

#### MP BIRLA INSTITUTE OF MANAGEMENT

Associate Bharatiya Vidya Bhavan #43, Race Course Road, Bangalore- 560001

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#### FROM CHAIRMAN'S DESK



Dear Students,

In today's era of rapid digital evolution, artificial intelligence is emerging as one of the most powerful forces reshaping the future of industries. From marketing and manufacturing to logistics and customer engagement, every process is revolutionized. But perhaps no transformation is more profound than what we are witnessing in the domain of human resources and talent acquisition. Traditionally, recruitment was a laborintensive process marked by subjectivity and time-consuming interviews. Today, AI is dismantling these inefficiencies. AI-driven systems can now scan thousands of resumes in seconds, identify high-potential candidates using predictive analytics, and even conduct preliminary interviews via intelligent chatbots. We are witnessing a shift from intuition-based hiring to data-driven talent acquisition, where decisions are faster, fairer, and far more strategic. This is especially vital in a world where businesses are under pressure to attract top talent from an increasingly diverse and global talent pool.

With such technological advancements, it is no longer enough for MBA graduates to be just good managers; they must be digital leaders. They must understand how to integrate AI into business strategy, assess the ethical implications of automated decisions, and drive change in complex, tech-enabled organizations. Our curriculum must evolve to integrate key areas that are essential for preparing future leaders in an AI-driven world. This includes foundational knowledge of AI and machine learning as they apply to business, a deep understanding of the ethical and legal considerations surrounding AI deployment, and the principles of change management within AI-integrated organizations.

As artificial intelligence becomes an integral part of our daily lives today, the question is no longer whether we will use it, but how we choose to use it. The future of work will not be written by machines—it will be shaped by the choices we, as humans, make with them.

At MPBIM, we are committed to embedding these values into every aspect of our academic and professional development programs. AI is here to stay. Our responsibility is not only to understand it but also to lead responsibly in an AI-enabled world. So, it is for us to leverage the technology and make our personal and professional lives more fruitful. Best wishes to all!

Er. N. Ramanuja

# INDIAN KNOWLEDGE SYSTEMS (IKS) INTERNSHIP

A team of six students, including Mr. Sudarshan N. S., Ms. Anushree H. P., Mr. Jithamitra S., Mr. Shanmukha Badiger, Mr. Shri Hari M. N., and Ms. Anusha S. U., successfully completed an internship with the Centre for Educational and Social Studies (CESS) in collaboration with the Indian Knowledge Systems (IKS) Division, Ministry of Education, Government of India. The Indian Knowledge Systems (IKS) offers profound insights rooted in India's cultural, ethical, and economic traditions, providing a holistic and value-driven perspective to leadership, governance, and sustainable management.

The internship was from 11 December 2024 to 10 January 2025. Under the guidance of **Dr. Pushpa B. V., Prof. Anu A. Natraj,** and **Prof. Vijayalakshmi,** this initiative provided students with an enriching experience beyond the regular MBA curriculum. The students explored the intersection of Indian culture and contemporary management, gaining deep insights into how traditional values can inform and enrich modern business thinking. Their research work was on Spirituality in the Workplace, Strategic Leadership, Women Empowerment, Ethical Capitalism, Emphasis on Dharma & Wealth Creation, and Indigenous to Magnanimous Business. This internship has not only strengthened students' academic foundation but also deepened their understanding of the relevance of Indian traditions in contemporary business contexts. MPBIM extends sincere gratitude to CESS, the IKS Division, and mentors **Dr. Gowrisha, Dr. Bhagya,** and **Dr. Sudhakar** for their encouragement, insights, and continuous support.





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#### PRINCIPAL SPEAKS



#### What's Wrong with MBA Education Today

MBA education, once considered the pinnacle of professional training for aspiring business leaders, is facing growing criticism for being increasingly out of touch with the realities of the modern business world. While the degree still holds prestige, several fundamental issues plague its current structure, delivery, and relevance.

First, curriculum rigidity is a major concern. Many MBA programs still focus heavily on traditional subjects, often with outdated case studies and theoretical frameworks. In a world rapidly evolving due to digital transformation, climate change, and globalization, these programs lag in incorporating essential topics like artificial intelligence, sustainability, entrepreneurship, and data analytics in meaningful ways. Second, practical application and experiential learning are often insufficient. Although internships and projects are included, they rarely simulate the real-world ambiguity and complexity that managers face. MBA programs need to embrace live problem-solving through partnerships with industry.

