon	25	24	261	26	284	7.5	2.6	0.1	0.0	11	*****
NMDC	26	26	235	16	6	11.3	2.4	2.0	3.1	47	*****
Nesco	27	27	1,051	15	18	19.6	3.0	1.5	0.6	6	*****
LTIMindtree	28	44	6,347	4	5	40.3	8.9	1.5	1.0	72	*****
Just Dial	29	28	1,127	14	59	19.1	2.2	1.3	0.0	5	*****
CMS Info Systems	30	29	516	19	7	23.6	4.0	2.1	1.1	26	*****
Indiamart InterMesh	31	32	2,368	18	36	33.0	7.6	1.0	0.8	23	*****
State Bank Of India	32	30	865	18	5	10.8	1.8	0.8	1.6	217	****
UTI Asset Management Comp.	33	33	1,328	32	49	20.1	3.9	0.6	3.5	35	*****
KFin Technologies	34	31	1,256	27	37	72.2	17.7	1.8	0.5	23	*****
City Union Bank	35	34	185	10	12	13.0	1.5	2.3	0.8	26	*****
Infosys	36	40	1,935	3	8	29.8	8.9	2.5	2.4	229	*****
KPIT Technologies	37	35	1,493	28	49	55.9	16.2	1.5	0.4	59	*****
Sun Pharmaceutical Industries	38	37	1,813	9	29	39.3	6.3	1.8	0.7	197	*****
Eicher Motors	39	59	4,838	9	19	31.0	7.0	2.0	1.1	61	*****
Repco Home Finance	40	39	476	14	23	6.7	0.9	0.9	0.6	11	*****
Abbott India	41	36	29,040	8	19	47.9	17.5	2.4	1.4	46	*****
LG Balakrishnan & Bros	42	38	1,331	9	10	15.0	2.4	0.6	1.3	8	*****
HCL Technologies	43	41	1,924	7	9	31.0	7.6	2.8	2.7	127	*****
Emami	44	45	632	5	12	35.6	10.5	1.9	1.3	55	*****
DCB Bank	45	42	130	23	11	7.2	0.8	0.7	1.0	15	*****
Kewal Kiran Clothing	46	70	621	2	13	23.7	5.0	1.5	0.3	11	*****
Gland Pharma	47	43	1,834	21	47	43.4	3.4	7.4	1.1	54	*****
Nippon Life India Asset Mana.	48	46	707	35	48	33.9	11.0	1.7	2.3	52	*****
Voltamp Transformers	49	49	10,350	16	39	30.5	7.4	1.1	0.9	20	*****
Muthoot Finance	50	47	1,938	30	17	16.6	2.9	1.1	1.2	59	*****

\*REVENUE AND EPS FIGURES BASED ON ONE-YEAR GROWTH. DATA AS ON 5 DEC 2024.

SOURCE: VALUE RESEARCH

### 1 Fast growing stocks

Top 5 stocks with the highest revenue (1-year) growth (%)



### 2 Least expensive stocks

Top 5 stocks with the lowest price to earnings ratio



### 3 Best PEGs

Top 5 stocks with the least price earnings to growth ratio



### 4 Income generators

Top 5 stocks with the highest dividend yield (%)



### 5 Most widely held

Top 5 stocks held by most number of mutual funds



SEE NUMBER OF MUTUAL FUNDS HOLDING THE STOCKS IN THE ADJACENT TABLE.



**ET** HRWorld.com

From The Economic Times

## A bad hire may cost up to 200% of employee's annual salary

Publish Date: 2024-11-13 Source: Tejaswini Singhal



Companies generally invest about 16-20 percent of an employee's annual salary on training during their first year, which is largely lost when a hire fails to meet expectations.

Beyond these quantifiable losses, there's a substantial impact on productivity, as a poor hire can disrupt team dynamics and reduce overall efficiency by up to 30 percent, creating operational bottlenecks and slowing progress.

Imagine a scenario where Priya, an HR manager, was excited to welcome Raghav, a new hire recommended by a

colleague. His impressive resume and enthusiasm during onboarding made him seem like a perfect fit.

However, three months later, Priya noticed Raghav's performance was inconsistent, he didn't align with the culture, and his relationship with the team was strained. What initially seemed like a great addition was now causing frustration for Priya and the team.

Priya realised they might have made a 'bad hire' - someone who wasn't the right fit for the role or the company culture.

Reports suggest that the chances of companies making a bad hiring decision is highest in Russia, followed by Brazil, China and India at the top-four positions, while the US is at the fifth.

A study by CareerBuilder adds that 3 in every 10 Indian companies (29 percent) reported that a single bad hire – someone who turned out not to be a good fit for the job or did not perform well – costed the company more than Rs 20 lakh (\$37,150) on an average.

In comparison, 27 percent of US employers reported that a single bad hire costs them more than \$50,000.

How to define a 'bad hire' from an HR and business perspective?

A 'bad hire' in HR and business terms is an employee who fails to meet the requirements of their role or align with the company culture, leading to underperformance, decreased team morale and productivity losses.

KA Narayan, President - HR, Raymond Group, explains that a bad hire from the HR perspective is someone who goes through the entire hiring scrutiny process and gets selected but once s/he is in that role, they are unable to perform effectively.

Normally, HR follows multiple approaches to ensure right selection, but some candidates slip through and make it to the final selection. For businesses, a bad hire is someone who ticks all the boxes around functional competencies but is a misfit in the role, ultimately causing more damage.

Ruchira Bhardwaja, CHRO, Kotak Life Insurance, adds another perspective and says that a 'bad hire' is not necessarily about someone lacking skills; it's a misalignment of potential, culture and purpose. From an HR perspective, it happens when the individual's values or behaviour are at odds with the company's ethos, leading to friction in collaboration or disruption in team dynamics. From a business standpoint, it's when the individual's impact is neutral or negative, failing to generate the expected value over time.

Interestingly, a bad hire can also be someone competent, but placed in the wrong role or environment where they aren't set up to thrive. It reflects more on the recruitment and onboarding process—when companies hire people for experience over adaptability or misunderstanding their intrinsic motivation, they risk creating these mismatches.

A different view

Mahima Agarwal, President - HR, CJ Darcl Logistics, believes that there's no such thing as a bad hire. "It is

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more accurate to consider such a situation as a misalignment between an employee and the company," she says.

"This misalignment can emerge from a variety of factors such as lack of clarity in the job description, unrealistic expectations, or a mismatch in values and culture. A misjudgement of the opportunity on either of the sides leads to a mutual loss as a lot of time, resources and cost are involved right from hiring to onboarding an employee," Agarwal adds.

Common financial and non-financial costs associated with a bad hire

Sandesha Jaitapkar, CHRO and COO, Artha Group, shares that financially, replacing an unsuitable hire is a significant burden, with replacement costs often ranging from 50 percent to 200 percent of the employee's annual salary.

