

NIIT LAUNCHES GRADUATE EMPLOYABILITY TEST

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NIIT TO OFFER BIG DATA COURSES IN CHINA

NIIT has signed an MoU with Guilan New Area in the Guizhou province of China, to offer programmes in new-age IT, with special focus on Big Data. The MoU was signed by Rahul Mathur, President, CEO Designate, NIIT Ltd during his recent visit to China and Ma Chang Qing, Head of the Guizhou Guilan New District. Under this MoU, NIIT will offer programmes in Big Data as Guilan has been identified by the Government of China as the national center for the Big Data industry. Apart from this, NIIT will offer a wide range of cutting-edge IT skills training across various fields. NIIT has a unique business model for cooperation with universities and colleges in China called the 'International Council'.



NIIT gains on securing training services deal

NIIT rose 1.87 per cent to Rs 46.20 on BSE after the company announced securing a three-year contract to provide managed training services to Vestas Wind Systems, a leading global wind energy company headquartered in Aarhus.



FOR ETHICAL HACKING ENTHUSIASTS

NIIT has tied-up with EC Council to offer a three-month course, which is priced at ₹20,000

Students interested in the world of ethical hacking, penetration testing, bug bounty hunting, and other related fields can now enroll for a three-month course offered by EC Council in partnership with NIIT. The course is designed for individuals who are passionate about learning the art of ethical hacking. The course covers various topics including network security, web application security, and mobile application security. The course is taught by industry experts and provides hands-on experience through practical exercises and projects. The course is priced at ₹20,000 and is available for students across the country.

Initiative to make Maths simpler and fun-filled



NIIT GET to help students choose new-age careers

NIIT has announced the launch of the Graduate Employability Test (GET) to enable graduates choose a career that matches with their abilities and interests. GET 2014 will be conducted by NIIT on November 16. Graduates as well as final year graduating students can register for it. Speaking on it, Shivan Bhargava, group president, skills & careers group, NIIT Ltd, said, "This test will help graduates choose from over 1000 new-age career options available in a burgeoning job market."

Anti-Western approach damaging for country, says Karan Singh

NEERJANA Bhambhaniya, an anti-Western perspective was damaging for India and it should adopt a "realistic vision" taking into account the West, senior Congress leader Karan Singh has said. "Anti-Western approach is not an inherently wrong but is definitely damaging for the country. We can't have the West as a role model, but copying everything that is from the West is wrong. The real work is delivering the much-needed services to the people," he said. The 83-year-old politician, who is also the Chairman of the advisory, said that "technological research will be the new basis in the research world."

"Introduction of concepts, what is a methodology relationship what are the psycho-spiritual linkages, this whole area of consciousness research has become generally important in America and other parts of the world. Science and religion are finally going to come together and they can be studied as a unified field," he asserted. The annual day was organized by the university on its foundation day on November 12. Singh also became a special guest for the students in the lecture titled "The message of Gita" and decided the message is delivered to school students. Singh said, "The message of Gita is not just a religious text, it is a philosophy of life. It is a guide to living a meaningful life. It is a source of inspiration and motivation for all of us."

NIIT UNIVERSITY LAUNCHES COURSE IN BANKING

A year-long Post-Graduate Diploma in Banking and Relationship Management (PGDBRM) that promises to empower professionals with necessary skills and knowledge to undertake various roles in banking and financial services, has been launched by NIIT University, Neemrana, Rajasthan, in association with Kotak Mahindra Bank. On successful completion of the course, students will be eligible for e-commerce certification from eBay India & NIIT. The course is designed to provide students with a comprehensive understanding of the banking and financial services industry. It covers various topics including banking operations, customer relationship management, and financial services. The course is taught by industry experts and provides hands-on experience through practical exercises and projects. The course is available for students across the country.

In an attempt to increase employability, bridge the skills divide and create opportunities for entrepreneurs to tap into the growing e-commerce market, eBay India and global talent development company NIIT have announced an industry first e-commerce certification programme. The programme has been built with a focus on providing students with the necessary skills and knowledge to succeed in the e-commerce industry. The course is designed to provide students with a comprehensive understanding of the e-commerce industry. It covers various topics including e-commerce operations, customer relationship management, and financial services. The course is taught by industry experts and provides hands-on experience through practical exercises and projects. The course is available for students across the country.

NIIT conducts seminar on Digital Marketing

NIIT conducted a seminar on Digital Marketing in Mumbai. The seminar was organized by NIIT and was attended by students and faculty members. The seminar focused on the latest trends and strategies in digital marketing. It covered various topics including search engine optimization, social media marketing, and content marketing. The seminar was a great success and provided students with valuable insights into the world of digital marketing.

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Anand inaugurates 'Ngururu MathLab Plus'

Hyderabad: Five-time World Champion Viswanathan Anand on Friday inaugurated NIIT Nguru MathLab Plus at a function organized at Kennedy High Global School. MathLab Plus aims at making the vital subject of mathematics simpler, easier and fun to learn for school students. MathLab Plus is an initiative to make mathematics more engaging and interactive for students. It provides students with a platform to explore mathematical concepts and solve problems in a fun and interactive way. The program is designed to provide students with a comprehensive understanding of the subject of mathematics. It covers various topics including algebra, geometry, and trigonometry. The program is taught by industry experts and provides hands-on experience through practical exercises and projects. The program is available for students across the country.

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FOR ETHICAL HACKING ENTHUSIASTS

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SURAKSHA P | CHENNAI

With the first batch of the NIIT-EC Council ethical hacking course to graduate this month, NIIT Group President, Skills and Careers, Shivan Bhargava said the feedback has been positive. The Indian based-company which trains individuals in information technology, business process outsourcing, banking finance and insurance among others launched the ethical hacking course in October-November last year owing to the dearth of ethical hackers in the country.

The International Council of Electronic Commerce Consultants (EC Council) is a certification body based in New Mexico best known for its certified ethical hacker programme. "EC Council's certificates are hugely recognised across the globe. With this tie-up, NIIT has industry practitioners and those involved in research imparting training in the ethical hacking programme. We have a special capsule on cyber law. We also

have guided virtual labs for the students," says Bhargava.

The course duration is three months and is held for four hours every Saturday making it convenient for IT professionals to take out time on weekends. The students should have a working knowledge of operating systems like UNIX and Linux, SQL, database servers and a minimum experience of one-three years in the IT field to be eligible for the course. Those who wish to test their knowledge of networking concepts and especially TCP/IP fundamentals, can take an online test on NIIT's website. "Every organisation has a firewall and to make it foolproof, it gives licence to ethical hackers to hack to see how vulnerable they are. Simply put, if every house had a lock, to make the lock foolproof, one needs to know how the lock is made, that's how ethical hacking works," he explains.

Some of the modules include Footprinting and Reconnaissance, Scanning Networks, Trojans and Backdoors, Viruses and Worms, Sniffers, Social Engineering, Denial of Service,

Session Hijacking, Hacking Webservers, Hacking Web Applications, SQL Injection, Hacking Wireless Networks, Hacking Mobile Platforms, Evading IDS, Firewalls, and Honeypots, Buffer Overflow, Cryptography and Penetration Testing.

The second batch is set to start soon. Asked if they plan to take the course to colleges, Bhargava says the delivery mechanisms do not allow them to do so. "The course is priced at ₹29,000. Though the course is available only in select NIIT centres, it is available in all metros which is where the IT market largely is," he says. According to NASSCOM, India will require at least 1.8 lakh IT security professionals and over 70,000 ethical hackers by 2015, whereas at the moment it produces only 15,000 in a year, said a statement released by NIIT recently.

With IT majors increasingly adopting cloud computing, challenges to secure data has become more important than ever. With Indian e-commerce industry increasing

by the day, the need for trained network security professionals is becoming essential. Though India has low internet penetration cybercrimes in India has seen a multi-fold increase. Ethical hacking as a career provides lucrative options and short-term courses like these act as value additions.

— suraksha@newindianexpress.com



“NIIT has industry practitioners and those involved in research imparting training in the ethical hacking course — Shivan Bhargava, NIIT

Indian Express, New Delhi, January 12, 2015



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NIIT, has signed an MoU with Guian New Area in the Guizhou province of China, to offer programmes in new-age IT, with special focus on Big Data. The MoU was signed by Rahul Keshav Patwardhan, CEO Designate, NIIT Ltd during his recent visit to China and Ma Chang Qing, Head of the Guizhou Guian New District.

Under this MoU, NIIT will offer programmes in Big Data as Guian has been identified by the Government of China as the national center for the Big Data Industry. Apart from this, NIIT will offer a wide range of cutting-edge IT skills training across various fields. NIIT has a unique business model for co-operation with universities and colleges in China called the "NIIT Inside model", where NIIT programmes are embedded in University/College IT curriculum. Students may undergo a four-



year Bachelor Degree programme or a three-year Associate Degree programme post grade 12 in Information Technology. Currently, NIIT curriculum is embedded into both these programmes across multiple universities and colleges in China.

Tribune, Chandigarh, January 14, 2015

NIIT to offer courses in China

New Delhi, January 12

NIIT Ltd has inked a pact with Chinese company Guian NewArea, based in the Guizhou province, to offer courses in information technology, with a special focus on big data, the company said in a press release here. According to the company's statement, NIIT will offer programmes in 'big data'. The move is significant given that the Chinese government has recognised Guian as the national centre for the big data industry. At present, more than 10,000 students are studying in the campus, and the number is likely to grow to 25,000 in the next couple of years. COGENCIS

Hindu Business Line, New Delhi
January 13, 2015



MAKING MATHS A FUN SUBJECT

Sneha Bengani

NEW DELHI: Here's good news for students who are frightened by the sight of numbers, or for teachers and school heads hoping to turn such encounters into pleasant experiences for the former.

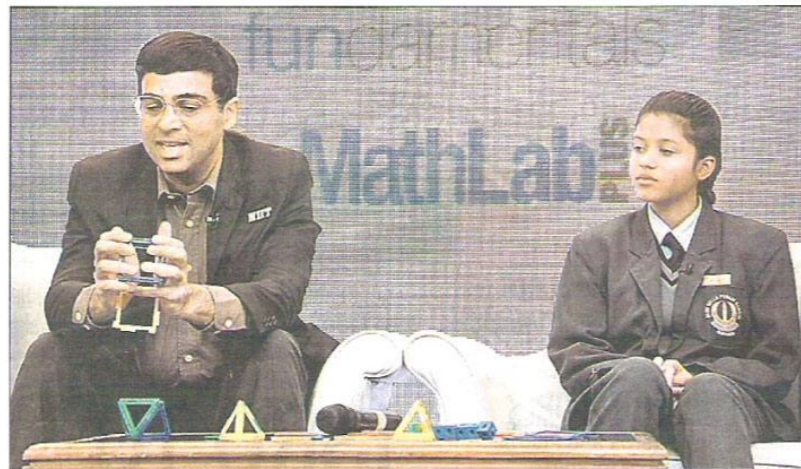
HT-Pace, the Hindustan Times Newspaper in Education initiative, in collaboration with NIIT, a global leader in skills and talent development, organised an event on Saturday to unveil the findings of a study conducted by latter in 34 schools across 11 states in the country. The study touches upon the qualitative and quantitative impact of Math labs on the performance of students.

The event also informed principals and teachers from about 150 schools across the city about MathLab Plus, NIIT's curriculum-based initiative that aims to make the study of Mathematics a simpler and fun-filled one.

The findings of the NIIT study, presented by chess Grandmaster and former world champion Viswanathan Anand, establishes a direct correlation between proficiency in this subject enabled through MathLab Plus, which benefits about 6 lakh students in 1,500 schools across India.

"Over 8,000 teachers are using it to make Maths more interesting and fun for students," said Prateek Chatterjee, vice-president, communications and marketing, NIIT Ltd. An enactment highlighting the importance of Maths in everyday life, and a discussion comprising teachers, students and parents as well as Anand that touched upon issues including Maths anxiety, followed.

Articulating his belief that any lesson learnt enjoyably leads to better results,



Former world chess champion Viswanathan Anand uses 3D tools to demonstrate the importance of making numerical concepts fun to understand, at an event organised by HT-Pace in collaboration with NIIT, on Saturday
S. BURMAULA

Anand said: "You do not have to just absorb a concept, you have to maintain it until it becomes a reflex. This can be achieved only when it is made fun and interesting."

"We do not have a Math lab yet due to space constraints. Soon, we plan to have two labs, one each for the junior and senior students, by next year," said Geeta Kapoor, HOD (Maths), Bhartiya Vidya Bhawan, KG Marg, Blue Bells Model School, Sector-4, Gurgaon, has had a Math lab since 2004.

Since last year, the school has replaced it with NIIT's MathLab Plus, in which the students of Classes 3 to 10 learn numerical concepts in an engaging way.

"Earlier, our visits to the Math lab were uninteresting," said Saloni Chhabra, a Class 10 student of the school.