Third, the cost of MBA education has become prohibitively high, raising questions about return on investment. Top-tier MBA programs often charge exorbitant fees, yet graduates may not always secure jobs that justify such expenses. This financial barrier also limits access for diverse and deserving candidates, leading to a lack of socio-economic diversity in classrooms. Fourth, there is a lack of emphasis on soft skills and ethical leadership. The traditional focus on profit-maximization overlooks the importance of empathy, communication, inclusivity, and ethical decision-making skills crucial in leading teams and managing stakeholders in the 21st century. Fifth, faculty experience and research-practice disconnect is another challenge. In many cases, faculty members are brilliant researchers but have little real-world business experience, which limits the practical relevance of their instruction. Lastly, the one-size-fits-all approach to MBA education fails to cater to the varied needs of learners. Working professionals, entrepreneurs, and career changers may all need different forms of learning, yet many programs follow a uniform structure with limited flexibility in terms of content and delivery. In conclusion, MBA education must urgently evolve to remain relevant. This involves updating curricula, enhancing experiential learning, reducing costs, emphasizing soft skills and ethics, bridging the academic-practitioner gap, and offering personalized learning paths.

## **EXPERT TALK**

#### CA Rashmi Uday Vadavi



The Wealth Wizards Club at MPBIM organized an engaging session on Contemporary Accounting on 15 February 2025, featuring expert insights from CA Rashmi Uday Vadavi, Corporate Trainer and Facilitator. The event brought together faculty and finance-specialization students, to explore the evolving landscape of modern accounting. The session highlighted key trends such as automation, AI, ESG reporting, and global regulatory standards, emphasizing the shift from traditional bookkeeping to strategic, tech-driven financial practices. With active student participation and practical insights, the event successfully bridged academic learning with real-world applications, encouraging future finance professionals to upskill and adapt in a rapidly changing financial environment.

The event was coordinated by **Dr. Pushpa B.V** and **Prof. Pallavi** 

On 19 March 2025, a session titled "Consumer Insights—Understanding Your Customers" was organized as part of the Industry-Academia Interface initiative. The guest speaker, Mr. Prajwal Noronha, an alumnus of the 2014–2015 batch and currently Senior Business Development Manager, Freight and Logistics at Trigent Software Inc., delivered an insightful talk on the relevance of consumer insights in business. He highlighted how understanding consumer behavior, preferences, and needs goes beyond data analysis and plays a vital role in strategic planning.

Mr. Noronha explored McKinsey's consumer trends framework, discussed key consumer behavior trends, and presented a case study on Netflix to demonstrate practical applications. He also covered concepts like behavioural segmentation, customer decision journeys, customer expectations, and digital transformation, making the session highly informative and relevant for students aiming to bridge academic knowledge with real-world business practices.

The event was coordinated by Dr. Sumithra Sreenath.

# Mr. Prajwal Noronha



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#### XCELERATE WORKSHOP

The **Xcelerate workshop**, held on 07 March 2025, was an enriching experience for 48 student participants. Organized by the Business Analytics Club, under the guidance of **Prof. Vijayalakshmi S.**, the session aimed to enhance MS Excel proficiency and deepen understanding of business analytics. Led by resource person **Mr. Srikaran**, Communication Lead at HP, the workshop featured hands-on exercises on VLOOKUP, logical functions (AND, OR), and relative referencing for data analysis. Further discussions covered emerging technologies like AI, IoT, data mining, and cloud computing, along with applications in descriptive, predictive, and prescriptive analytics illustrated through examples from the entertainment, banking, and healthcare sectors. The session provided valuable insights into analytics-driven decision-making, fostering a practical learning environment. Participants found the sessions engaging and beneficial, equipping them with essential skills for navigating the evolving landscape of business analytics.