Jaitapkar states that replacement costs everything from recruitment expenses, administrative processes and the resources spent on orientation and training. Additionally, companies invest approximately 16-20 percent of an employee's annual salary on training during their first year, which is largely lost when a hire fails to meet the expectations.

Beyond these quantifiable losses, there's a substantial impact on productivity, as a poor hire can disrupt team dynamics and reduce overall efficiency by up to 30 percent, creating operational bottlenecks and slowing progress.

As per Narayan of Raymond Group, the most common financial costs around bad hires are the cost of the business disruption, the cost of the selection process and any wrong financial decisions made by the incumbent. Non-financial costs include damage to customer reputation, employee morale, product quality and team-work.

Agarwal of CJ Darcl Logistics also mentions that while direct costs include expenses related to job postings on third party platforms, IT infrastructure and the training provided to the employee, there are certain indirect expenses too which may include a dip in team's productivity, increased workload on existing staff or a negative effect on relationships with the multiple stakeholders of the company.

Strategies to minimise the risk of making a bad hire

Experts say that to minimise the risk of making a bad hire, companies need to focus on clear job descriptions, thorough screening and structured interviews to assess the candidates' skills and cultural fit.

For instance, Bhardwaja of Kotak Life Insurance says that the company focuses on behavioural assessments, scenario-based simulations and cultural fit analysis. In certain select cases, they involve the team that the candidate will work with during interviews to assess alignment with real-world challenges and dynamics.

For distribution, Kotak Life Insurance has found success in the probation and internship phase - short sprints, where candidates can demonstrate their capabilities before final confirmation. This ensures a mutual fit and reduces the risk of surprises later.

Mita Brahma, Head - HR, NIIT, adds one important aspect that a value-based interaction and informal team meet ups are necessary for hiring in senior and in critical positions. These interactions can serve as an early warning in case of misalignments.

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IT Perspective for Decision Makers

## These top 4 companies are Reshaping Employee Onboarding

Publish Date: 2024-11-08 Source : Bureau

In today's dynamic business environment, onboarding has transformed from a basic orientation to a strategic process crucial for employee engagement and productivity.

According to Gallup, only 12% of employees feel their company does a great job onboarding new employees. Effective onboarding can have a powerful impact, with Glassdoor reporting that strong onboarding programs can boost new hire retention by 82% and productivity by over 70%. Companies are now investing in tech-driven, personalized onboarding experiences to bridge the gap between initial excitement and long-term employee satisfaction.

Digital tools and AI innovations are at the forefront of this transformation. As per LinkedIn's 2023 Global Talent Trends report, 35% of companies have introduced digital onboarding tools to create more engaging and seamless onboarding processes. With AI-enabled platforms, virtual reality training, and interactive learning, companies are moving beyond conventional practices, creating onboarding experiences that integrate new hires into the culture and set them up for success from day one.

The companies leading the way are reimagining onboarding with an approach that focuses on customized learning, cultural integration, and continuous support. A 2023 report by the Brandon Hall Group found that organizations with strong onboarding processes improve new hire retention by up to 50% and increase overall productivity. These companies are not only creating happier, more engaged employees but also seeing significant returns on their onboarding investments.

Here are four standout companies reshaping employee onboarding through cutting-edge technology and strategic thinking. Let's look at how each is setting a new standard for onboarding excellence

**iXceed Solutions** : iXceed Solutions is a leading Talent and Workforce Solutions service provider to Fortune 500 companies globally focussing on Technology, IT Consulting, Engineering Consulting domains. iXceed has been functioning as one of the leading end-to-end recruitment solutions Internationally(UK), now operational in the Indian market.

It uses an efficient and robust process to develop solutions in the recruitment space. The facilities are primarily tech-skill-based, and customer satisfaction is always based on the best fit for the industry. The company uses Artificial Intelligence-based recruitment solutions to create a best-in-class experience for both the clients and candidates. Some of their clients are- Infosys, HCL, Oracle, Mindtree, NIIT, etc. It is co-founded by Yogita Tulsian, who is also its Director.

**Darwinbox**: Darwinbox is a cloud-based HR solutions firm. An end-to-end HR platform, Darwinbox offers solutions for recruitment, core HR processes, employee engagement, performance management, employee movement, and others. The platform's AI engine allows a recruiter to analyze a job description and employee profile picking up keywords to arrive at a certain ranking metric. So, if there are 400 applicants for a job, the system will shortlist about 10-15 applicants for the recruiter to talk to, which saves time, increases productivity, reduces costs, and results in better talent acquisition. The three-year-old firm serves over 100 clients, including Paytm, Ekart, Spencer's, Delhivery, and others. They provide services in Indonesia, Malaysia, Thailand, Dubai, and many more.'

**Zappy hire**: Deepu Xavier and Jyothis KS founded Kochi-based startup ZappyHire in 2018 to help recruiters get a 360-degree view of the candidate in order to make informed decisions. It automates the recruitment process by letting artificial intelligence (AI) take care of tasks such as identifying the right resume from the large corpus, scheduling, and pre-screening sessions, including video interviews.

**Keka**: Founded in 2015 by Vijay Yalamanchilli, Keka has swiftly become India's premier HR tech platform for small to medium-sized enterprises. With a team that has grown to over 550 professionals, Keka offers a complete solution, automating HR processes, and streamlining payroll, recruitment, leave management, and performance evaluation. Serving over 6500 customers globally, across sectors like IT services, pharmaceuticals, manufacturing, and more, Keka manages payroll for 1.5 million employees worldwide, leaving a significant mark on the HR tech landscape.

**INDIA  
TODAY**

## Is India's education system ready to tackle the rural teacher shortage?

Publish Date: 2024-11-08 Source : Bureau



India is facing a severe education crisis, with a significant number of students failing their exams due to a shortage of qualified teachers and inadequate resources. Experts urge a shift towards better teacher training, resource allocation, and targeted reforms to bridge the growing education gap.

India is grappling with a deepening education crisis as more than 1 lakh ninth-grade students in Delhi government schools failed their annual exams for the 2023-24 academic year. Over 46,000 Class 8 and 50,000 Class 11

did not pass their exams, according to data from the Delhi Directorate of Education (DDE).

This alarming statistic reflects a broader challenge faced globally in ensuring equitable learning outcomes, as countries shift towards skill-based economies and prioritise policies that bridge learning gaps.

Praneet Mungali, Trustee & Secretary of Sanskriti Group Schools, emphasises the importance of learning outcomes in shaping education systems. He highlights the need for personalised learning, where teachers mentor students individually, creating a supportive early education environment. However, he points out that a significant barrier remains: a global shortage of teachers.

By 2030, the world will need an estimated 44 million primary and secondary teachers to meet the demand.

Similarly, Charu Kapoor, Country Director of NIIT Foundation, underscores the need for an inclusive learning environment that addresses the urban-rural digital divide and the needs of students with disabilities.