"Now we study Maths with the help of screens, projectors and 3D shapes, which has reduced the workload tremendously. The lab is so wonderful that we have a good time while learning something new," said Aditi Dudeja, a Class 10 student of Blue Bells.

"This new approach helps us understand the concepts better by allowing us to apply them practically. Our motive now is not just to complete the task and get marks, but to enjoy the topic," added Saloni.

Hindustan Times, New Delhi, December 22, 2014



Initiative to make Maths simpler and fun-filled

htpacenotes

HT-Pace in collaboration with NIIT held an event to unveil the findings of a study conducted by the latter in 34 schools across 11 states. The study touches upon the qualitative impact of Maths labs on the performance of students. It also informed principals and teachers from 150 schools across the city about Math Lab Plus, NIIT's curriculum-based initiative aiming to make the study of Maths a simpler and fun-filled one. The findings of NIIT study were presented by former world champion Viswanathan Anand. "More than 8,000 teachers are using it to make Maths interesting for students," said Prateek Chatterjee, vice-president, communications and marketing, NIIT Ltd. An act highlighting the importance of Maths in daily life, and a discussion comprising teachers, students and parents touched upon issues, including Maths. Articulating his belief that any lesson learnt leads to better results, Anand said: "You don't have to absorb a concept, you have to maintain it until it becomes a reflex. This can be achieved when it is made fun and interesting." "We do not have a Math lab yet due to space constraints. Soon, we plan to have two labs, one each for junior and senior students, by next year," said Geeta Kapoor, HoD, Maths, Bhartiya Vidya Bhawan, KG Marg, Blue Bells Model School, Sector-10, Gurgaon, has had a Math lab since 2004. Since last year, the school has replaced it with NIIT's Math Lab Plus, in which students of Classes 3 to 10 learn numerical concepts in an innovative way. "We study Maths with the help of screens, projectors and 3D shapes, which has reduced the workload tremendously. The lab is so wonderful that we have a good time while learning something new," said Aditi Dudeja, a Class 10 student of Blue Bells.



P Rajendran, executive director, NIIT Ltd, grandmaster Viswanathan Anand and Tulika Sinha, chief business officer, NIIT at the HT Pace-NIIT event.

Hindustan Times (Live), East Delhi, December 26, 2014



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World Chess champion Viswanathan Anand presented the NIIT study findings at the HT-Pace Maths event.

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Learning

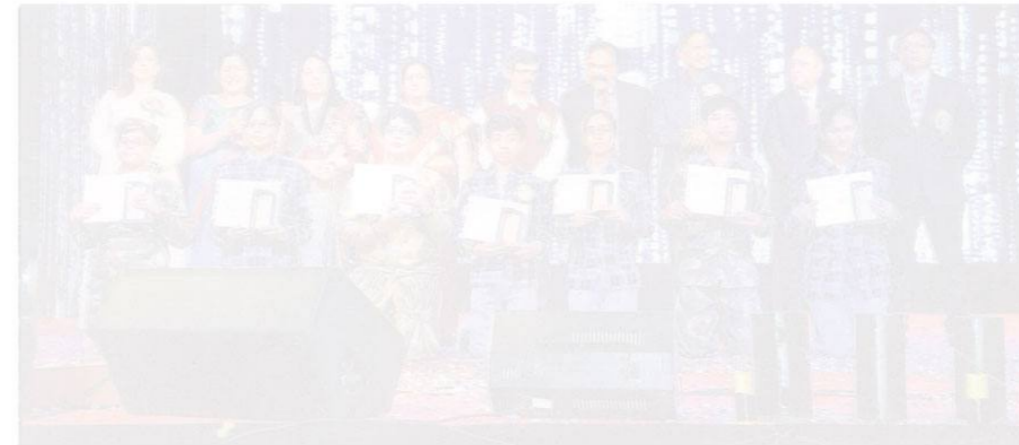
Maharaja Agrasen Model

School CD-Block, Pitampura began with an international collaborative learning programme with Birla Public School, Doha, Qatar. Students of Classes 9 and 10 had a web conference with the students of Birla Public School. The activity was planned by the International School Award. The project Go Fiesta was conceived and initiated by Maharaja Agrasen Model School principal Pratibha Kohli and Birla Public School, Doha, Qatar, principal AK Srivastava. The peer to peer interaction was a platform provided to students and teachers to talk about the festi-

vals, cuisines, attires and tradition of their respective countries. The web conference was an effort that honed the interpersonal skills of teachers and students. It gave a collaborative learning experience to the students of both countries thus incorporating globalisation in education.

Annual Day

Goodley Public School, Shalimar Bagh, celebrated its 35th Annual Day cum Prize Distribution Ceremony at Talkatora Indoor Stadium. Toppers in Class 12 CBSE Board examination were awarded cash prizes, certifi-



Goodley Public School celebrated its 35th annual day cum prize distribution ceremony recently.

cates and mementoes during the prize distribution ceremony. Students scoring a perfect 10 in Class 10 were also recognised. Surbhi of Class 9 and Aneesh Gupta were declared Sportsman of the Year and Student of the Year. A Lifetime Achievement Award was presented to K Sharma for her contribution to the school. The cultural event began with students reciting the Saraswati Vandana. More than 800 students dressed in colourful attire staged a reverberating ballet Delhi down the Ages. The evening witnessed an array of dance and musical acts. The most riveting performances were the enactment of scenes from Mahabharata and the cultural tour of India during Republic Day tableaux of various states. The school

band entertained the parents by belting up some nostalgic numbers. The programme was appreciated by the chief guest Vineet Joshi, chairperson, Central Board of Secondary Education and former director general of police Amod K Kanth presided over. Giving the vote of thanks, R Paliwal, principal of the school thanked the dignitaries, the teaching and non-teaching staff and all those who contributed in making the day a success.

Sports meet

Laurel High, Pitampura held Spardha, the 4th Sports Meet of the school at Tyagaraj Stadium with the aim to promote healthy competition among students. Chief guest KR Mahajan declared the meet

open, while principal Jyoti Mahajan welcomed the gathering. The students of all the classes participated in the meet, which had a plethora of activities such as skating, karate, aerobics, dumbbell drill and dance among others. While of Montessori Branch Class 1 won the audience's hearts with their efforts in the Hoopla drill. Yoga was performed in a most serene manner to the chant of shlokas. Students of four houses—Compassion, Integrity, Harmony and Courage—marched in rhythm to the beats of drum. Inter-house races from Classes 1 to 9, as also the teachers' and parents' races added excitement to the event. The winners were awarded certificates and medals by the dignitaries.

Chairperson Hari Om Mahajan commended the staff for their team work. The event concluded with a vote of thanks by the headmistress, who made a special mention of Class IV employees for their support in managing the event.

National Unity Day

On Sardar Patel's birth anniversary, various activities such as Run for Unity, speeches, painting and collage making were planned in Tecnia International School, Rohini, involving students of all classes. This event was taken up to convey the message of unity and integrity to all the students. They delivered speeches in the morning assembly on various topics such as national unity, safety, integrity and security. All the students took the Rashtriya Ekta Diwas Pledge. Thereafter, the students took a lap of the school ground to mark the Run for Unity. They made colourful drawings and collages on unity are strength and topics related to the theme. Students learnt that the effect of synergy and joint effort is more than the sum total of individual efforts. Head of school Vimmi Jolly too propagated the message of national unity among the students and advised them not to enter into an argument or altercation with their mates.



eBay joins hands with NIIT for e-commerce certification prog

NEW DELHI: eBay has partnered with IT talent development firm NIIT to start a certification programme for the e-commerce sector in a bid to address skills gap, increase employability and create job opportunities. The programme will cover topics like the process of selling, inventory management, customer service, marketing, etc. It also aims to address the growing demand for

qualified professionals and entrepreneurs as the e-commerce sector grows at a scorching pace in the world's second-most populated market. According to Technopak KPMG IAMAI study, Indian e-commerce sector is projected to scale the \$76 billion mark by 2021 with demand for employees pegged at a staggering 1.4 million. However, only 27 per cent of the fresh gradu-

ates will be employable by 2020, the study said. "The ePro certification programme will not only build an employable workforce, but will also aid government's endeavour to skill 500 million people by 2020, who can contribute towards the 'Make in India' campaign," eBay India Managing Director Latif Nathani said here. According to eBay India Online Business Index, the

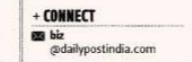
The programme will cover topics like the process of selling, inventory management, customer service, marketing, etc.

online domestic entrepreneurs employ an average

of 4.8 full time staff and 1.6 part time staff. This is projected to increase to 5.2 full time staff and 2.1 part time staff. The ePro certification will help to bridge this gap as well, he added. "With the changing face of retail, where online platforms are gaining popularity among consumers, we perceive immense opportunity in the e-commerce space," NIIT Limited Group President (Skills and Careers

Group) Shivan Bhargava said. The ePro certification programme will address skills gaps of the people, enabling a vast system of qualified resources that are not only employable in overall offline/online retail industry but will also enable them to look for opportunities in sales, operations, merchandise, payments and logistics. It will cover topics like Intro-

duction to e-commerce, Marketplaces & eBay, Process of Selling, Inventory Management, Customer Service, Marketing and all such aspects that will enable merchants to sell online, Bhargava added.



Daily Post, Chandigarh, November 13, 2014

eBay India & NIIT to offer e-commerce certification



eBay India's MD Latif Nathani (L) unveiling the logo of ePro

In an attempt to increase employability, bridge the skills divide and create opportunities for entrepreneurs to tap into the growing e-commerce market, eBay India and global talent development corporation, NIIT has announced an industry first e-commerce certification programme: ePro. The ePro certification programme has been built with an aim to create a sustainable &

scalable skills framework via Public & Private Partnerships to increase employability. The programme will cover topics like Introduction to eCommerce, Marketplaces & eBay, Process of Selling, Inventory Management, Customer Service, Marketing and all such aspects that will enable merchants to sell online.



NIIT and IEEE tie-up for engineer employability

NIIT and IEEE Computer Society have tied up to provide training based on the Guide to the Software Engineering Body of Knowledge (SWEBOK) to create quality engineers to meet the industry's requirement for job-ready talent. Though over 10 lakh engineers study in Indian universities, 80% are not considered job-ready. According to the recent National Employability Report called "Engineering Graduates – 2014", released by Aspiring Minds, only 18.43% engineers are employable for the IT services role, while 3.95% are trained to be deployed on projects. For jobs in mechanical, electronics/electrical and civil jobs, mere 7.49% engineers are employable. P Rajendran, executive director, NIIT, said, "NIIT and IEEE will help improve the employability of engineers on a global scale."

Financial Express, Bengaluru, November 10, 2014



NIIT GET to help students choose new-age careers

NIIT has announced the launch of the Graduate Employability Test (GET) to enable graduates choose a career that matches with their abilities and interests. GET 2014 will be conducted by NIIT on November 16. Graduates as well as final year graduating students can register for it. Speaking on it, Shivan Bhargava, group president, skills & careers group, NIIT Ltd, said, "This test will help graduates choose from over 800 new-age career options available in the emerging job market."

Financial Express, New Delhi, November 3, 2014

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Indian Express, Bengaluru
November 3, 2014



Showing the way

The NIIT has launched a Graduate Employability Test to enable graduates to choose a career that matches with their abilities and interests. The test will be conducted on 16 November. The application forms are available at NIIT centres across the country. Graduates as well as final-year students can register by filling the GET application form. Students can also log on to www.niit.com/get to apply. The deadline is 15 November. The test takers can get scholarships up to 35 per cent based on their merit.

Every student undergoing the test will receive a personalised graduate employability scorecard. NIIT will also provide placement assistance on postgraduate and diploma programmes. "This will enable students to judge their aptitude and capabilities. The test will help graduates to choose from over 800 career options available in the emerging job market," said Shivan Bhargava, group president-skills and careers group, NIIT Limited.

The Statesman, New Delhi
November 7, 2014



WHAT IT TAKES TO GET A JOB

With hiring on an uptick this year, a look at some of the most valuable skills that are getting the lucky ones placed

By Sangeeth Sebastian

LAST week, Tamil Nadu-based SRM University created news when more than 3,000 of its graduates were offered jobs by leading IT companies in the first day of placements. Closer home, Gurgaon-based Management Development Institute (MDI) and XLR-Xavier School of Management, Jamshedpur, too claimed to have completed their summer placements in record time.

So, is the veil of gloom on hiring finally lifting? If so, then what are some skills and attributes that are getting the lucky ones placed? EDUCATION MAIL talked to P. Rajendran, the executive director and co-founder of NIIT, a global talent development company based in Gurgaon, to make sense of the hiring hype and find out what companies are looking for in a candidate.