# Workshop on EBSCO - e Database Usage

On 21 Mar 2025, a workshop on effective utilization of the EBSCO Management Database was organized by the Library & Information Centre in collaboration with the Antarjaala Club. The objective was to enhance research competencies and familiarize participants with academic databases and advanced search techniques. Mr. M.S. Srinivasa, Training Manager for EBSCO/IEEE Xplore (South India), facilitated the program. The session covered both basic and advanced search methodologies, citation tools, the utilization of Boolean and smart text searches, mobile app features, and bulk citation downloads. Participants were guided through the process of registering on the website and the technique of searching for highly cited papers and articles. The training was made interesting through demonstrations and included hands-on practice sessions as well. The session also featured an online quiz to reinforce learning. Participants gained valuable skills in navigating e-resources for dissertations and research projects, with a deeper understanding of citation management and academic resource utilization. The session concluded with a vote of thanks by Ms. Manjula M., acknowledging the contributions of the speaker, participants, and organizers.





# HR SYMPOSIUM 2025

# "Embracing Multigenerational Workforce Through DEI Initiatives"

The HR Symposium 2025, organized by HR Club AGNITIO of MPBIM, was held on 28 March 2025, from 10:00am to 4:00 pm at the Priyamvada Birla Hall. The theme of the symposium was "Embracing Multigenerational Workforce through DEI Initiatives." The symposium aimed to explore how diversity, equity, and inclusion can enhance collaboration among a multigenerational workforce. Esteemed speakers included Mr. Nanda Rackanchath, veteran HR leader; Ms. Supriya Narayan, Business Development Manager at Protech Savvy; Ms. Vanitha Choudhari, Leadership coach and Founder of Radical Edge; and Ms. Lavanya G, Strategic Sales Head at Protech Savvy. The symposium featured insightful keynote sessions and a student paper presentation competition, judged by industry experts. The Best Paper Award was won by Bhavana and Jodh Singh, and the runner-up was awarded to Anjanaa and Aneendra. The event successfully highlighted the importance of inclusive leadership, digital fluency, and collaborative practices in managing generational diversity, leaving participants with deeper insights into fostering an equitable and adaptive workplace. The symposium was coordinated by Dr. Hema Harsha and Prof. Anu A. Natraj, with support from student coordinators of the HR Club.









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# **WORKSHOP: Analysis and Interpretation of Financial Statements**



On 12 April 2025, the Wealth Wizards Club, in association with IQAC, hosted a highly engaging workshop on 'Analysis and Interpretation of Financial Statements,' aimed at bridging the gap between classroom theory and real-world financial decision-making. The interactive, hands-on session saw finance and accounting students working in teams to analyze live financial data from publicly listed companies, using advanced data analysis tools. Students presented insights on profitability, liquidity, solvency, and valuation, and that was evaluated by industry experts Ms. Bhargavi K. (Associate Securities Operations Representative, Wells Fargo) and Ms. Vennela (Senior Analyst, EY). The participants gained not only analytical skills but also confidence in presenting financial insights.

The event was coordinated by Dr. Pushpa B. V and Prof Pallavi.









# **WEBINAR SERIES 2025**

#### HR webinar—Building the Future Workforce: Digital Dexterity in the world of Al

The first in the Webinar 2025 Series, the HR webinar titled "Building the Future Workplace: Digital Dexterity in the World of AI," was held on 21 June 2025. The webinar focused on the transformative impact of artificial intelligence on the workforce and the preparedness for the future. The event aimed to enhance understanding of AI's influence on job roles, business dynamics, and the skills required to stay relevant in a rapidly evolving digital economy. Distinguished speaker Ms. Suryashweta Chakraborty delivered a keynote address on the strategic integration of AI in learning and development, highlighting platforms like LinkedIn Learning and IBM Watson. A panel discussion featuring experts such as Ms. Anitha Vasudevan, D&I Champion; Mr. Krishna Setlur, Founder, Aaro Consultants; Ms. Suryashweta, Talent Development Leader; and Dr. Hema Harsha delved into themes like digital dexterity, inclusive workplaces, ethical AI usage, and the evolving role of HR. Emphasis was placed on fostering a growth mindset, ethical awareness, and personalized learning to build a resilient, inclusive workforce.

The webinar concluded with key recommendations for academia, including integrating AI into interdisciplinary curricula and enhancing institutional outreach through social media. The webinar underscored the importance of balancing technological advancement with human-centric values to prepare for an AI-driven future. The webinar was organized by the HR Club AGNITIO and coordinated by **Dr. Hema Harsha** and **Prof. Anu A. Natraj. Ms. Pranavi, Ms. Moulya,** and **Ms. Azra** were the student coordinators.