While pedagogical practices evolve to meet these challenges, Kapoor highlights the uneven distribution of trained teachers in India. Urban areas often have a surplus, while rural regions suffer from deficits, leading to large class sizes and insufficient support for students.

In Delhi, the number of students per teacher in government schools has increased significantly, with the teacher-student ratio climbing from 31 to 39 in upper primary schools from 2020-21 to 2021-22, well above the national average of 28. States like Bihar and rural regions such as Jharkhand and Odisha are particularly affected by this issue, with some teachers managing up to 57 students.

This imbalance is exacerbated by a lack of specialised support for students with disabilities, many of whom drop out due to insufficient resources and trained staff. Kapoor suggests that teacher training programmes should prioritise inclusive education and equip educators with the skills needed to support students with disabilities.

Strengthening digital infrastructure in rural areas and adopting blended learning approaches can help address these gaps and improve learning outcomes.

Dr. Fauzia Khan, Member of Parliament (Rajya Sabha), further emphasises the importance of teacher-student ratios in improving the quality of education. She cites UNESCO's four pillars of education—learning to know, learning to do, learning to live together, and learning to be—as the foundation for comprehensive education.

However, India's teacher shortage, especially in large states like Uttar Pradesh and Bihar, hinders the fulfilment of these pillars. Khan also points out that fewer than 25 percent of Indian states have adequate internet access, further limiting education resources.

To improve accessibility, Khan stresses the need for targeted initiatives and increased funding, particularly in rural areas where schools often lack basic infrastructure. A recent survey by the Ministry of Statistics and Programme Implementation revealed that rural India allocated only 6.2 percent of its non-food expenditure to education in 2022-23. This is the need for focused financial investments to close the urban-rural divide and enhance the education system.



## Zomato's Zoom Into Sensex and Hunger for Growth

Publish Date: 2024-11-27 Source : Bureau



Zomato's market capitalisation, at around Rs 2,40,000 crore, stands way above rival Swiggy's Rs 1,00,000-odd-crore.

Published

I don't recall ever seeing Deepinder Goyal without a smile.

That must be a tribute to someone who runs a very serious business, and perhaps also a recognition that the co-founder and CEO of food delivery giant Zomato knows

a big trick from Silicon Valley: a high-profile founder who is sort of likeable is a talent magnet and boosts the corporate brand he represents.

As Zomato enters the official big league of India's corporate sector, the 30-share Bombay Sensitive Index, it is dubbed India's first new-age company to enter the Sensex.

I would like to quibble on that because new age is a relative term. Software services firm Infosys was new age a couple of decades ago and so was IT educator NIIT Ltd, both of whom have figured in the prestigious index in a game of stock market snakes and ladders.

But I would not argue over the fact that Zomato's surge has been phenomenal, ambitious and above all, with a minimum of what I would call the controversy-to-fame ratio.

Zomato shares, that rose seven percent on Tuesday following news of its Sensex entry, has thumpingly outperformed the index in a year, jumping 130 percent against the benchmark. Its net profit of Rs 172 crore in the latest quarter shows that it has not suffered from the disease called premature listing, under which many a unicorn (billion-dollar startup) trembles, because the need to get listed overpowers the patient pursuit of the bottom line.

Zomato's market capitalisation, at a convincing Rs 2,40,000 crore, stands way above rival Swiggy's Rs 99,000-odd-crore and miles above the once-fancied financial tech player PayTM's (One97 Communications) Rs 56,000 crore, and beauty and wellness brand Nykaa's (FSN E-commerce Ventures) Rs 47,600 crore.

Unless you have been sleeping under a rock, you may have noticed that Deepinder Goyal has been on Netflix this month on the hugely popular The Great Indian Kapil Show with Infosys co-founder Narayana Murthy, sharing stories of how he met his Mexican yoga teacher wife Grecia turned Gia.

More recently he was buzzing on LinkedIn as he advertised for a chief of staff who once selected will not receive a salary for the first year and would instead be required to donate Rs 20 lakh to Feeding India, Zomato's non-profit arm.

Such elegant PR that attracts attention, for better or for worse, is the stuff Goyal is good at. When you sound like a consumer brand yourself, it helps that you run a popular food-related brand.

Yet, Goyal's smiling face hides a hard-as-nuts business brain that has helped him do this market pole vault. Somewhere along Zomato's surge, fellow Indian unicorn Flipkart lost its domestic identity as it got acquired by US-based retail giant Walmart.

My mind goes back to a Saturday afternoon nearly a decade ago when I met Goyal at his Gurugram office just across the Millennium City's Gold Souk. He had a small cubicle but not his energetic staff, most of whom were buzzing in an open-plan floor that looked like a college cafeteria.

I announced to the world then that Zomato was an unlikely blend of a startup and a multinational because it was, at the time, present in 22 countries.

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The global reach has since seen ups and downs but its indication of Zomato as an ambitious player has not. For the record, born as FoodieBay in 2008, Zomato is still a corporate teenager.

"There are no boundaries anymore," Goyal had told me then. That was an audacious statement for the son of a schoolteacher couple hailing from a speck called Muktsar in Punjab which has a population of less than one million people.

Venture capitalists like that kind of ambition, and IIT-Delhi-educated Goyal who turned 41 last Republic Day, fed their ambition alongside his. Zomato has made a series of acquisitions that include the Indian food-delivery unit of Uber, a firm called Urbanspoon in North America, and more recently, the quick-commerce firm Blinkit.

Prior to its July 2021 listing, Zomato, co-founded by Goyal with Pankaj Chaddah, had raised a total funding of \$1.69 billion spread over 18 rounds.

As of last year, Zomato had more than 3,50,000 average monthly "delivery partners" - a fancy title applied to the men, women, boys, and girls who wear the company's trademark red T-shirt that would remind one of red chillis or tomato ketchup. Their reach extends to more than 800 cities.

Blinkit is Zomato's new growth powerhouse and its gross order value (GOV) was growing at 122 percent year-on-year as of last quarter, outperforming its food delivery growth of 21 percent. Look hard, and it could be biting at Amazon's heels.

About 2,000 "dark stores" are planned by 2026, up from the current count of about 650. That kind of explains the Sensex sex appeal of the stock. Goyal's personal net worth is now estimated at \$1.7 billion.

The ride to the Sensex has not been without hiccups.

These include a tug-of-war with restaurant owners in its earlier days when they found that Zomato's discounts intended to boost customer volumes were eating into their own profits and exclusive image.

There were also flareups involving a customer who cancelled a delivery person in a case of religious discrimination, an abandoned "pure veg" green-branded delivery fleet that smelt of bigotry for many, and an inter-city delivery service that flopped like a badly made Bollywood movie.