"Campus placements this year have improved compared to the previous year. Internship opportunities too are better," says Rajendran. Though the skills a candidate needs depends on the kind of job roles which he/she is applying for, there are some general attributes which graduate recruiters are looking for across the spectrum. Sprucing it up before sitting in front of a computer to type your CV can certainly give you a competitive edge.

The most underrated skill which a candidate must have, yet often ignored, is having a good business sense. When the NIIT chief joined Keltron, Kerala's electronics corporation, as a product engineer after graduating from IIT Delhi in 1974, little did he realise that his job profile would also require him to sell his company's products to the customers.

"A few months into the job, I was asked by my boss to sell calculators to officials in the government department," recalls Rajendran. "Graduates should learn to listen to the market and always be prepared for the unexpected," he says.

With Indian companies going global, more and more employers now want graduates with a global outlook. One of the best ways to do this is by learning a foreign language. Speaking a foreign language shows that a graduate has a "better" cultural understanding. "You cannot interact with technical people in a foreign country unless you know the native language," says Rajendran.

In his case, the realisation came after he was assigned for an overseas stint in France. "I spend the first three months of my stay in Paris learning French for five-hours a day."

Perhaps, nothing can make a more positive impression to your prospective employer in a tech-driven world than having a strong digital foot-

Graduates should learn to listen to the market and always be prepared for the unexpected

— P. RAJENDRAN, EXECUTIVE DIRECTOR & CO-FOUNDER, NIIT

"For hiring managers, Internet is the first port of call when it comes to knowing more about a candidate. Having a twitter account or a blog in your area of interest is an advantage," says Rajendran. But make sure you are careful about what goes online. If images of binge drinking parties are the only ones an employer can find in your Facebook account, then you will be in trouble.

Finally, for those who think a little bit of mentoring can enhance job prospects, NIIT is ready to help. The company in association with the Institute of Electrical and Electronics Engineers, a professional body based in the U.S., has started a special training programme to improve the employability of engineering graduates. The initiative launched last week is expected to train 40,000 software engineers in the first three years.

"Graduates will be able to apply for the programme through the 500-odd NIIT centres across the country," says Rajendran.

Having a good business sense is the most underrated skill a candidate must have

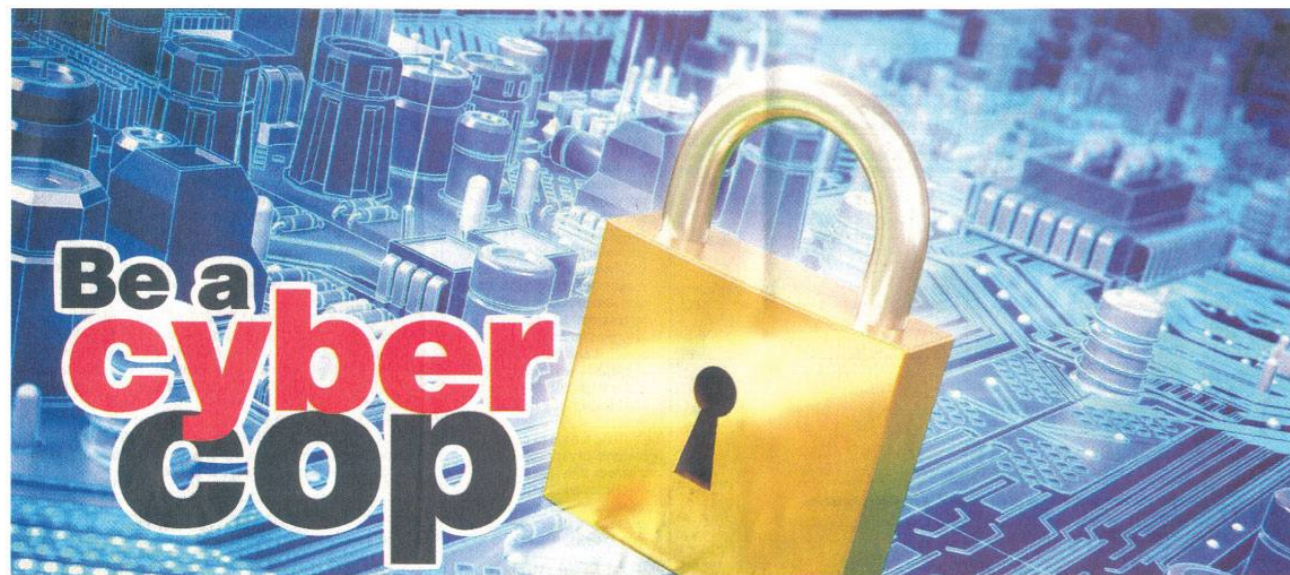


M. Ponnavaikko, SRM University Vice-Chancellor, with students in Chennai



A graduation certificate along with relevant skills can boost your chances for a job

Mail Today, New Delhi, November 4, 2014



As per the National Association of Software and Services Companies (NASSCOM), there is a requirement of over 77,000 hacking professionals in India. NASSCOM also iterated that the digital security scenario in India is threatened at \$8 billion annually. Hence the need for ethical hackers in on an upward spiral, says RAJU VANAPALA

To catch a criminal, you have to think like one — in today's world, criminal activities have gone to a new level of information technology. These cyber criminals hack into unsuspecting systems with malicious intentions of stealing information. But there is another dimension to hacking, i.e. ethical hacking. Ethical hacking involves breaking into systems and servers with an objective of making them more secure and uncovering vulnerabilities to shield them from cyber-attacks. Apart from just protection from criminal cyber activities, the ethical hacker also plays a pivotal role in other aspects of enterprise security such as encryptions, security protocols and firewalls.

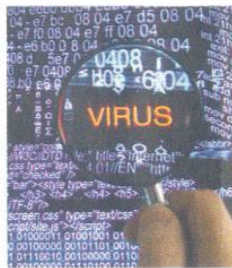
There are several categories with-in hacking that need to be understood as a first step. The first is Trojan programs that share files via instant messenger. The latest instant messengers come with huge capabilities like file sharing and computer sharing. The Hackers in the current day are using this mode to deliver the Trojan and hack into your computer.

The most commonly used method is eavesdropping on unsuspecting users to retrieve user accounts, passwords and other user-related information. Denial of Service (DoS) is another category through which a hacker can launch an attack on an instant messenger user. A Partial DoS attack will cause the user end to hang or will use up a large portion of CPU resources causing the system to become unstable. Phishing Techniques that are common today

include Link Manipulation, Filter Evasion, Website forgery and Phone phishing. In order to become an Ethical Hacker, one needs a solid grounding in Computer Sciences. This is imperative if one has to outthink sharp, aggressive and dedicatedly malevolent criminal hackers. It is therefore advised to study Ethical Hacking at a post graduate level, after pursuing a BTech or B Sc course from a reputed organisation.

Ethical Hacking involves subjects like Computer Networks, C++ or Java, UNIX Knowledge Cyber, System and Data Security. Apart from this, know-how of assembly language is crucial for those who want to analyse disassembled binaries. Also, a profound familiarity with a variety of operating systems (Microsoft Windows, various versions of Linux, etc) is of paramount importance. An ethical hacker ought to have a basic understanding of TCP/IP protocols like SMTP, ICMP and HTTP.

Becoming a successful ethical hacker also requires several soft skills such as creativity, great inter-personal skills and an eye for detail. Analytical thinking, logical thinking and a positive outlook are a must. The scope for Ethical Hackers is immense, in both India and abroad. The information security industry is undergoing a current worldwide growth rate of 21%. The need for information security for security compliance in India is mandatory for all companies with an IT backbone. The requirement for such personnel is especially high with organisations in the IT/ITES space. However, internet security is no longer a grave concern for IT



IN ORDER TO BECOME AN ETHICAL HACKER, ONE NEEDS A SOLID GROUNDING IN COMPUTER SCIENCES. THIS IS IMPERATIVE IF ONE HAS TO OUTTHINK SHARP, AGGRESSIVE AND DEDICATEDLY MALEVOLENT CRIMINAL HACKERS

companies alone. Today every business has some form of online presence and therefore cyber security has become a key focus area across sectors.

Ethical hacking provides enormous career opportunities. Renowned companies like Wipro, IBM, Infosys, are always looking for efficient hacking professionals.

Designations that can be attained by ethical hacking aspirants are Network Security System Administrator/Manager, Network Security Engineer, Systems/Applications Security Executive, Ethical Hacker, Data security specialist, Computer Forensics Investigator, IT Security Administrator/Consultant/ Manager, Security Certified Programmer etc.

Ethical hacking emerged as a US\$3.8 billion industry in the US alone, last year. As per National Association of Software and Services Companies (NASSCOM), there is a requirement of over 77,000 hacking professionals in India. Despite the escalating demand, ethical hacking has still not been able to grab the interest of students to take it up as a full-time profession. Hence India has only 22,000 professional hackers as of now. NASSCOM also iterated that the digital security scenario in India is threatened at \$8 billion annually.

India possesses a vast potential for e-commerce and online financial transactions. Online payments come with the risk of sharing sensitive data which might be misused. Hence it is pivotal for denizens to embrace universities and institutions that provide training in eth-

ical hacking.

In India, there are several institutes where one can study to become a professional legal hacker. Some of these are Ethical Hacking Training Institute, New Delhi, School of Vocational Education and Training, Indra Gandhi National Open University (IGNOU) and Indian School of Ethical Hacking, Kolkata. NIIT and the International Council of Electronic Commerce Consultants (EC-Council) also recently came up with a programme to train 15,000 aspirants in professional hacking.

A recent Gartner report shows that worldwide spending on information security is estimated to reach \$71.1 billion by the end of 2014 and \$76.9 billion by 2015. These figures are a perfect demonstration of the kind of potential jobs in internet and cyber security hold in the near future. Many ethical hackers are now also venturing into their own consulting businesses rather than being empanelled full-time with any organisation as they find this more lucrative financially.

Typically, sectors such as Government Websites, Multi-National Companies, ecommerce websites, Social Networking Platforms, Mobile apps, banking sites are highly vulnerable and have been hacked by criminal hackers several times. Therefore, these sectors are actively employing ethical hackers as information security specialists with salaries ranging from ₹4 lakh to ₹30 lakh per annum.

The writer is Raju Vanapala, CEO and founder of LearnSocial.com

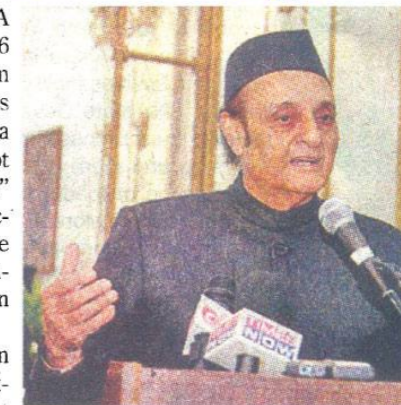
Pioneer, New Delhi, November 12, 2014



Anti-Western approach damaging for country, says Karan Singh

NEEMRANA (Rajasthan), Nov 16 – An anti-Western perspective was damaging for India and it should adopt a “binocular vision” taking the best practices followed in the West, senior Congress leader Karan Singh has said.

“Anti-Western approach is not extremely wrong but



is definitely damaging for the country. We can take from the West what is useful, but opposing everything that is from the West is wrong,” he said while delivering the sixth annual lecture at NIIT University here.

“We need a binocular vision which with one eye keeps an Indian or Asian perspective, the other eye has a world perspective,” he said. The 83-year-old politician, who is also the Chancellor of the university, said that ‘consciousness research’ will be the new buzz in the research world.

“Articulation of consciousness, what is mind body relationship what are the psycho-spiritual linkages, this whole area of consciousness research has become growingly important in America too and other parts of the world. Science and religion are finally going to come together and they can be studied as quantified,” he asserted.

The annual day lecture was organised by the university on its foundation day on November 15.

Singh also became a spiritual guide for the students in the lecture titled ‘The messages of Gita’ and decoded the messages delivered by Krishna to Arjun in the holy text and explained their relevance to them in the present context.

“Bhagwad Gita is a scripture of conflict and that is how it is relevant in our day to day lives. We are in middle of some conflict, some battle every day, be it in academics, politics or any other area,” Singh said. According to him, its the ‘theory of correct action’ elaborated in Bhagwad Gita by Krishna which details what should govern our actions and decisions.

“There is no do’s and dont’s list mentioned in Gita or any text which can be followed to the core but the ‘theory of correct action’ sums it up all that whatever your conscience justifies as a decision in a particular situation and makes you believe will prove to be a right decision, is the ‘correct action’,” he said. – PTI

Assam Tribune, Guwahati, November 17, 2014



NIIT UNIVERSITY COMPLETES 5 YEARS OF INNOVATION IN HIGHER EDUCATION

Dr Karan Singh, chairperson, NIIT University and member of parliament, delivered a lecture at NIIT University, Neemrana. The occasion coincided with completion of 5 years of NU. Congratulating Pawar and his team he said, "Five years ago, NIIT University gave a glimpse of what future educational institutions could be. Today, I am glad to see the transformation of that vision into reality."