#### Research Methodology Webinar—Expert Strategies for Successful Publishing





The webinar on "Expert Strategies for Successful Publishing" was held on 28 June 2025. The session featured Prof. Dr. Emon Kalyan Chowdhury, from CIU Business School, Chittagong Independent University, Bangladesh. A distinguished academician and researcher, Prof. Emon provided practical and strategic insights into publishing in reputed academic journals.

The speaker began the session with a brief introduction to the right way of identifying a topic and developing the title of a research paper. Key areas of discussion included structuring research papers, crafting effective abstracts and keywords, the process of literature review, and its arrangement. He explained various referencing styles and suggested their appropriate usage. Insights into writing persuasive cover letters and adhering to ethical standards were discussed. Prof. Chowdhury emphasized clarity, methodological rigor, relevance, and the importance of aligning submissions with a journal's scope. He also addressed data-sharing practices, common pitfalls to avoid, and the responsible use of peer and AI feedback.

The webinar was valuable for early-career researchers, PhD scholars, and faculty. The webinar concluded with key takeaways on originality, precision, and research integrity, offering a roadmap to successful academic publishing.

The event was coordinated by **Prof. Vijayalakshmi** and anchored by **Ms. Azra Banu** and was coordinated by the Analytics Club of MPBIM

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# **FACULTY DEVELOPMENT ACTIVITIES: FACULTY SEMINAR 2025**

On 09 April 2025, **Dr. Pushpa B.V.** presented a research paper on "Green Finance and Green Growth Nexus: Evaluating the Role of Globalization and Human Capital, authored by Muhammad and others. The paper explores a critical and timely subject in sustainability: the relationship between green finance and green growth in OECD economies, while examining the moderating influence of globalization, human capital, and economic development. The paper revolves around the urgent need for robust regulatory frameworks to support green investments, the expansion of green bonds, and the advancement of sustainable finance mechanisms. The conclusion focuses on strengthening international cooperation to establish harmonized standards in green finance.





On 16 April 2025, **Prof. Vijayalakshmi S** presented a research paper on "Empowering Leadership, Employee Goal Orientations, and Work Performance: A Competing Hypothesis Approach," authored by Sut I. Wong Humborstad. The seminar explored the curvilinear relationship between empowering leadership and both in-role and extra-role performance while analyzing the moderating role of employee goal orientations. The findings support a contingency-based leadership model, showing that moderate levels of empowerment enhance role clarity and performance. The seminar encouraged vibrant discussions and interactive learning, offering valuable insights about the impact of empowerment on workplace outcomes.

On 23 April 2025, **Dr. Hema Harsha** presented a research paper authored by Amy Edmondson on "Psychological Safety and Learning Behavior in Work Teams." The discussion focused on the foundational concept of psychological safety, which is defined as a shared belief that a team is safe for interpersonal risk-taking, team learning, and performance. The study identifies that psychological safety promotes learning behaviors like open communication and error reporting, which in turn enhances team performance. The discussion concluded with inputs about fostering psychologically safe team environments through effective leadership, team design, and training to support continuous learning and improved performance.





On 30 April 2025, **Prof. Anu A. Natraj** presented a research paper review on "*Emotional intelligence, leadership, and work teams: A hybrid literature review,*" authored by Isabel and others. The study analyzes emotional intelligence (EI) across disciplines, focusing on leadership and teamwork. The study highlights a strong link between emotional competence and employees' work attitudes. Leadership is the dominant theme, covering transformational leadership, effectiveness, virtual settings, and health-promoting leadership. Findings show that emotionally intelligent leaders improve workplace behaviors, business outcomes, and team dynamics.

On 07 May 2025, **Dr. Sumithra Sreenath** presented a research paper on "Understanding Sustainable Homestay Tourism as a Driving Factor of Tourist's Satisfaction through Structural Equation Modeling: A Case of Darjeeling Himalayan Region, India," authored by D. Basak and others. The research is on how sustainable homestay tourism influences tourist satisfaction in the Himalayan region. The findings of the study highlight the sociocultural and economic sustainability and how it impacts tourist satisfaction. The study reiterates the need to strengthen environmental awareness among tourists. Faculty discussed how sustainable homestays are a vital tool for rural development and tourist satisfaction in environmentally sensitive areas like Darjeeling.