Yet, none of these has dented Zomato's profit run or even its image. If anything, you could call them naughty PR tricks that Goyal may have been hiding behind his ever-smiling face.

Stock market analysts are, as ever, arguing about Zomato's valuation and share price, which has a price-to-earnings ratio of more than 330. That number is more about a future growth promise than past performance, as it typically happens in new-age companies.

Stock market fortunes may waver, but what appears more steady is Zomato's growth hunger, which seems to match that of its customers ordering food on its app.

**mint**

## Mutual funds and Indian institutions can't get enough of these five stocks

Monday 21st October, 2024 Source : Suhel Khan



MUMBAI : Domestic institutional investors (DIIs), including mutual funds, insurance companies, and pension funds, have time and again proven that they have an enviable track record in finding companies with strong fundamentals and sustainable growth potential. All that while maintaining significant ownership positions through market cycles.

These institutions' investments are very important to track as they more often span beyond simple ownership percentages. Their stakes signal confidence in a company's

long-term prospects, management pedigree, and overall business sustainability.

Foreign institutional investors (FIIs) are more sensitive to global factors and might act accordingly. But DIIs usually showcase a much deeper commitment to their investments, enduring market volatility while continuing to focus on fundamental strengths and growth potential.

It has a 95.9% share in the commodity futures market as of 2023-24. It controls a 100% share of precious metals and stones, 99.61% of energy, and 99.80% of base metals.

With a market cap of Rs. 33,462 crore and a current DII holding of over 57%, Multi Commodity Exchange of India Ltd (MCX) is the first entry on our list.

The holdings saw a gradual increase from 40.02% in 2018-19 to 57.24% in 2023-24. This growing interest could be driven by many factors.

One of them could be the company's association with Central Depository Services Ltd (CDSL), as it entered into an agreement with the latter and CDSL Repository Ltd (CCRL) to set up and operationalize a new repository.

Among the top three DIIs that have invested in the company, Kotak Mahindra Bank Ltd holds 15% of the shares, while Parag Parikh Flexi Cap Fund holds 4.98% and HSBC Large Cap Fund holds 4.89%.

The company's sales grew at a compounded rate of 18% in the last five years from Rs. 300 crore to Rs. 684 crore.

The profits tell another story as the profit after tax (PAT) dropped from Rs.146 crore in 2018-19 to Rs.83 crore in 2023-24.

The stock is trading at a P/E of a huge 192x, which could be a red flag for investors. The 10-year median P/E is 41.7x.

MCX plans to grow volumes substantially by launching new products like serial contracts, index options, 10g monthly gold futures, cotton seed wash oil, crude sunflower oil contracts and many more which are in the pipeline.

Whether all these ideas keep the DIIs interested in the company or even increase their exposure, only time will tell.

On number two, we have an over 75-year-old leading consumer company in India that is revamping itself.

With a market cap of ₹26,328 crore and a DII holding of a little over 51%, Crompton Greaves Consumer Electricals Ltd deserves to be on this list.

Let's take a look at how the DII holding for the company has panned over the last five years:

From 18.90% in 2018-19 to 51.63% in June 2024, the holding has jumped by a huge 170%.

The company saw some major changes in promoter holding in the same period, as the promoter holding, which was 34% in 2018-19, has dropped to 0% in June 2024.

Among the top three DIIs that have invested in the company, HDFC Business Cycle Fund holds 9.3% of the shares, while Mirae Asset Balanced Advantage Fund holds 4.96% and Nippon India Value Fund holds 5.4%.

The company's sales grew from Rs. 4,479 crore in 2018-19 to Rs. 7,313 crore in 2023-24, making it a compounded growth rate of 10% in the last five years.

The profit after tax was Rs. 401 crore, which grew at a compounded rate of 2% in the last five years to ₹442 crore in 2023-24.

The company is in a revamp mode and looks forward to making a dent with Crompton 2.0. It spent ₹92 crore on advertising and promotion in Q2 and Q3FY24.

Crompton 2.0 will focus on premiumization, go-to-market excellence, brand investments and innovation.

At number three, we have one of India's top 20 IT services companies, which provides end-to-end software solutions and services.

With a market cap of ₹48,089 crore, Coforge Ltd, earlier known as NIIT Technologies Ltd, secures a definite spot in this list with a DII holding in its total available equity of 47.3%.

In 2019, NIIT and its founder's family sold their 30.2% stake to Hulst B.V., which subsequently acquired an additional ~40% through an open offer, reaching a 70% stake.

Hulst, however, sold off its entire stake by September 2023.

Here is how the DII holdings have looked over the last five years:

The DII holdings grew from 16.05% in 2018-19 to 47.29% in June 2024.

The company's workforce was 8,000 people in 2016, and it was slightly over 24,000 by December 2023.

Coforge also has big expansion plans, which it reiterated with the acquisition of Cigniti Technologies in May 2024. It expects to become a \$2 billion revenue company by 2026-27.

Among the top three DIIs invested in the company, HDFC Midcap Opportunities Fund holds 6.44% of the shares, while Life Insurance Corporation of India holds 5.88% and SBI Large & Midcap Fund holds 4.13%.

The company's sales grew from Rs. 3,676 crore in 2018-19 to Rs. 9,179 crore in 2023-24, growing at a compounded growth rate of 20% in the last five years.

The profits after tax was Rs. 422 crore, which grew at a compounded rate of 15% in the last five years to Rs. 826 crore in 2023-24.

The stock is trading at a P/E of 62x, while the 10-year median P/E is 22.5x.

During Q4FY24, Coforge signed two large deals. A \$400 million TCV ten-year deal in the BFS vertical and a \$55 million three-year transformation deal in the insurance vertical.

With strategic partnerships with tech giants such as Microsoft, Amazon Web Services, Google, Salesforce, etc., as of 2023-24, the company has an order book of ~\$1,900 million.

At number four is a leading bank in India that provides retail and corporate banking, para-banking activities, treasury and foreign exchange business. It is the second-largest bank and the largest private sector bank in Kerala.

With a market cap of Rs. 47,898 crore, Federal Bank, incorporated in 1931 as Travancore Federal Bank Ltd, records a DII holding in its total available equity of 47%.

Here is how the DII holdings have looked in the last five years:

The DII holdings grew from 29.73% in 2018-19 to 45.16% in 2023-24.

The bank operates a network of 1,418 branches and 1,962 ATMs. It added 65 new branches in 2023-24.

Among the top three DIIs invested in the company, HDFC Mutual Fund holds 6.93% of the shares, while Life Insurance Corp. of India holds 3.31% and Mirae asset Mutual Fund holds 3.69%.

The company's revenue grew from Rs.11,635 crore in 2018-19 to Rs. 23,565 crore in 2023-24, growing at a compounded growth rate of 15% in the last five years.

PAT was Rs. 3,964 crore, which grew at a compounded rate of 24% in the last five years to Rs.1,318 crore in 2023-24.