DNA, Jaipur, November 17, 2014

Principals' meet at NIIT University



SENIOR faculty members, Prof. Vijay Mandke and Dr. Shradha Kanwar from NIIT University's Educational Technology Area presented an engrossing session on, 'Informational era demands Informed Edu-Tech Leaders', in an interactive forum organised by TTIS on September 12, 2014 at Hotel Park Plaza, Kolkata. During the event that witnessed a gathering of more than 85

school principals and senior teachers the participants engaged in a scholarly understanding of relevance and critical significance of convergence technology for effective classroom teaching.

The advancement of convergence technology in the technocognitive era is resulting in a major shift in the teaching-learning interplay. Dr. Kanwar's

presentation elucidated this vital aspect of becoming an informational leader. The riveting session captured the essence of 21st century learning and the 'role of an educator', which has become more integral in today's informational era. Given the advances in Cognitive research and Brain science, today, schools and teachers are challenged by far more information about their learners than just a couple of decades back. In this scenario, if there is anything that can empower an educator – it is the ability to take advantage of the information in order to take informed strategic decisions about the Learner. Research on emerging educational technologies and the changes in the 'information processing' skills of the 21st century learners necessitates the need of such novel Teaching-Learning engagements, and the session presented by NIIT University Professors brought out this multidimensional impact of educational technology.

Telegraph, Kolkata, November 27, 2014



Skills need novel interventions

LEARN-EARN-LEARN In a global economy where technological change is constant, re-skilling is critical. E-tutoring may be of help, but there is also a need for tax breaks to help individuals to evolve with the times

N Madhavan
n.madhavan@hindustantimes.com

Only 30 years ago, Remington and Olivetti were considered successful brands—and if they have faded out, it is because typewriters have. The arrival of personal computers and workstations—and the culture of self-typing executives—led to the decline of typists and stenographers. But along came data entry professionals and software programmers. We live in a world of creative destruction in which sunsets and sunrises are simultaneous, depending on which part of the industrial planet one is. For India's business planners and policy-makers alike the challenge in this context is to prepare for opportunities and obsolescence at once.

It is not easy: skilling, re-skilling and upskilling require a new paradigm in thinking where the focus shifts from incomes, retirement and job security to relevance, employability and value creation.

There is a crisis at hand as a demographic shift signals the emergence of tens of millions youths looking for jobs. China has an expression called "Mang Liu"—a reference to the blind influx of rural people into the cities without definite job prospects. Skilled employment is the best way to pre-empt such influxes.

Prime Minister Narendra Modi's "Make in India" can be located in that context, but the challenge is that over-dependence on capital-intensive infrastructure could make the game difficult. Skills that attract foreign direct investment may make the progress easier.

In October, Modi launched his "Shramya Jayate" (Work Alone Triumphs) initiative that included, among other things, an "Apprentice Pratsahan Yojana" that will support industrial establishments by reimbursing 50% of the stipend paid to apprentices during the first two years of their training.

There is already a major public-private partnership (PPP) in the form of the National Skill Development Corporation

(NSDC) set up in 2008 which has already walked its talk in its aim to contribute 30% of skilling or upskilling 500 million people in India by 2022, mainly through private sector initiatives. It has so far skilled a little over 2 million people and helped employ a little over half of them.

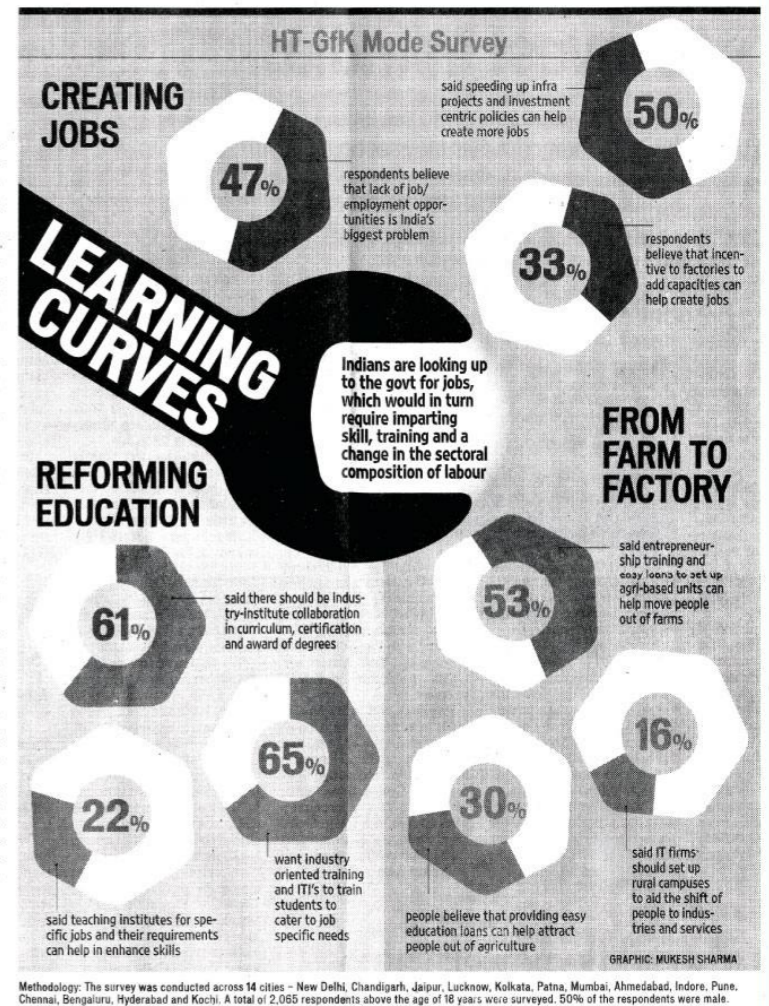
NSDC has been developing the necessary framework for stands, curriculum and quality assurance in skill development. At a detailed level, these include YouTube videos in Hindi and a reality show on Doordarshan called Hunnarbaaz, in which the government joined with NSDC, National Innovation Foundation and industry chamber FICCI to help millions of young Indians become aware of the ways in which they can upgrade their skills. NSDC also has a call centre helpline to aid youngsters seeking career advice.

Such informality is critical to quickly skill up millions of Indians. Technology might provide cheap tools to do this. Internet videos, e-tutoring and online tests may bridge the knowledge gap, but there is a need to focus on constant re-skilling. Perhaps there is a need for the human capital equivalent of "depreciation"—such as tax breaks that may help individuals constantly acquire new skills.

In the 1980s, companies like NIIT Ltd used the franchise model and short-term courses to boost software skills, which helped India reap opportunities that came its way in the 1990s. NIIT's Chief Scientist Emeritus, Sugata Mitra, even spoke of "skillets"—quickly acquired skills that would help workers the same way as "just-in-time" inventory management helped Japanese manufacturers.

It pays to remember that climate change and robotics are emerging as strong determinants in a fast-changing global economy. Apart from a conventional manufacturing-centric thinking, there is a need to keep in mind emerging paradigms, if we are to avoid Remington-like relics.

TOMORROW
Former Plan Panel member YK Alegh writes on energy, land and water management



Hindustan Times, Lucknow, November 18, 2014



NIIT conducts seminar on Digital Marketing

KT NEWS SERVICE

JAMMU, Nov 19: NIIT Jammu conducted a Seminar on Digital Marketing in Model Institute of Engineering and Technology. The Students of MBA Streams were addressed by Product Manager NIIT Ltd., Pradyut Mishra. Stressed the Management Students on the dynamic changes in the business environment he stated that employability needs an equally dynamic curriculum. Prof. S.K.Sharma, Principal MIET College, presided over the Seminar and delivered the key note address. He interacted with the students stressing the need of Information Technology leading to a Career in marketing field as well.

Prof. P.N.Sharma, HOD MBA Deptt., MIET College pointed out that Marketing never dies. It evolves. The latest form of marketing is exclusively digital. Digital Marketing helps you get ready for these exciting new careers in new sectors. It nurtures all the creative, technical and business talent you need to make it big in this market. It also gives you an understanding of how various tools and techniques are employed to create brand equity in the digital space for an organization.

Pradyut Mishra, who spoke at length on the subject stated that it is a myth to think that computers are relevant only to



IT Students and benefit only them in Career building. With the changing scenario digital marketing is the key to new job opportunity for MBA Students. He congratulated the management of the NIIT Jammu team for organizing such a Seminar and advised the students to avail the Opportunity.

Earlier Rahul Sharma, Director and CEO of NIIT Jammu Set. of Centres stated that NIIT which is pioneer in IT Education and a top most Educational Institution in Asia, offers now Certificate in Digital

Marketing program. The Program is a missing link between the Management students and the world of Digital Marketing. The program enables students to gain an understanding of all major digital marketing channels including * Search Engine Marketing, * E-mail Marketing, * Mobile Marketing, Social Media Marketing, * Do Web Analytics. This program is been offered thru Synchronized Learning Technology. Where NIIT's Best Faculty at National Level conducts the for students across the Country.

Coal auction to begin on February 11

NEW DELHI, Nov 19 (Agencies): The auction of first lot of coal blocks, whose allotment was cancelled by the Supreme Court, will start on February 11 and mines will be allotted only to specified end-users, government said today.

The government will also ensure that power tariffs will not increase after the auction coal blocks, whose allocation were cancelled by the apex court terming the allotment of 204 mines since 1993 as "arbitrary and illegal".

Coal Secretary Anil Swarup in a press conference here said in the first lot 74 blocks will be auctioned, but the number of mines a company can bid will be capped to avoid monopoly.

Kashmir Times, Jammu, November 20, 2014



NIIT UNIVERSITY LAUNCHES COURSE IN BANKING

A year-long Post-Graduate Diploma in Banking and Relationship Management (PGDBRM) that promises to empower professionals with necessary skills and knowledge to undertake various roles in banking and financial services, has been launched by NIIT University, Neemrana, Rajasthan, in association with Kotak Mahindra Bank. On successful completion of the programme, students will get an



opportunity to join Kotak Mahindra Bank. Students will also get to undergo an internship at the bank as a part of the course.

Mail Today, New Delhi, November 25, 2014



STRATEGIES FOR HIERARCHY

NIIT Imperia along with IIM Lucknow is offering an advanced programme in Strategy for Leaders. The objective of the programme is to understand conceptual framework of strategic management, develop business, corporate and international strategy, to comprehend cooperative strategies and alliance as well as gain in-depth knowledge of corporate governance and ethics.

Eligibility: Graduates/ Postgraduates in any discipline and working professionals with minimum five years of work experience as on March 1, 2015.

Duration: Six months (Classes will happen once a week on Wednesday between 6.30 pm – 9.30 pm).

Number of seats: First-come-first-serve-basis.

How to apply: Register online

Last date of admission: Open around the year.

Website: www.collegedunia.com

Indian Express, Bengaluru
December 1, 2014



Students posing for a group photograph while celebrating Computer Literacy Day at NIIT Jammu.

NIIT Jammu celebrates World Computer Literacy Day

Excelsior Correspondent

JAMMU, Dec 2: NIIT Jammu today celebrated World Computer Literacy Day 2014 by offering free one month program on Computer Literacy to the students of class 6th to 12th studying in Govt Schools.

The first batch of 20 students from Government Higher Secondary School Gandhi Nagar, Jammu and the second batch of 20 girls from Government Girls Higher Secondary School, Mubarak Mandi, Jammu, were launched in respective centres today.

Offers have been made to

few other Schools in the city and more batches are expected to be launched in the coming days.

CEO of NIIT Jammu set of Centres, Rahul Sharma launched the program by lighting the traditional lamp in presence of the students and the staff members.

Mr Sharma said that NIIT Jammu will be providing free Computer Literacy training to 200 such students by the end of January 2014.

He further said that NIIT Jammu is planning to offer similar free programs to senior citizens also to benefit them with the knowledge which is need of the hour in the modern era.

Daily Excelsior, Jammu, December 3, 2014



डब्लूएससी के लिए 4 छात्रों का चयन



बिजनेस के लिए आइटी साफ्टवेयर सॉल्यूशन पर 2015 में होने वाले वर्ल्ड स्किल कंपीटिशन के लिए राष्ट्रीय स्तर पर हुए चयन में चार छात्रों का चयन किया गया है। ये चार इंजीनियर छात्र हैं भितानी की नेहा वालेछा, करनाल के सौरभ कुमार, चेन्नई के निशात जैन बैंगलुरु के उज्ज्वल गुलेछा। ये चारों अब मार्च में 2015 में होने वाले फाइनल मुकाबले में प्रतिस्पर्धा करेंगे और विजयी छात्र ब्राजील के साओ पोलो में 11 अगस्त से 16 अगस्त 2015 में होने वाले स्किल ओलंपिक में हिस्सा लेगा। भारत 2007 में वर्ल्ड स्किल इंटरनेशनल का सदस्य बना था। तब सीआइआइ के पास इसकी जिम्मेदारी थी जो अब नेशनल स्किल डवलपमेंट काउंसिल के पास आ गयी है।

Dainik Jagran, New Delhi, December 5, 2014



The Main Thing...