The stock is trading at a modest P/E of 11.9x, and the 10-year median P/E is also 11.1x.

The bank has achieved significant digital transformation, with 94% of all transactions (both retail and corporate) now conducted through digital channels. Digital transactions have surged, showing robust year-on-year growth of 71%, highlighting the bank's successful shift towards digital banking solutions.

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In July 2023, the bank raised Rs. 3,040 crore as capital via QIP (qualified Institutional placement).

Closing the list at number five is a global EPC player with diversified interest in power transmission and distribution, oil and gas pipeline, railways and biomass based power generation.

With a market cap of Rs. 21,031 crore and a DII holding of 45.6%, Kalpataru Projects International Ltd is our last entry in the list.

The promoter holding saw a drop from 59.32% in 2018-19 to 40.59% in 2023-24.

Meanwhile, here is how the DII holdings have looked over the last five years:

The DII holdings grew from 25.28% in 2018-19 to 43.64% in 2023-24.

The company has a footprint across 70 countries with ongoing projects across 30+ countries across America, Africa, Europe, Middle East, and the Asia Pacific.

Among the top three DIIs invested in the company, HDFC Flexicap Fund holds 9.76% of the shares, while ICICI Prudential Equity & Debt Fund holds 8.87% and SBI Small Cap Fund holds 9.15%.

The company's sales grew from Rs. 1,414 crore in 2018-19 to ₹1,814 crore in 2023-24, growing at a compounded growth rate of 13% in the last five years.

PAT was ₹487 crore, which grew at a compounded rate of 2% in the last five years to Rs. 516 crore in 2023-24.

The current share price is Rs. 1,295, which is a 191% jump from its five-year-old price of Rs. 445.

The stock is trading at a P/E of 43.9x, while the 10-year median P/E is 24.5x.

In July 2023, the company acquired a 51% stake in Fasttel Engenharia S.A., Brazil.

As of Q1FY24, the company has an order book of ~ Rs. 47,300 crore.

We looked at five companies today that boast of some strong financials and standing, and in which DIIs held unusually large stakes.

While it would seem like a good strategy to follow the movements of these institutions to make the most of the opportunities they see in these companies, it may also turn out to be a risky approach.

Because the holdings you see today are not bought recently. These DIIs have been investing in these companies for years, and have seen various market cycles. Plus they have the backing to rough any market weather unlike individual investors.

So, with that said, it may still help to study these companies and add them to your watchlist. Perhaps the learnings from these companies could help you identify the next DII favourite stock.

Note: We have relied on data from [www.screener.in](http://www.screener.in) and [www.trendlyne.com](http://www.trendlyne.com) throughout this article. Only in cases where the data was not available have we used an alternative but widely used and accepted source of information.

The purpose of this article is only to share interesting charts, data points and thought-provoking opinions. It is NOT a recommendation. If you wish to consider an investment, you are strongly advised to consult your advisor. This article is strictly for educative purposes only. □

Suhel Khan has been a passionate follower of the markets for over a decade. During this period, He was an integral part of a leading equity research organisation based in Mumbai as the head of sales and marketing. Presently, he is spending most of his time dissecting the investments and strategies of the super investors of India.

<https://clientportal.conceptbiu.com/mv/oad/961-475358192-961>

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**Business News  
This Week**

## **S K Venkataraghavan Joins Lenovo Solutions and Services Group, India**

Monday 7th October, 2024 Source : Rekha Nair



Bengaluru, October 07, 2024 – Lenovo India, the global technology powerhouse, today announced the appointment of S K Venkataraghavan as Director of its Solutions and Services Group (SSG). Based in Bengaluru, Venkataraghavan will spearhead the expansion of Lenovo's Solutions and Service business in India, leveraging AI to unlock new growth opportunities to strengthen customers' competitive advantage.

In this pivotal role, Venkataraghavan will continue to drive Lenovo's journey as the leading integrated solutions provider for enterprises, directly aligning with the company's global strategy. Leveraging over two decades of hands-on experience in Cloud & Infrastructure Services, he is uniquely positioned to scale Lenovo's end-to-end SSG portfolio.

Shailendra Katyial, Managing Director, Lenovo India, said, "We are excited to have Venkataraghavan on board to lead Lenovo's Solutions and Services Group in India. His deep expertise and proven leadership in cloud services, next-gen technologies, and managed services will play a crucial role in accelerating our service-led transformation. I am confident that Lenovo will continue to innovate and reach greater heights under his leadership."

Before joining Lenovo, spanning 25 years, Venkataraghavan led leadership positions in India and Global markets in Cloud & Infrastructure Services at Infosys, NIIT Tech. and Wipro. He had successfully won & executed large transformation programs to deliver superior outcomes for his customers.

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**INDIA  
TODAY**

## 5 proactive steps for resilience & mental wellness in the workplace

Publish Date: 2024-10-29 Source : Bureau



In today's fast-paced corporate world, mental health has emerged as a crucial factor in maintaining productivity, creativity, and overall job satisfaction.

The demands of balancing work deadlines, meeting high expectations, and managing personal life can easily take a toll on an employee's mental well-being.

However, workplaces can proactively build resilience and offer support to ensure that employees remain mentally healthy.

Resilience—the ability to recover from setbacks and adapt in the face of adversity—is the cornerstone of a productive and happy workplace.

By implementing holistic strategies, organisations can create a culture that not only promotes mental health but also empowers employees to thrive in the face of challenges.

A 2023 McKinsey Health Institute survey found that 59 percent of Indian employees reported burnout symptoms, while a joint report by MediBuddy and CII found that 62 percent of Indian employees experience burnout, which is three times higher than the global average. These alarming statistics underscore the pressing need to prioritise health in the workplace.

Dr. Mita Brahma, Head of HR at NIIT Limited, shares five proactive strategies to support employee well-being and foster a more dynamic, supportive work culture.

The first step is to accept the fact that we are all humans, and we need breaks, and the second is to act on it. Utilise the leaves that the workplace provides and go on little breaks to refresh your mind and support your physical and mental health by engaging in activities like meditation, exercise, and getting enough sleep. These practices help restore balance, recharge the emotional reserves, and equip us with the resilience needed to handle challenges more effectively.

Various factors can prevent us from prioritising self-care, leaving us exhausted, overwhelmed, and unprepared to face life's challenges. It is essential to seek professional help during this time. Coaching can be one effective way to cultivate self-care and resilience actively.

Online counselling services offer access to certified therapists who can create personalised plans that address obstacles and help achieve goals. A therapist can assist in reducing the effects of stress and guide you through a structured approach to making self-care a priority, ultimately building resilience.

To mitigate burnout and stress, corporations should be flexible to allow employees to have the autonomy to manage their time effectively in a way that accommodates their needs. Managers should ensure that workloads are reasonable, deadlines are realistic, encouraging regular breaks, and discouraging overwork, especially during high-pressure periods. It is essential for sustaining long-term employee well-being and maintaining a healthy work-life balance.

Education is the need of the hour. It is the responsibility of corporations to provide employees with training in emotional intelligence to help them understand and manage their own emotions and those of others. This is essential for a healthier interpersonal dynamic at work, fostering a more positive work environment. Offering workshops focused on resilience—how to adapt to stress, recover from setbacks, and stay positive during challenges—helps employees build mental toughness.

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**NIIT**

Companies should focus on fostering an environment that allows open discussion around mental health and the ability for employees to feel comfortable discussing the challenges that they are facing without fear of judgement. Leaders in the company can set an example by sharing their own personal experiences and normalising conversations around mental health.

Organisations should invest in resources that provide their employees with access to mental health resources. One way through which organisations can achieve that is by providing their employees with access to counselors, whether in-house or through third-party providers.

This creates an environment where employees can talk about the pressures they are facing and find ways to circumvent those pressures. These regular one-on-one sessions or group therapy options can be promoted as part of wellness benefits.

In conclusion, building resilience and addressing mental health challenges in the corporate workplace requires a proactive, thoughtful approach. By fostering a supportive environment, promoting work-life balance, encouraging continuous learning, and normalising self-care, organisations can create a workplace where employees thrive mentally and emotionally.

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THE NEW  
**INDIAN EXPRESS**

## Transforming skincare with nature's touch

Publish Date: 2024-10-24 Source : Bureau



**HYDERABAD:** Concerned about the ingredients used in beauty and skincare products, Sunaina Jain Mutha set out to create something beneficial for everyone seeking natural and reliable skincare solutions. Her passion for contributing to society and providing high-quality products led her to start Prakriti - Nature Ka Touch. Her dedication to offering the best to consumers has resulted in a wide range of skincare, beauty, and baby care products, all sourced from natural ingredients. The Hyderabad-based entrepreneur shares her journey and vision for the future in a one-on-one interview, where she explains what motivated her to enter the skincare sector and how she plans to grow

the brand.

Tell us about yourself and how you started Prakriti.

I have a Master's degree in Biotechnology and have always been passionate about the environment, plants, and herbs. Initially, I worked as a professor teaching postgraduates for a year. After taking a break and getting married, I worked at Geethanjali as a front office counsellor and later as a PP2 teacher. I also worked in daycare and at NIIT, even though my background was in science. After conceiving, I left my job, but the desire to do something never left me.

The turning point came when my daughter started developing white patches on her skin after using certain products. There was a noticeable difference in her skin tone whenever she was exposed to indirect sunlight, and this deeply concerned me. I experimented with different brands from around the world, but nothing worked.

Given my background in biotechnology, I started researching the ingredients, pH levels, and other factors affecting her skin. I realised the products I was using, including well-known brands like SebaMed, were not suitable. I began formulating my own products, and after sharing them with family, who noticed the improvements, my sister encouraged me to start a brand—Prakriti was born from there.

What ingredients do you use?

Our ingredients are either sourced directly from my garden or certified, authentic suppliers. For instance, we get shea butter from Ghana and attar from friends in Dubai. One of the most harmful ingredients commonly found in products is disodium EDTA. Fragrance oils are also dangerous as they penetrate deeply into the skin. Unfortunately, many people only trust products if they are endorsed by celebrities.

Tell us about your brand

At Prakriti - Nature Ka Touch, we offer everything from shampoos to skincare for both kids and adults. We don't differentiate between products for boys or girls because skin is skin—the difference comes from the products people use.

All of our products are so safe they can even be used on newborns. Before launching anything, we conduct R&D for six months and test the products through samples and reviews. We don't use preservatives because our products are oil-based or powder-based, which don't require preservatives. Even our shampoos, face washes, and hair masks come in powder form. For fragrance, we use attar, which is safe and allergy-free.

What challenges have you faced?

We've been in the market for two years, and one of our biggest challenges is the lack of awareness among

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consumers. People often trust celebrities or influencers without fully understanding the harmful effects of certain products. My mission isn't driven by money but by the desire to educate others. My concern is for people who aren't aware of the potential dangers in everyday skincare products.

Can you tell us more about the beauty products you offer?

We have a range of butter-based lipsticks that incorporate healing crystals mined directly from the earth. These crystals are ground into powder to give the lipsticks their colour.

Our colour cosmetics line includes lipsticks, eyeshadows, and perfumes, which started after my daughter's unpleasant experience.

Can you tell us about the fancy candles you've been making?

I've created decorative candles for Diwali, shaped like sweets, flowers, and even cartoons. These candles are fragranced to enhance your mood and create a calming atmosphere. I also customise hampers for festivals and special occasions.

Where can people find your products?

We have a website, and while we were previously on Amazon, we are no longer there. You can find us at [www.prakritinaturekatouch.com](http://www.prakritinaturekatouch.com). We are committed to being plastic-free, using glass jars and aluminium tins for packaging. There are some challenges in maintaining this approach, but it's essential for our brand.

What's next for the brand?

I want to continue pursuing my passion for natural skincare. Although it's taking time for people to discover us, I'm confident they will eventually recognize the value of our products.

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## Corizo Edutech strives to upskill college students with affordable courses to make them job ready

Publish Date: 2024-10-11 Source : Bureau



Are college graduates ready for the job market? Corporate firms don't seem to think so.

And this is the challenge that Bengaluru-based edtech startup Corizo Edutech aims to address with courses that boost the employability of candidates.

According to a report by recruitment automation firm HirePro, 70% of academic institutions believe their graduates are well-equipped

for the corporate world, but only 16% of the companies surveyed believe so.

L to R: Co-founders Vivek Agarwal (COO), Sourav Kamboj (CEO), and Himanshu Singh (CMO)

The gap between university curriculum and industry expectations seems to be widening every year, with traditional courses not offering adequate industry exposure and relevant job-ready skills to students.

"While formal education provides a foundation, it isn't practical or industry-oriented enough to make students truly job-ready," says Himanshu Singh, Co-founder, CMO, Corizo Edutech.

This realisation led Singh to start Corizo, an edtech startup, along with his former colleagues.

Founded by Sourav Kamboj, Himanshu Singh, Vivek Agarwal, and Hemant Ingle, who are all engineers by profession, in 2023, Corizo predominantly targets college students and young professionals with upskilling courses at "affordable" prices.

The online learning platform strives to provide students with practical knowledge through hands-on projects and connect them with industry experts, thus giving them an "upper hand" in the job market. It also offers internship programmes to give students real-world experiences and help them secure job placements.

"Students can enrol in industry-aligned courses, receive mentorship from top professionals, and have lifetime access to the course content, along with the regular updates, to stay aligned with industry trends and advancements," says Singh.