The capital threshold for payment banks may keep out entities most appropriate for setting them up

Many years ago, at an offsite that I participated in, I heard a message that has stayed with me since. In a presentation, Rajendra Pawar, chairperson of NIFT, put up a transparency (it was that long ago!) that had the statement “the main thing is to keep the main thing the main thing”. He attributed this principle to the late Philip Crosby, placing it in the context of quality standards that Crosby was associated with. Clearly, however, the idea of relentless focus on the primary objective of the organisation gives it much wider applicability. It is this general relevance that has preserved it in my memory. I want to use it as a lens through which to look at the recently issued guidelines for a new financial intermediation structure — the payment bank.

Over the past few years, financial inclusion has emerged as one of the key development initiatives, its importance immune to the change in government this year. In terms of outcomes, the overall experience is, at best, mixed. Large numbers of accounts have been opened, but a relatively large proportion of them is dormant. The main reason for this is that accounts *per se* are not “products”; they are channels of delivery. If the financial system does not have appropriate products available to address the needs of the newly included population, it should come as no surprise that the channels are not operational. The next stage of the process, then, is to look for the right combinations of products and channels that achieve meaningful inclusion, that is, everybody who enters the system can find both a useful product and an efficient way to access it.

In the first phase of inclusion, while bank accounts have perhaps been the most visible manifestation of the programme, a number of different channels have emerged. Business correspondents (BCs) have helped banks to cover the difficult last mile between themselves and the newly included. Either as individuals or organisations, they are expected to significantly reduce the costs of delivery through a combination of structure and technology. Microfinance institutions (MFIs), of course, have been around for a while and also partly work as last-mile bridges between the banks and customers. Pre-paid instruments (PPIs) offer alternative channels for payments for transactions of remittances through the mobile network. Telecom companies themselves also provide low-cost payment services using their networks.

The common feature of all of these models is that they have to fund their operations either from equity or borrowings from banks. The next phase of the process would logically be to look for ways to combine the efficiencies that these various channels have achieved, or have the potential to, with low-cost funds. This is, presumably, what a payment bank will be. It will accept deposits from the public, which will be fully covered by deposit insurance. It will invest these deposits in government securities, completely risk-free, thus protecting them from any credit risk. The deposit accounts can be used to receive all transfer payments from the government as well as any other inflows. Since payment banks will be fully integrated into the national payment system, they can seamlessly transact with all other

components of the system.

In short, welfare gains will accrue from the last-mile delivery channels, achieving lower costs. Further, since the delivery channel is completely buffered from risk on both the liability (through deposit insurance) and asset (investment in government securities) sides, there is no risk premium required, either in raising funds or pricing other services. So one would expect that all the current last-mile players, whatever their business models, would be eager to convert themselves into payment banks.

However, the stumbling block that they are likely to come up against is the rather high capital requirement of ₹100 crore. The Reserve Bank of India has obviously decided to exercise extreme caution in setting this condition. For comparison purposes, the minimum capital requirement to set up a full-fledged commercial bank, with all the risks that the business entails, is ₹500 crore, according to extant licensing terms. The ₹100-crore threshold for payment banks would imply that, at the bottom end of the two categories, a payment bank is about one-fifth as risky as a commercial bank. To me, this does not square with the virtually risk-free profiles of both liabilities and assets that the guidelines seek to create.

The more important point, though, is the one on which I would like to bring the “main thing” principle into the argument. In implementing the inclusion agenda, I believe that it is important to put as much of the responsibility on entities for whom activities related to inclusion are indeed the “main thing”. Whether they are doing it as pure commerce or out of altruism is entirely beside the point. To the extent that their core business model and all the innovations that it has induced directly contribute to the achievement of meaningful inclusion, they must play a role in the next phase of the process. This means that they must have the opportunity to move from their current financial and organisational structures to become payment banks.

Based on several interactions with these entities, I think that the ₹100-crore threshold will prevent this from happening. It is conceivable that organisations with unrelated or distantly related “main things” will find it attractive to set these new banks up, perhaps with investments above the floor. But at such levels of activity, it is highly unlikely that the payment bank business would be their main thing, which raises questions about time and attention being given by senior leadership. Speaking about telecom companies specifically, the restrictions that the guidelines impose on their use of their existing distribution networks go against the basic principle of leveraging existing capacity to develop new lines of business.

In short, I think that the payment-bank model is potentially an important innovation, which will help increase last-mile capacity for and the efficiency of the financial inclusion process. This potential is more likely to be realised if entities’ core business interests are fully aligned with the inclusion objective, in terms of both products and delivery mechanisms. In terms of the Crosby insight, entities whose “main thing” is financial inclusion are more likely to contribute to its achievement.

The writer is director of research, Brookings India, and former deputy governor, RBI. These views are his own.

Business Standard, Mumbai, December 15, 2014



Viswanathan Anand interacts with students

Anand inaugurates 'Nguru MathLab Plus'

OUR BUREAU

Hyderabad: Five-time World Champion Viswanathan Anand on Friday launched NIIT Nguru MathLab Plus at a function organised at Kennedy High Global School. MathLab Plus aims at making the vital subject of mathematics simpler, easier and fun to learn for school students. MathLab Plus enables school students to learn and explore mathematical concepts and verify mathematical facts and theorems using technology tools like 'Geometer's Sketchpad' as well as hands-on activities using a wide variety of mathematical models. It offers multiple teaching and learning aids comprising technology applications,

videos, measuring instruments etc. It also enables the teacher to demonstrate, explain and reinforce abstract mathematical ideas by using learning tools like - concrete objects, models, charts, graphs, pictures and posters.

Viswanathan Anand said that the collaborative nature of MathLab Plus allows seamless integration of creativity, connectivity and problem solving for contextual learning. With school education evolving day by day, teaching is no longer confined just to classrooms and blackboards. Now the learning has become more interactive allowing high quality education material to reach remote locations thereby allowing teachers to expand their reach.

Hans India, Hyderabad, December 20, 2014



REJUVENATED

By Shaghil Bilali in New Delhi

GOING into the Candidates Chess tournament in March, nobody gave Viswanathan Anand much chance of making it to the World Championship match.

He had just lost his crown to Norwegian World No. 1 Magnus Carlsen, and no one would have dared to name Anand as the favourite for a tournament, where top finishers from various FIDE tournaments were vying for top honours and a crack at the world title.

But the five-time world champion rose like a phoenix to earn a rematch with Carlsen. The victory gave the Indian Grandmaster renewed belief as he went on to clinch the Bilbao Chess tournament in September and the recent London Classic.

Anand, 45, who has been playing top level chess for more than two decades now, says the victories have given him a fillip at this stage of his career.

"I have never been given odds of 55 -1.

It has been a great year because I managed to get the breaks that I wanted and won titles. I will give myself eight out of 10 for this year.

—Viswanathan Anand, Indian chess great

The Candidates was one such tournament where I was not fancied much. But as the week panned out, everything changed. The Candidates tournament victory was my first title in more than a year. That win opened the whole year for me," he said at the unveiling of the NIIT MathLab Impact Study in the Capital on Saturday.

"It has been a wonderful year simply because I managed to get the breaks that I wanted and won the titles. On a scale of one to 10, I will give myself eight marks for 2014. I feel positive and motivated to play chess again," said the current World No. 6.

However, Anand faltered at his most important event of the year — the World Championship match against Carlsen in Sochi, Russia, last month, where the Indian lost 4½ to 6½.

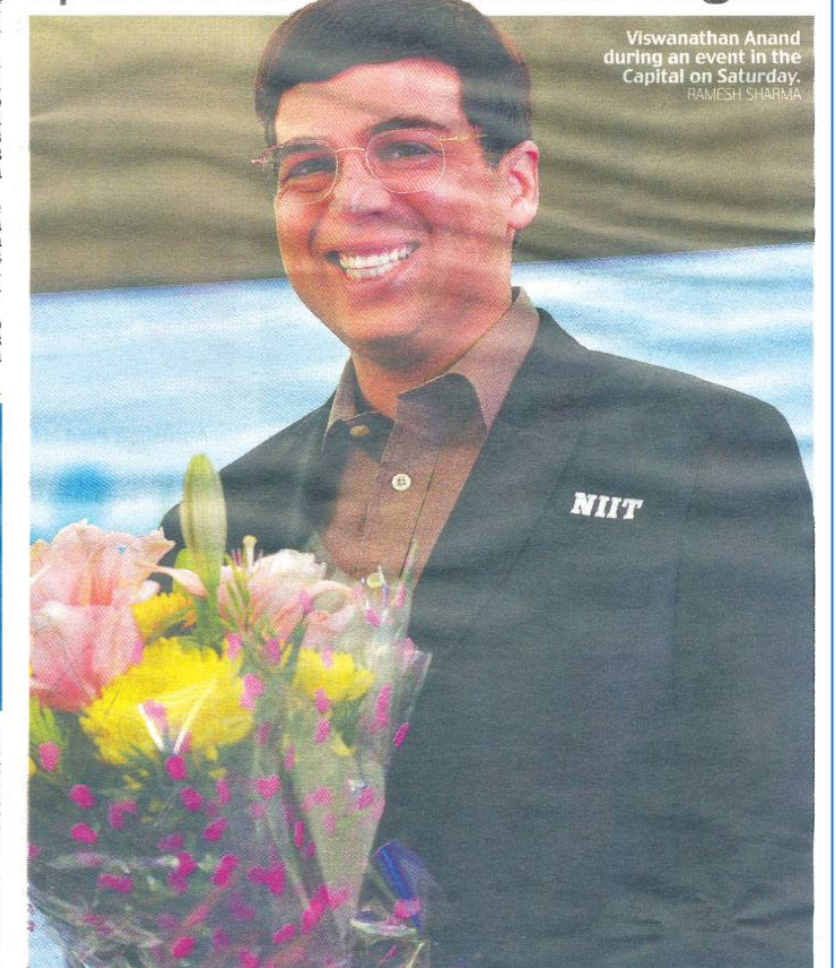
But the Indian said the disappointment is behind him and is encouraged by the fact that he managed to do what he could not in the 2013 match against Carlsen in Chennai.

"Although I lost this year, I managed to create some oppor-

tunities, which I hadn't in 2013. I made some mistakes in the sixth game, which I shouldn't have, but that is behind me and I want to focus on the future," Anand said.

In 2015, the Chennai wizard does not have to go through the grind of qualification for the World Championship match, which is scheduled for 2016. But the Indian doesn't want to sit idle and wants to play more tournaments.

Anand says three title wins have spurred him to scale new heights



Viswanathan Anand during an event in the Capital on Saturday.
RAMESH SHARMA

"Next season, I have no pressure of playing a World Championships match so I don't need to be selective. I have two confirmed super tournaments in February — in Germany and Switzerland. I haven't decided on subsequent tournaments, but will play at least one tournament every month," he said.

Anand felt technology has made the competition more open than ever, but it's the 'drudge work' of individuals that

make them stand out.

"Because of the usage and accessibility of chess-specific modern software, more young achievers from different countries are coming up. It prompts the argument that the sport is being killed due to over-dependence on technology. But despite all that, the players who do the drudge work of improving their technique by playing with different players still get better results," said the Indian legend.

Mail Today, New Delhi, December 21, 2014



Don't write me off yet, says Viswanathan Anand

SPORTS REPORTER
sports@sakaalimes.com

Pune: "Don't write me off yet, as I have got back the hunger and drive for chess, which I felt was missing in the whole of last year and am now looking forward to participating in events in 2015," said five-time World Champion and NIIT Mind Champion Viswanathan Anand.

Anand was speaking on the occasion of the release of NIIT Nguru MathLab Impact Study, which was held in the city. He further added, "I took the World Championships in Sochi as a challenge this time and created more chances but was not very successful. However, now I don't want to ponder about what has happened," he added.

"One has to move on, and I'm glad that there is a one-



STILL STRONG: Amit Gupte, Zonal Head, School Learning Group, NIIT Ltd, and Viswanathan Anand pose for a picture.

year break, I will try to recover and play many more tournaments and do well. I have time and opportunities to try new things in the game and try to do what I want."

"I want to take this season off, to relax and to unwind," Anand said.

He felt that the World Championship as a yearly event was not good for players, and the decision to change it back to a bi-annual event was a welcome change indeed.

Anand admitted he was taking on younger opponents routinely, "Small cor-

I took the World Championships in Sochi as a challenge this time and created more chances but was not successful, but now I don't want to ponder about what happened.

— Viswanathan Anand

rections are needed with the changing nature of chess and added that he will be working on his physical and mental fitness to keep up the challenge."

On Indian chess, Anand said, "The scene looks encouraging and the numbers look very good, as the results are being seen. We have young players like Chidambaram and Kartikeyan who have got GM titles recently

and they look promising."

He further added "I am sure that we have players with caliber to break in the top 2700 Elo ratings soon."

Anand opined that Pune could be easily identified as the most active chess city in India. The city today boasts of perfect combination of coaching activities and tournaments and also the depth in the chess community is among the best.

Anand complimented NIIT Mind Champion's academy with who he is associated, for spreading chess awareness among students. "I have been observing the game and it is getting wide acceptance across the country. I would like to point out towards the rapid growth of the sport in states like Assam, Tripura, Chattisgarh, Punjab and Gujarat," Anand said.

Sakaal Times, Pune, December 23, 2014



'Psychological warfare must'

Anand satisfied with his performance despite defeat to Carlsen

BENGALURU: Psychological warfare, euphemistically known as sledging, has become essential to stamping ones authority over opponents in most modern sports. Viswanathan Anand, perceived as one of the calmer sportspersons, categorically agrees to it.

"I would assume that psychological warfare should exist in all walks of life (and just not sport)," Anand, who was in the City to open an NIIT nGuru MathLab Plus on Tuesday, says with a broad smile.

"It manifests in different ways but I think invariably the way you do any profession will be coloured by how you relate to people around you and the tension that's just as fundamental as how good you are in what you are doing," he explained. "People will perform better when they are in a good mood rather than when they are under pressure but at least in chess, psychological warfare is a major aspect."

When pressed to reveal how opponents in chess use it to gain the upper hand, the Chen-



MASTER CLASS: Five-time world champion Viswanathan Anand signs autographs at the School Of India during his visit to Bengaluru on Tuesday. DH PHOTO

naithe was quick to reply: "The old technique used to be to trash each other during interviews. Some of the psychological warfare is good when you look energetic and take bold risks (on the chess board). On the bad side, you could needle someone at many levels," Anand pointed out.

Moving away from the men-

tal aspects of chess, the five-time world champion said he was enjoying playing chess even though he suffered a loss in the World Championship match against Norwegian wonder kid Magnus Carlsen. "I reworked the way I trained for the match (against Carlsen)," he said. "I managed to create many more chances. But un-

fortunately it wasn't enough. But overall, the year has been very positive. I managed to win three tournaments -- Candidates (March), Bilbao (September) and London (December). I played much better chess this year than what I managed last year. And I have enjoyed playing chess," said Anand, while dismissing thoughts of retire-

ment for the foreseeable future.

The champion also went on a lengthy monologue asking spectators to switch off the chess engine once in a while while watching games. "People have a right to enjoy a sporting event at any level they choose. Would we rather they didn't watch? That won't be realistic. What I would emphasise to spectators is that if you don't switch off your computer once in a while and think for yourself, you will never experience what the players experience," he continued.

"You're missing a lot of the excitement if you think the next move is easy simply because the computer found it. But I would say if you want to enjoy a chess game more, you should at least partially try to think for yourself. However if you're a casual fan, it would be unfair to expect you to start thinking a lot. And if they want to enjoy the game with the engine running, that's fine. It's annoying though when a journalist or a spectator dismisses your efforts but it comes with the territory," added Anand.

DH News Service

Deccan Chronicle, Bengaluru, December 24, 2014



CARLSEN SHOWS TENACITY IN ENDGAMES, SAYS ANAND

INDIAN LEGEND FEELS HAPPY WITH HIS PREPARATIONS AHEAD OF CHAMPIONSHIP MATCH AGAINST WORLD NO 1

Susan.Ninan@timesgroup.com

The battle lines are drawn and cautious optimism is the watchword. With less than a fortnight to go for the world title rematch in Sochi, Viswanathan Anand will be looking to avenge his loss to Magnus Carlsen at home last year. In Chennai, a dominant Carlsen won the crown from Anand with seven draws, three wins and no defeats. Taking time off from preparation in the run-up to the match on Friday, Anand opens up to TOI in a freewheeling chat on the familiarity factor between him and Carlsen, what he considers the Nordic prodigy's most tenacious aspect and why Terminator makes for a favourite watch before a match. EXCERPTS:

● **Yet another world title match awaits you a few weeks from you, how easy/difficult is it to tell yourself that this one is different from the previous ones and how do you keep yourself motivated?**

I don't really think in those terms. I am just thinking about Sochi and getting ready for it.

● **For at least a brief period of time it was unclear whether Magnus Carlsen would be playing against you for the title since he did not sign the contract within the original deadline. Did it affect your preparation in any way?**

I wasn't even aware of it, so I had no idea what the issue was.

● **Carlsen recently said that he will be banking on the fact that he knows your style of play a lot better now. What bearing do you think the familiarity factor will have on this match and how important is it to be able reinvent yourself?**

Each match is different and has a chemistry of its own — whether both players want sharp positions, tactical ones or want to keep the tension for the later rounds. It's very difficult to foresee how it will turn out. You have some basic ideas on what he would do and you prepare for that. I think we have spent enough time across the table to know each other well.

● **Do you think that with time and experience, a player's approach tends to veer more towards himself and it eventually does not matter a great deal as to who or how is opponent is?**



Not at all. You play an opponent. The way I played Kramnik I couldn't have played Topalov. Stylistically they are different. Understanding of positions is different. Experience teaches you to go deeper into your opponents head,

heart and soul.

● **Do you agree with the perception that it is hard to beat you when it comes to knowledge about the game and that the only zone that you are possibly vulnerable**

in is lack of execution in complicated, long-drawn endgames?

Like I said, I don't think of perceptions and opinions. If you play well you can almost handle all facets. Carlsen does show tenacity in end games.

THE FINAL SHOWS

With five world titles, Visly has been one of the most consistent players of all time. Here's a look at his final appearances

2013 | Lost to Magnus Carlsen (3.5-6.5)

2012 | Beat Boris Gelfand (8.5-7.5)

2010 | Beat Veselin Topalov (6.5-5.5)

2008 | Beat Vladimir Kramnik (6.5-4.5)

2007 | Won with a final score of nine points out of 14 in the double round-robin tournament, a full point ahead of joint second-place finishers Kramnik & Gelfand

2005 | Tournament (Topalov champion)

2000 | Beat Alexei Shirov for his maiden world title (3.5-0.5)

1998 | Lost to Anatoly Karpov (Tied 3-3, lost 0-2 in rapid playoff)

1995 | Lost to Garry Kasparov (7.5-10.5)

● **The way I played Kramnik I couldn't have played Topalov. Stylistically they are different. Understanding of positions is different. Experience teaches you to go deeper into your opponents head, heart and soul**

● **What have been your takeaways from last year's match against Carlsen and do you think he could be more tenacious than he was last time given his recent unimpressive run?**
Chennai was a low point in my career. As far as I'm concerned, I played badly and lost and then was able to win the Can-

MAGNUS CARLSEN'S RECENT FORM



didates to play a match within a year. Both in Khanty and Bilbao I was happy with my chess. So I'm looking forward to Sochi with positive feelings.

● **Like last time, would you be revealing your team of seconds prior to the match? In hindsight, did you ever feel you should have probably been more guarded on that front?**
It doesn't really matter. Everyone knew each others seconds. So there was nothing to hide on that front.

● **The manner in which Carlsen has been avoiding main opening lines and keeping his team seconds tightly under wraps, does it in some way convey that he regards you with an element of fear?**

That's his style of functioning and playing. I don't really sit and analyse each and every word or action. I only think of what is coming on the board.

● **How safe do you feel with your exhaustive preparation?**
Thanks for thinking it's exhaustive. Preparation gives you confidence to go out and play. But a match preparation is almost the pillar on which you base your match play.

● **What's your idea of a break from chess in the run-up to a big match?**
I spend time with my son Akhil. We have our pet sports of pillow fighting and jumping into a tree house. Watching Terminator never fails to fire me up.

● **If you could pick your opponent (apart from Carlsen) to play the world title match against, who would it be and why?**
(Laughs) I think Akhil would be an excellent opponent. He attacks with the pieces on the board off it!

NIIT TO LAUNCH PG DIPLOMA IN BANKING AND RELATIONSHIP MANAGEMENT IN PARTNERSHIP WITH KOTAK MAHINDRA BANK

◆ A postgraduate diploma in banking and relationship management is to be launched by a joint venture of NIIT, NIIT Institute of Finance Banking & Insurance Training (IFBI) and Kotak Mahindra Bank.

◆ The diploma programme will be 12 months long. It aims to develop and empower aspiring professionals with the requisite skills and knowledge to undertake various roles in banking and financial services.

◆ As part of the programme, NIIT and NIIT IFBI will also train students and organise specialised academics sessions on applied banking, financial, relationship management topics at the NIIT University Campus in Rajasthan.
◆ During the course students will undergo an industrial internship at Kotak Mahindra Bank.

◆ Upon completion, students will receive an opportunity to work as probationary officers with Kotak Mahindra Bank.



Youth Incorporated (National), December 2014



HOW GAMES CAN HELP YOU LEARN

From improved logical reasoning to sharper concentration, find out why play time is now more beneficial than ever before

BY SONALI ACHARJEE

It wasn't extra tuition or 100 per cent attendance in school that helped Srishti Kumar, 14, improve her grades. Instead it was a simple chess set that built her confidence and rekindled her interest in studies. Started in 2002, the Mind Champions Academy (MCA), is a joint initiative between chess master Viswanathan Anand and NIIT that promotes chess in over 15,000 schools, impacting a million students across India. "The importance of play is often underestimated in our country. Chess, and other

games, provide students the opportunity to think, analyse, communicate, strategise and manage time — all while having fun. Games also inculcate team spirit, which is integral to healthy personality development," explains Anand, who has met and mentored many of the students under the MCA.

According to a report by SRI International and the Bill & Melinda Gates Foundation, an education game can be defined as 'having clear goals and a built-in reward system (such as points or currency)

tied to these goals'. "Not all games are designed with education in mind. But that does not mean that they are not beneficial. For example, while crossword puzzles, Rubik's Cubes, chess or Sudoku are easy to relate to learning, others like basketball, video games and even swimming are not traditionally equated to education. But in fact they too work to stimulate your brain and enhance your interpersonal skills. Games stimulate the release of dopamine in your brain which sharpens your attention and forms the basis for learning," says



Hideaki Koizumi, fellow, Hitachi. "Today tech designers are coming up with more and more games with an educational message. This is an important step in getting schools, parents and even students to start viewing play time not as a distraction but as a part of learning," he adds.

In India, recent research by Sesame Workshop India shows that children who were exposed to nutritional advice through their muppet shows, games and cartoons were able to differentiate twice as better between healthy and unhealthy food. They were also more aware of sanitation issues and spent more time watching TV with their family as opposed to isolated viewing. "Learning has to be fun, collaborative and stimulating. People don't realise the positive impact of television and games. In a controlled environment, both can really benefit students by improving their retention, understanding, concentration and life skills," says Sashwati Banerjee, managing director, Sesame Workshop India. "To promote creativity and independent thought from an early age students need to be given the freedom to devise their own path of learning. You

cannot force feed a child creativity. These are skills that they pick up over time but they need freedom and space to do so. In today's world life skills are as important as theoretical knowledge," she adds.

Learn at your own pace

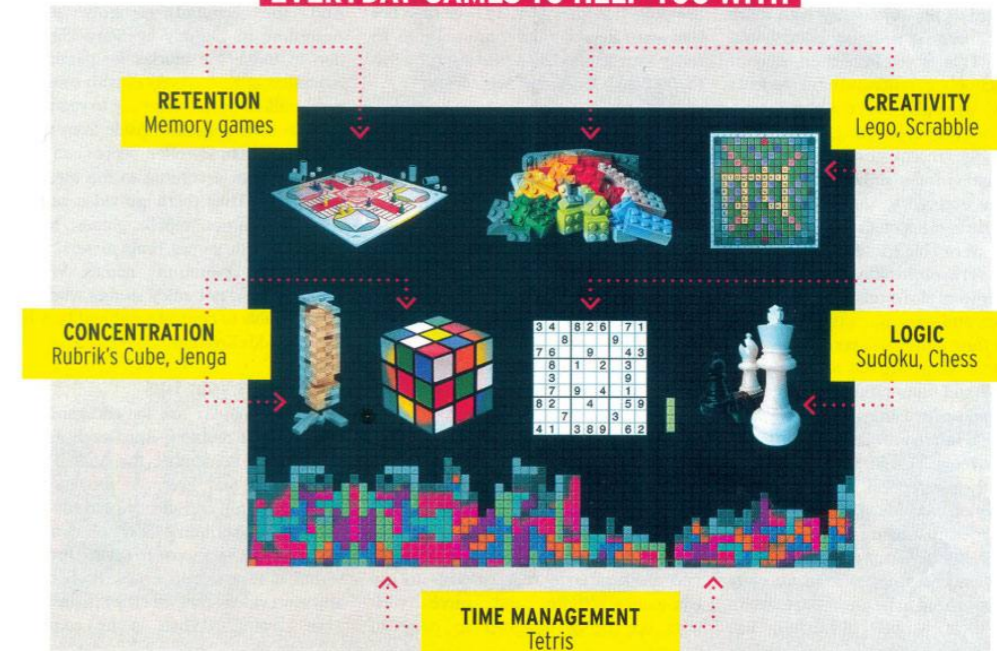
One of the major benefits of edu-games is the opportunity to design your own course of study. Games can be played either according to a subject or skill. Whether it's problem solving, negotiation, strategic thinking, communication, networking, narrative skills, non-linear thinking, or cognitive learning — there's a game to help you improve upon a skill of your choice. Similarly, there are games catering to a variety of different specialised and general subjects. "There are games that help you learn something as simple as addition and subtraction to something as complicated as computer encoding in Chinese. You can learn music, dance, science, languages, painting, photography — the subjects are endless. As more and more parents and teachers encourage students to use edu-games, more and more variants are being designed to cater to

the demand," explains Koizumi. And the demand certainly exists. According to a study by Sony Playstation in India, the market for gaming is estimated at Rs 700 crores with seven to eight million people claiming to regularly play on their consoles. "Aside from what the games actually offer, people can also choose games according to the medium they prefer. Thus there are video games, computer games, mobile games, board games, athletic games, brain teasers, writing games, community games. Which student would not enjoy studies when he or she is able to control what and how he learns," adds Koizumi.