Hemant Ingle, Co-founder and CPO, Corizo

Courses at Corizo

Corizo offers courses in computer science, data science, electronics, mechanical engineering, digital marketing, management, human resources, business and finance, and medicine (includes genetics engineering, nanotechnology, psychology).

It also provides tech courses in web development, artificial intelligence, machine learning, and graphic design.

The startup will soon offer courses in advanced drone tech with a drone pilot licence, robotics DIY, product management, content creation, and medical coding.

The courses are tailored to suit current industry needs. "Some domains are personalised to suit each learner, like the career advancement programme, for which AI is used to suggest suitable content," says Singh.

The courses on Corizo are available in three learning modules-self paced, mentor-led, and professional.

Self-paced courses range between two to three months, and students have access to content via the LMS (learning management system) portal.

An LMS portal is a software application that helps companies and organisations manage and deliver educational

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courses and training, learning and development programmes to users.

Corizo's LMS system allows students to access course materials, track their progress, and engage with mentors and peers. Students receive assignments based on the topics covered, apart from weekly quizzes and competitions.

Mentor-led courses, which also span between two and three months, offer students the opportunity to interact with industry experts, experienced professionals, and senior people from companies such as ISRO, Ericsson, LTIMindtree, NIIT, Deloitte, and Infosys.

The professional courses spanning three to four months help students get placement-ready via mock interviews. "Depending on their learning style, schedule, and need for guidance, students can choose from the three modules," says Singh, adding that the courses are pocket friendly, ranging from Rs 4,000 to Rs 25,000.

Additionally, students can opt for a Golden Pass for Rs 11,999, which gives them access to all courses available on Corizo's platform.

How this Mangalore-based edtech startup is making learning child's play

Certifications and collaborations

Industry collaborations form an important part of Corizo's go-to-market strategy.

The startup has tied up with companies such as Brakes India, Weboin, Orbo, Infogreen, Cyberensis Infosec, and AACP Infrastructure Systems for mentoring and internships.

Corizo's courses come with aptitude tests in collaboration with TCY, an online platform that provides exam preparation resources and training. These mock tests are tailored for placement exams and exams conducted by HCL, Infosys, Ericsson, Wipro, IBM, TCS, Accenture, L&T, Deloitte, and Capgemini.

"The certificates are provided in collaboration with Wipro Dice ID (an identity verification solution), and adds credibility to the students' qualifications," says Singh.

The startup recently collaborated with Drona Aviation for a drone engineering programme—an eight-week course to provide students in-depth knowledge and hands-on experience in aerodynamics, drone technology, and drone programming.

Teaching, mentoring, and explanation on how to build a drone is offered by Corizo, while Drona Aviation provides DIY kits with all the parts required to build a drone.

Thanks to the market demand, the drone course has been a "hot-selling product" since its introduction in July this year, with 367 enrolments and 143 completions, says Singh.

Market and growth plans

According to Invest India, the Indian edtech sector, which is currently estimated at \$7.5 billion, is projected to touch \$29 billion by 2030, growing at a CAGR of 25.8%.

is a big part of this market. A report by Great Learning says that 85% of Indians plan to invest in upskilling as they believe it's necessary to future-proof their careers.

Corizo views MyCaptain and Teachnook as its direct competitors in the mentor-led upskilling space.

Commenting on the startup's USP, Singh says at Corizo, students get one-on-one guidance, learn how to approach the job market, and get feedback on projects, in addition to the content available on the platform.

The edtech startup has so far catered to more than 70,000 students this year. About 80% of users are students, while 20% are working professionals, Singh points out. Most of the traction comes from Bengaluru, Mumbai, Pune and Chennai, he adds.

The bootstrapped company has offices in Gurugram and plans to set up shop in Pune soon.

Corizo, which clocked a revenue of Rs 7 crore in FY24, aims to register Rs 15 crore to Rs 17 crore in FY25. In the next five years, it plans to reach a revenue of about Rs 120 crore and open offices in Hyderabad and Kochi.

Edited by Swetha Kannan

## **GO EARTH**

# **87% of NGO Employees Experience Positive Workplace Culture: Great Place To Work Report**

Wednesday 9th October, 2024 Source : Kavita Gupta

Great Place To Work® India has released its latest report on the NGO sector, shedding light on the critical contributions of Non-Governmental Organizations (NGOs), also known as Non-Profit Institutions (NPIs) or Civil Society Organizations (CSOs), to India's economy and social fabric. The NGO sector in India is responsible for creating 2.7 million jobs, contributing an estimated Rs. 3.56 trillion to the country's GDP, accounting for 2% of India's total economic output. (Source: India's Million Mission Report).

In FY 2022-23, nearly 19,888 companies collectively invested Rs. 26,000 crores in CSR initiatives, with Maharashtra and Karnataka emerging as major contributors. NGOs have been pivotal in executing CSR initiatives, with a strong focus on education, healthcare, women's empowerment, and rural development. Additionally, significant efforts have been dedicated to child welfare, environment and forests further driving social progress in these critical areas.

Another empowering aspect is that women play a significant role in the NGO sector, with almost 1 in every 2 employees (46%) being women. This reflects the sector's commitment to gender diversity and empowerment.

Speaking of the announcement, Balbir Singh, CEO, Great Place To Work® India said, "The non-governmental sector plays a crucial role in India's socio-economic landscape, with NGOs contributing a staggering INR 3.56 trillion to our economy – equivalent to 2% of our GDP. These organizations, also categorized as Non-Profit Institutions or Civil Society Organizations, are instrumental in supporting the welfare of disadvantaged sections of our society. They work tirelessly in areas such as education for all, skill development, healthcare, and rehabilitation. Our recent research report, India's Best NGOs to Work For 2024, states that Pride and Purpose continue to be the driving forces behind employee satisfaction in the NGO sector. Our research also shows that India's Best NGOs to Work For report a 7% higher sentiment of retention among their employees compared to others in the sector. This is a testament to the powerful impact of creating a positive workplace culture. The scope of our study has significantly expanded over the years, with about 40+ NGOs participating in 2022 and over 115 NGOs in 2024. This growth reflects the increasing interest and commitment of NGOs to creating exceptional workplace environments and underscores the broader impact of our research in the sector."

He also added, "The Best Workplaces™ in NGOs stand out by providing a superior workplace culture. They achieve this through a holistic approach to employee experience, focusing on key drivers that resonate deeply with employees. Our research reveals that employees in the NGO sector are driven by

what we call the "5 GEARS"—Career Growth Opportunities, Egalitarian Treatment, Leadership Advancement, Respect and Care for Employees, and Psychological and Emotional Safety. By prioritizing these factors, these organizations not only enhance job satisfaction but also foster a supportive environment that empowers employees to contribute more effectively to their organization's noble missions. As we release the India's Best NGOs to Work For 2024 list, I want to extend my heartfelt congratulations to all the winners and gratitude to every participating organization in making a difference. Your dedication to creating outstanding workplace cultures while serving society is truly commendable. You are setting benchmarks not just within the NGO sector but for organizations across all industries. Keep up the excellent work, and make a difference, both for your employees and for the communities you serve."