Revision at your tips

Another popular use for edu-games is exam or test revision. Apps such as Revision App, Remember the Milk, Exam Countdown and Evernote provide students with a fun and effective way to revise their lessons both on a daily and monthly basis. Users can choose to revise through verbal notes, written notes, flash cards and even video notes that they themselves have created. "When giving competi-

EVERYDAY GAMES TO HELP YOU WITH



* By Johann Koss, director, Right to Play International



tive exams right after school, my biggest problem was not maintaining interest or enthusiasm but retention. I would study one page and then forget everything the next day. This when I started using apps to design my own flash cards. The cards were easy and quick to make and were more legible and interactive to revise from than my handwritten notes. Every evening, I would revisit what I had read through the cards and then again every week and every month. It really helped," says Ridhima Bansal, 22, a student from Mumbai University. "What really made a difference was how interactive the flash card apps were. You could design cards with drawings, in sequential order and even according to subject. The colours were bright and engaging, yet not so bright that they hurt the eye. The fonts were perfectly legible. On the whole, they made revision both systematic as well as fun," she adds.

In a recent study by researchers at the University of California, students

who played certain games were able to retain content and pay better attention to the task at hand. "I think it's the practical nature of games that help to better engage a student's attention. When you are doing something actively as opposed to passively listening or reading, you are more attentive and exercising your brains more. Thus you are also able to remember better," explains Nobel Laureate George Smoot.

Personality development tools

Life skills such as communication, working in teams, networking and time management are some of the other plus points of edu-games. "One lesson that playing taught me is learning how to lose graciously and at the same time how to never give up. This is something that no theory book or classroom can inculcate in children," reflects Olympic gold medalist, Johann Koss. Koss, a noted speed skater, started Right to Play International in 2000 to promote the use of sport and

play as a tool for positive student development. "Play goes beyond just tossing a ball around, it can be used to empower, educate and encourage youngsters to really come into their own. We've had so much positive feedback on our work," he adds. Right to Play International currently operates in over 20 countries, helping a million children access quality games each week.

Games are also finding their way into the workplace with more than 100 Fortune 500 companies now using gaming in some form for training employees. Games such as Galaxy Zoo, a game for studying the skies, are also finding use in research with users having identified 50 million real galaxies and celestial bodies using the game in the first year of its launch alone. "Educators, students and parents are all starting to realise the potential of play and we're seeing games being incorporated into mainstream curriculums. Play time is as important as study time," concludes Koss.

Aspire (India Today), December 2014



NIIT gains on securing training services deal

NIIT rose 1.87 per cent to Rs 46.20 on BSE after the company announced securing a three-year contract to provide managed training services to Vestas Wind Systems, a leading global wind energy company headquartered in Aarhus.

Financial Chronicle, New Delhi, January 23, 2015



Hack your way in

Tech-savvy and looking for an exciting career? Try your hand at ethical hacking

ARCHANA SUBRAMANIAN

The information security industry is growing at a rate of over 21 per cent. This is because information security is mandatory for all companies with an IT backbone in India. However, Internet security is no longer a grave concern for IT companies alone. Every business has some form of online presence today, and, therefore, cyber security has become a key focus area across sectors.

Hacking is a term that is often portrayed negatively. It is a term used to describe virtual crimes. But changing that is another term that is coming up fast – ethical hacking. Ethical hackers are trained professionals who are hired by companies for hacking into their networks and find the loopholes in their systems. They also help find solutions to these problems. LearnSocial, an ethical hacking firm, uses their training sessions to make people understand what ethical hacking is and also about the ethics surrounding it. The company hopes to create a secure IT system and deliver knowledge that can build skills in an individual for the IT security domain.

Different types of hacking

Hacking is often discreet, and so the ones being hacked do not even realise that their information is being stolen. A few ways of hacking that are prevalent today are –

- Trojan viruses: Programmes that share files via messengers.
- Hijacking and impersonation: There are various ways a hacker can impersonate someone else. Eavesdropping on unsuspecting users to retrieve user

Renowned companies including Wipro, IBM, Infosys, Reliance and Airtel are always on the lookout for hacking professionals.

accounts, passwords and other user related information is one way.

- Denial of service: A hacker can launch a denial of service (DoS) attack on an instant messenger user and a partial DoS attack will cause a user end to hang, or use up a large portion of CPU resources, causing the system to become unstable.
- Phishing: Not all phishing attacks require a fake website. Fake text messages from banks or other companies can often tell users to dial a phone number regarding problems with their bank accounts.

In India, hackers also work their way into company servers to retrieve sensitive information. There are also those who try to use phishing techniques and hack individual computers to get their user account passwords and bank credentials. They create fake websites and make the user key in sensitive information.

Vast potential

Ethical hacking provides enormous opportunities for those taking it up as a career. Renowned companies including Wipro, IBM, Infosys, Reliance and Airtel are always on the lookout for efficient hacking professionals. Ethical hacking aspirants can work in departments that need network security, system administrator or manager, network security engineer, systems/applications security executive, ethical hacker, data security specialist, computer forensics investigator, security

certified programmer and so on. With more people turning gadget-friendly, India has emerged as a country that has a vast potential for e-commerce and online financial transactions. Online payments come with the risk of sharing sensitive data which might be misused. Hence, it is pivotal for denizens to train as many as possible to equip them to track data theft.

Courses

In order to become an ethical hacker, one needs a solid grounding in Computer Science. This is imperative if one has to outthink sharp, aggressive and dedicatedly malevolent criminal hackers. It is therefore advisable to study ethical hacking at the postgraduate level, after pursuing a B.Tech or B.Sc course from a reputed institution. This equips the student with strong theoretical foundations as well as practical specialisations to work in a rapidly changing and extremely challenging environment.

In India, there are several institutes where one can study to become a professional legal hacker. Some of these are Ethical Hacking Training Institute, New Delhi; School of Vocational Education and Training, Indira Gandhi National Open University (IGNOU), and Indian School of Ethical Hacking, Kolkata. NIIT and the International Council of Electronic Commerce Consultants (EC-Council) have also recently started programmes to train aspirants in professional hacking.

Ethical hacking emerged as a \$3.8 billion industry in the U.S. alone, last year. As per the National Association of Software and Services Companies (NASSCOM), there is a requirement of over 77,000 hacking professionals in India.

Despite the escalating demand, ethical hacking has still not been able to grab the interest of students who wish to take it up fulltime. Hence, India has only 22,000 professional hackers as of now.

Hindu, Bengaluru, December 22, 2014



SHARED LEARNING, RETENTION ARE GAINS

Companies Encourage Peer Rewards to Pump up the Feel-good Quotient

Peer2Peer Dealings



HCL Technologies

'Xtramiles' offers peers, team members and managers the opportunity to recognise employees for their outstanding efforts

Citi India

Online portal 'Galaxy of Thanks' enables employees to recognise each other's efforts and contributions

NIIT

On HATS OFF, every NIITian can send an eWOW card using the online NIITian portal called INIITian

Personalised messages, cards and even peer mentoring are quick motivating tools that companies use

They can send their peers, team members and seniors a personalised recognition message that outlines appreciation for their contributions. This is delivered online as a personalised card

talking heads



"Recognition is a critical driver of passion that enhances performance and productivity."

PRITHVI SHERGILL, Chief Human Resources Officer, HCL Technologies



"Such initiatives help foster a spirit of shared learning, respect for each other's achievements and camaraderie."

ANURANJITA KUMAR, Chief Human Resources Officer, Citi India

Rica Bhattacharyya & Anumeha Chaturvedi

Mumbai | New Delhi: Information technology company HCL Technologies has taken recognition to another level. Under a programme called 'Xtramiles', peers, team members and managers recognise employees for their outstanding efforts. Xtramiles are recognition points that the recogniser and the person being recognised receive when either one makes the appreciation. Accumulation of these points entitles them to earn rewards. "It is a platform aimed at propagating a 'thank you' culture and helps strengthen a culture of employee appreciation," says Prithvi Shergill, chief human resources officer, HCL Technologies.

Similarly, learning outsourcing company NIIT has a recognition platform called HATS OFF which has peer recognition as an integral part. Every NIITian can send an eWOW card using the online NIITian portal called INIITian. The eWOW is shared with peers and first- and second-line reporting managers.

Others such as Citibank, Godrej, Edelweiss and Vodafone have initiatives where employees actively participate in rewards and recognition given to their peers, promoting a culture of shared learning, camaraderie, appreciation and team spirit and ultimately retaining top talent.

"Peer recognition programmes are critical to drive an effective employee engagement strategy," says Sumit Mitra, head group HR and corporate services, Godrej Industries and Associated Companies. "A successful peer recognition initiative can empower team members to foster an inspiring workspace and collaborative culture," he says, adding positive communication between peers goes a long way in improving productivity, motivating teams and retaining talent.

At Citi India, the vast majority of employee recognition programmes allow and encourage peer nominations.

For senior employees, Citi uses 360 degree feedback tools, which take into account peer feedback. The Citi leadership training series that has programmes right from individual leaders, first-time managers to executive leaders factors in feedback from peers in order to build a well-rounded development plan.

"This ensures alignment of performance management and development practices to the core principles of common purpose and leadership," says Anuranjita Kumar, chief human resources officer, Citi India. Citi also uses peer mentoring as a development tool within the organisation.

Citi's online portal, 'Galaxy of Thanks', enables employees to recognise each other's efforts and contributions. They can send their peers, team members and seniors a personalised recognition message that outlines their appreciation for their contributions. This is delivered to the recipient online in the form of a personalised card that they can print and display at their workstations.

Business units also run initiatives such as celebrating a 'Thanksgiving/Recognition Week' where employees take the time out to recognise the contributions of their peers.

At Vodafone, there are peer-to-peer or manager-to-employees programmes to recognise and reward jobs well done. This includes Vodafone Stars such as SSTars — where any employee can recognise colleagues across functions through an instant SST (Speed, Simplicity & Trust) e-card. Then there is SuperSSTars, awarded for consistently displaying SST behaviour. Any functional, cross-functional colleague or supervisor can nominate an employee any number of times during the month. MegaSSTars are awarded for embodying the Vodafone

essence and being role models for others. Each functional head nominates a maximum of three employees from her/his function for the MegaSSTar award every quarter in every circle. "It is incumbent on telecom operators to be sharper in the way talent with the right skill sets are retained, rewarded and recognised," says Ashok Ramchandran, director — HR, Vodafone India.

NIIT has online eCARDS specifically customised for peer recognition and appreciation. In the run-up to NIIT Annual Day, the company runs an awards poll called People Power Awards. These recognise demonstrated behaviours, and are named Funstastic, Cool Cucumber, Service with a Smile, etc, says Shampri Venkatesh, chief people officer.

Godrej has an interactive platform called 'Brighter Bank', which draws employees across the group and encourages them to take time off to say, 'thank you'. Team members are allotted bank accounts on Godrejite, an internal employment portal, with currency in the form of icons representing the group's brand values — Expression, Progression, Empathy and Experience. "We encourage Godrejites to use this as a rewarding system to appreciate peers, subordinates, supervisors and seniors. Every quarter, we recognise people who receive the highest number of icons," says Mitra.

"Peer feedback is important, and through mechanisms like 360 degree feedback, we select peers from a natural work group and also from other departments to assess competencies of their counterparts," says Maneesha Jha Thakur, group head — human resources, Edelweiss Financial Services.