However, despite the positive impact of NGOs, challenges persist when it comes to retaining quality talent. The report reveals that while 87% of employees report experiencing a great workplace, there are notable concerns regarding employee retention, particularly among younger employees. Nearly 6 out of 10 employees have a tenure of less than 2 years in their current organization.

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The Great Place To Work® report emphasizes that while the NGO sector has made significant strides in job creation, CSR contributions, and fostering a strong sense of pride and purpose among employees, challenges related to talent retention and employee well-being must be addressed. Leading NGOs are setting the standard by focusing on creating a psychologically safe and inclusive work environment, where employees can thrive and contribute to their organizations' missions.

Please find below the top 20 names under the India's Best NGOs To Work For 2024: (in alphabetical order)

Ambuja Foundation

ARCH Development

Bharti Airtel Foundation

Dr. Reddy's Foundation

End Poverty

Ipas Development Foundation

M.A.J. Hospital

Magic Bus India Foundation

**NIIT Foundation**

PANKH

Pinkishe Foundation

Plan International (India Chapter)

Saajha

Sampark Foundation

St. Jude India Childcare Centres

Tamahar Trust

The Akshaya Patra Foundation

U&I

United Way Mumbai

VisionSpring

Great Place To Work has also introduced a new list of Social Impact Icons this year. Please find them below in no particular order:

Bharti Airtel Foundation

Ipas Development Foundation

St. Jude India Childcare Centres

Equitas Development Initiatives

SEWA Rural

Room to Read India Trust

## The Tribune

VOICE OF THE PEOPLE

### Campus notes: Riarki School students win medals

Publish Date: 2024-10-16 Source : Bureau



Students of Riarki Public School, Tughalwal, have won 23 gold, 14 silver and 13 bronze medals in the 75th Zonal Athletics Games. The chief administrator of the institution, Gagandeep Singh Virak, director principal Manpreet Kaur Virak and principal Inderjit Kaur said that the students of the school under the guidance of coaches Jitinder Kumar and Rajwinder Kaur participated in the games in the U-14, U-17 and U-19 categories. By participating in various track and field events, Harjot Singh won gold in 100m,

200m and long jump, Sidakjot Singh and Romandeep Singh won 200m and Karmwar won silver and bronze in relay. Abhijot Singh won a bronze in relay and Satput and Ekmket Singh won bronze in relay race in U-17 category. Ranjot Singh won gold in 1,500m, 800m and relay and Ruparman Singh Nagra won gold in javelin, discus throw and relay. Paras Mehra won gold in triple jump, silver in 400m and bronze in long jump. Madhav Sharma won gold in relay, silver in long jump and bronze in 100m, Aniket Singh won gold in relay, silver in triple jump, while Sehunurdeep Singh won gold in long jump and relay.

#### Meet on World Mental Health Day

On the occasion of the International Mental Health Day, the Chief Khalsa Diwan International Nursing College, Amritsar, organised a national conference in collaboration with the Indian Society of Psychiatric Nurses on the theme "Stress Less, Achieve More: Interventions for Mental Wellness in the Workplace." Dr Deepika Khakha, nursing adviser of Government of India, was the chief guest, Dr Puneet Girdhar, registrar, Punjab Nurses Registration Council, and Sushil Kumar Maheshwari, principal, Institute of Human Behavior and Allied Sciences, Delhi, participated as guests of honour of the day. Principal Yashpreet Kaur and Dr Harleen Kaur, vice-principal, spoke about the achievements of the college. More than 300 delegates attended the conference offline and around 150 participated online.

#### Day and night cricket match

It was a moment of pride and celebration for the city of Pathankot as the first-ever day/night cricket match in the region was successfully conducted at Partap World School. The U-17 district-level final match held under floodlights saw Partap World School become the first school in the region to have a stadium with floodlights. The final match was part of the U-17 Cricket Tournament organised by the District Education Department under the 11th District School Games 2024-25, in which more than 26 teams participated. The tournament saw intense competition between various school teams, and the grand finale was played between the home team, Partap World School Cricket Academy and APS. In an exhilarating contest, the academy emerged victorious, securing the championship title and bringing laurels to the school.

#### Educational Fair held

Ashok Vatika Public School organised an educational fair on its campus. Renowned universities of India participated in this educational fair to mentor the students about the future possibilities and also indicated a change in the trend of educational horizon. Those who participated included Chandigarh University, NIIT University, Chitkara University, Ashoka University, Bennett University, Amity University, IILM University, DIT University, Manav Rachna University, SRM University, Chandigarh Group of Colleges, Shiv Nadar University and KR Mangalam University. They apprised the students about their curriculum, courses and placements.



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**Rajendra S Pawar,**

Chairman and Co-Founder,  
NIIT Group

**NIIT**

“ The business recorded robust growth in Q2 across Technology, BFSI & Other programs with enrollments increase in both early career and working professional segments. We expect this momentum to be maintained, driven by improving hiring sentiment in IT and acceleration in BFSI. ”



**Vijay K Thadani**

Vice Chairman & Managing Director,  
NIIT Limited



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**Pankaj Jathar**  
Balancing Business and Beyond

**AFTER HOURS**  
PANKAJ JATHAR, CHIEF EXECUTIVE OFFICER, NIIT LTD

**The Job**  
I make sure people and businesses get the skills they need to succeed. My team partners with global organizations to provide effective learning solutions, while I focus on achieving our long-term goals.

**The Weekdays**  
On weekdays, my schedule is packed with meetings. Ideally, I like to run in the mornings. If the day kicks off too early to get a run in, there is at least a 5-10 minute stretch. My weekdays often start at 12-14 hours, and I usually call "small therapy" before calling it a night.

**The Weekend**  
On weekends, I prioritize family time and catching up on sleep. I enjoy reading books on management and fiction, especially murder mysteries, listening to leadership podcasts, and catching up on blogs. When I can, I love taking my motorcycle out for a ride.

**The Toys**  
I'm passionate about motorcycles and love my three babies - a Harley Davidson Superlow, a Triumph Thunderbird LT, and a Suzuki V-Strom 650. My iPad is my go-to device for almost everything. I use it for music, reading, watching movies, writing and even listening to a podcast. As an audiophile, I enjoy listening to music on my collection of high-quality speakers to unwind.

**The Logos**  
I have great respect for brands that continuously reinvent themselves to stay relevant in a dynamic market. NIIT and TITAN are excellent examples, evolving with changing times. I also admire how brands like Tata Motors and Hindustan Unilever have successfully transformed themselves, adapting to new technologies and consumer demands, while retaining their core values.

—As told to Abhimanda Chakraborty

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