Edelweiss Titans is one such recognition platform. "Almost 25% of our employees, translating to over 1100 employees, were nominated last year. A striking feature of the nomination process was the use of 'likes' through our intranet Ping, which is our internal social media portal," says Thakur.

The Economic Times, Chandigarh, January 20, 2015



E-commerce is here. Can jobs be far behind?

Companies are on the lookout for people who understand how e-commerce really works

SHIVAN BHARGAVA



At this very minute, even as you are reading this, millions of people around the world are booking their air tickets, purchasing clothes, buying books, music, movie tickets or other products and services online. Yes, e-commerce is alive and well and here to stay.

The global e-commerce market, in fact, has witnessed a massive surge over the last decade, driven in large part by the galloping internet penetration, the mobile and smart devices revolution, the growing acceptance of online payments and the proliferation of companies offering goods and services on the internet. The rise of social media has also resulted in 'social commerce', a scenario where organisations are using popular platforms such as Facebook, LinkedIn, Twitter, Google Plus, and Meetup, among others, for intensive business-building activities such as targeting, acquiring and engaging with customers.

According to the latest forecasts by eMarketer, a leading research source for marketing, the worldwide business-to-consumer (B2C) e-commerce sales will soon increase by 20.1% to reach \$1,500 trillion!

The e-commerce market in India, too, is reflecting these international trends and, having rejected e-commerce in the nascent years, is now embracing the phenomenon with gusto. The country's rapidly expanding online and mobile user base, advancing shipping and payment options and jump in m-commerce sales have resulted in the 'rebirth' of e-commerce and its high growth. The emergence of success stories such as Flipkart, Amazon, Makemytrip, Pepperfry, Myntra, eBay and a host of matrimonial and other websites are adding even more fuel to the e-commerce blaze.

The obvious question is, when as e-commerce is here, can career opportunities be far behind?

According to a recent Technopak-KPMG-IAMA study, the Indian e-commerce sector is projected to scale the \$76 billion mark by 2021 and create a demand for a staggering 1.4 million employees. Without doubt, the e-commerce industry is going to be a preferred career destination for Indians, especially the Gen Next.

However, as with any other sector, there are barriers to entry. The e-commerce industry requires people with specialised skills and domain knowledge. E-commerce companies are on the lookout for young people who have

an understanding of how e-commerce works. What they require are category managers, logistics managers, digital marketers, web designers, website maintenance and information security professionals, and people with expertise in web analytics, copywriting and content creation.

At the same time, since e-commerce is particularly flourishing in some specific verticals such as travel and tourism, retail and banking, the industry needs professionals who have a deep understanding of these business domains as well.

For the industry, however, the challenge is that this pool of available trained talent is simply not large enough, especially in India, to meet the manpower needs of the burgeoning e-commerce industry. The lack of specialised courses on e-commerce at the college and university levels has severely limited the number of skilled

E-commerce companies today require category managers, logistics managers, digital marketers, web designers, website maintenance and information security professionals, and people with expertise in web analytics, copywriting and content creation

people that recruiters can hire.

Efforts are on to overcome this human resource crunch and bridge the skills gap. The leader in skills and talent development, NIIT, for instance, has recently tied-up with eBay to launch a certification programme for the e-commerce sector. The ePro Certification programme covers subjects such as the process of selling, inventory management, customer service and marketing, preparing learners for careers in sales, operations, merchandise, payments and logistics.

There is, of course, a crying need for more such training, which will help build the necessary manpower for this industry, enhance the employability of learners and further open up fresh job opportunities for aspirants within the e-commerce realm.

India's youngsters now have a great chance to participate in India's big e-commerce party, bagging plum jobs that are usually higher up than others on the pay scale. For those who have the right training and relevant skills, the e-commerce industry is open, ready and waiting.

The author is group president, Skills & Careers Group, NIIT Ltd

Financial Express, New Delhi, January 26, 2015



APNNEWS

NIIT Limited, CEO Designate felicitated with the Distinguished Alumni Award

Dec 29, 2014

Chennai, : Mr. Rahul Keshav Patwardhan, CEO Designate, NIIT Limited, a global Skills and Talent Development Corporation, has been felicitated with the Distinguished Alumni Award at The Daly College, Indore by Shri Shivraj Singh Chouhan, Chief Minister, Madhya Pradesh.



Receiving the award, Mr. Rahul Keshav Patwardhan said, "This is indeed a very proud moment for me. I feel honored to have become part of the great legacy, of being recognized as a distinguished alumnus of The Daly College. This institution has helped shape my thinking and has been my learning ground for lessons in leadership, teamwork, discipline and fair play, which I value even to this day. I accept this medal on behalf of all my professors, my batch mates and my family. I look forward to seeing the future generations, take significant strides in their profession to further establish the honor of their alma mater."

A distinguished alumnus of The Daly College, Indore and an MBA from IIM Calcutta, Rahul has spent first 20 years of his career in diverse roles with NIIT. He has returned to the company with 10 years of extensive global experience in scaling managed services operations with Logica.

With a proven track record and excellence in strategy, technology services management, training services and channel management, Rahul is now spearheading the transformation of NIIT's offerings and brand positioning in the Global Skills and Talent Development space.

<http://www.apnnews.com/2014/12/29/niit-limited-ceo-designate-felicitated-with-the-distinguished-alumni-award/>

INDIA TODAY.in

NIIT Limited, CEO Designate felicitated with the Distinguished Alumni Award

NEW DELHI, December 30, 2014 /PRNewswire

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http://indiatoday.intoday.in/prnewswire/index.jsp?doc=201412300300PR_NEWS_EURO_ND_enIN201412304427_indiapublic&dir=25



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Press Release

Category:High Technology

NIIT Awarded Managed Training Services Contract With Vestas Wind Systems A/S

NEW DELHI, January 22, 2015/PRNewswire/ -

NIIT Limited, a global leader in skills and talent development, announced today that it has been awarded a three-year contract to provide managed training services to Vestas Wind Systems A/S, a leading global wind energy company headquartered in Aarhus, Denmark.

With this contract, NIIT's Corporate Learning Group will provide learning administration, strategic sourcing, custom content development and LMS services to Vestas for a period of three years.

"Vestas' partnership with NIIT provides our employees access to virtual and classroom "best in class" programs, around the globe. It also aligns with Vestas' strategy of flexibility and cost-efficiency, as we move into new regions to support the needs of our wind turbine customers," said Roald Steen Jakobsen, Group Senior Vice President/People & Culture, Vestas Wind Systems.

"We are very proud to have been awarded this contract by Vestas. We are committed to helping our customers run training like a business with our best-in-class managed training services. Our team is dedicated to increasing the effectiveness and efficiency of training at Vestas while providing the best value through a robust LMS, efficient learning administration, high quality custom content, and strategic sourcing," said Sapnesh Lalla, President, NIIT Corporate Learning Group.

About Vestas

Every single day, Vestas wind turbines deliver clean energy that supports the global fight against climate change. Wind power from Vestas' more than 52,700 wind turbines currently reduces carbon emissions by over 60 million tons of CO2 every year, while at the same time building energy security and independence. Vestas has delivered wind energy in 73 countries, providing jobs for around 19,300 passionate people at our service and project sites, research facilities, factories and offices all over the world. With 52 per cent more megawatts installed than our closest competitor and more than 64 GW of cumulative installed capacity worldwide, Vestas is the world leader in wind energy.

About NIIT

Established in 1981, NIIT Limited, a global leader in Skills and Talent Development, offers multi-disciplinary learning management and training delivery solutions to corporations, institutions, and individuals in over 40 countries.

NIIT has three main lines of business across the globe - Corporate Learning Group, Skills and Careers Group, and School Learning Group.

NIIT's Corporate Learning Group (CLG) offers Managed Training Services (MTS) to market-leading companies in North America, Europe, Asia, and Oceania. The comprehensive suite of Managed Training Services includes

custom Curriculum Design and Content Development, Learning Administration, Learning Delivery, Strategic Sourcing, Learning Technology, and Advisory Services. With a team of some of the world's finest learning professionals, NIIT is dedicated to helping customers increase the business value of learning and development (L&D). Built on the sound principles of 'Running Training like a Business', NIIT's Managed Training Services and best-in-class training processes enable customers to align business goals with L&D, reduce costs, realise measurable value, benefit from rock-solid operations, and increase business impact.

NIIT's Skills and Careers Group (SCG) delivers a diverse range of learning and talent development programs to millions of individual and corporate learners in areas including Banking, Finance & Insurance, Soft Skills, Business Process Excellence, Retail Sales Enablement, Management Education, Multi-Sectoral Vocational Skills, Digital Media Marketing, and new-age IT. These programs are delivered through a hybrid combination of the 'Cloud Campus' online platform, satellite-based 'Synchronous Learning Technology' and a physical network of hundreds of learning centers in India, China, and select markets in Asia and Africa. The flagship multi-disciplinary course offerings include the industry-endorsed RevGNIIT program and a set of Post Graduate Programs for students from different streams, apart from a wide range of specialist short duration programs.

To further strengthen its SCG portfolio in India, NIIT has tied up with industry majors like ICICI Bank for NIIT Institute of Finance Banking & Insurance, IFBI; leading business schools in India for NIIT Imperia; Genpact for NIIT Uniqua; and a joint venture with NSDC for NIIT Yuva Jyoti. Besides this, for the China market, NIIT has tied up with governments and software parks in Chongqing, Wuxi, Suzhou, Changzhou, Zhangjiagang, Haikou and Dafeng, for state-of-the-art public-private partnership centres.

NIIT's School Learning Group (SLG) provides technology based learning to over 15,000 government and private schools in India, Bhutan, South Africa and the Middle East. The futuristic NIIT nGuru range of learning solutions for schools comprises Interactive Classrooms with digital content, technology-driven Math Lab, IT Wizard programs and Quick School - an Education Resource Planning software.

NIIT's learning and talent development solutions, have received widespread recognition globally. The company has been named among the Top 20 Training Outsourcing Companies for the past seven consecutive years by Training Industry, Inc. Further, leading Indian ICT journal Dataquest has conferred upon NIIT the 'Top Training Company' award successively for the past 20 years, since the inception of this category. NIIT Yuva Jyoti Ltd was recognized as the Best Vocational Education and Skill Development initiative at the World Education Summit, 2014.

In recognition of its people-centric policies, which foster an environment of growth and career development, NIIT has been ranked as the 4th Best Company to work for in India 2013-14, by Great Place to Work Institute®.

http://www.ptinews.com/pressrelease/12702_press-subNIIT-Awarded-Managed-Training-Services-Contract-With-Vestas-Wind-Systems-A-S



Business Standard

NIIT gains on securing training services contract

Capital Market | Jan 22, 2015 02:50 PM IST

NIIT rose 1.87% to Rs 46.20 at 14:44 IST on BSE after the company announced securing a three-year contract to provide managed training services to Vestas Wind Systems A/S, a leading global wind energy company headquartered in Aarhus, Denmark.

The announcement was made during market hours today, 22 January 2015.

Meanwhile, the BSE Sensex was up 48.15 points, or 0.17%, to 28,937.01

On BSE, so far 4.17 lakh shares were traded in the counter, compared with an average volume of 3.84 lakh shares in the past one quarter.

The stock hit a high of Rs 47.50 and a low of Rs 45 so far during the day. The stock hit a 52-week high of Rs 65.60 on 13 June 2014. The stock hit a 52-week low of Rs 23.10 on 13 February 2014.

The stock had underperformed the market over the past one month till 21 January 2015, falling 6.49% compared with the Sensex's 5.54% rise. The scrip had also underperformed the market in past one quarter, falling 1.73% as against Sensex's 8.7% rise.

The small-cap company has an equity capital of Rs 33.03 crore. Face value per share is Rs 2.

With this contract, NIIT's Corporate Learning Group will provide learning administration, strategic sourcing, custom content development and LMS services to Vestas for a period of three years.

Vestas' partnership with NIIT provides our employees access to virtual and classroom best in class programs, around the globe. It also aligns with Vestas' strategy of flexibility and cost-efficiency, as we move into new regions to support the needs of our wind turbine customers, said Roald Steen Jakobsen, Group Senior Vice President/People & Culture, Vestas Wind Systems.

NIIT reported net loss of Rs 16.07 crore in Q3 December 2014, higher than net loss of Rs 15.05 crore in Q3 December 2013. Net sales rose 2.4% to Rs 117.15 crore in Q3 December 2014 over Q3 December 2013.

NIIT, a global leader in Skills and Talent Development, offers multi-disciplinary learning management and training delivery solutions to corporations, institutions, and individuals in over 40 countries. The company has three main lines of business across the globe - Corporate Learning Group, Skills and Careers Group, and School Learning Group.

http://wap.business-standard.com/article/news-cm/niit-gains-on-securing-training-services-contract-115012200729_1.html

<http://www.youtube.com/niitcareers>