On 21 May, 2025, **Prof. Pallavi R** presented a research paper titled "Analysing the Behavioural, Psychological, and Demographic Determinants of Financial Decision Making of Household Investors," authored by Dr. Parul Kumar and others. The study uses structural equation modeling to examine how factors like digital financial literacy, financial capability, autonomy, impulsivity, and gender influence financial decision-making (FDM). The study emphasizes the importance of improving financial literacy and suggests future research to explore joint decision-making and expand the study geographically to get a better insight.

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## **FACULTY SEMINAR 2025**

On 29 May 2025, **Dr. Pushpa B.V.** presented a research paper on "Finfluencing Charlatans Beware: Introducing the Finfluencer Quality Score (FinQ-Score) to Foster Trustworthiness and (Business) Partnerships" authored by Henning Zülch, and others. Recognizing the regulatory gaps and rising cases of misinformation and fraud, the authors propose a practical, multi-dimensional scoring framework, the Fin Q-Score, to assess the quality and credibility of finfluencers. The study is especially relevant for discussions on light-touch regulatory models, self-regulation in influencer marketing, and data-driven trust metrics in online ecosystems.





On 04 June, 2025, **Ms. Vijayalakshmi,** presented the research paper "The Future of Leadership in Learning Organizations" authored by Bernard M. Bass. The paper explores the distinctions between transformational and transactional leadership within the context of the Full Range of Leadership Model. It emphasizes how elements of different leadership styles are essential in building effective learning organizations. The paper underscores the need for continuous learning and growth in order to cultivate a true learning organization. The seminar fostered a dynamic exchange of ideas, encouraging active participation and deep reflection on leadership's evolving role in organizational growth.

On 13 June 2025, **Dr. Hema Harsha** presented a paper titled "Do Women on Boards Break the Glass Ceiling or Face the Glass Cliff" authored by Erica Poma and Barbara Pistoresi. The paper explores the impact of gender quotas on women's leadership in Italian corporate governance. The study examines whether gender quota laws (GML) help overcome the glass ceiling and whether women are disproportionately appointed to precarious leadership roles. The findings of the paper confirm that gender quotas have led to a significant increase in WoBs across various firm types, especially in finance, partially validating concerns about women being more likely to be appointed during times of poor company performance.





On 24 June 2025, **Prof. Anu A Natraj** presented a paper titled "Effectiveness of Stress Management interventions to change Cortisol levels: A Systematic review and Meta Analysis" authored by Olivia Rogerson and others. This paper presents a systematic review and meta-analysis examining the impact of psychological stress management interventions on cortisol levels in non-patient populations. It was found that such interventions, particularly relaxation techniques, significantly reduced cortisol levels with a moderate effect size. While mind-body and talking therapies showed smaller, non-significant effects, active control groups led to stronger outcomes than passive ones.

On 24 April 2025, **Dr. Sumithra Sreenath** presented a paper titled: "Effect of social and environmental sustainability on SME Competitiveness: A Meta-analytic review, authored by Stephen Oduro and others. The findings reveal that both social and environmental sustainability positively affect SME competitiveness, with environmental sustainability showing a stronger effect. The study emphasizes that though sustainability implementation involves costs, it offers SMEs long-term strategic benefits and sustainable competitive advantages. It contributes theoretically by integrating stakeholder and institutional theories and offers practical insights for managers to adopt green practices as a pathway to enhanced performance.



#### **NEWS IN PICTURES**









Placement Training by Magic Bus

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# ENTREPRENEURIAL SKILL DEVELOPMENT Topic: Planting Ventures—Cultivating Entrepreneurial Landscape





On 27 June 2025, Mr. Sam Rangaswamy, Entrepreneur, and President, infoNERO, Fargo, North Dakota, USA, delivered an insightful talk on "Planting Ventures - Cultivating Entrepreneurial Landscape," offering a valuable deep dive into the mindset and practices required for successful entrepreneurship. With over two decades of experience in building and scaling businesses, Mr. Rangaswamy shared a practical and inspiring perspective on how to nurture entrepreneurial ideas from the ground up. He highlighted several essential qualities that form the foundation of entrepreneurial growth, such as building meaningful professional networks, maintaining clarity in planning, staying consistently updated with market trends and technological developments, demonstrating resilience in the face of failures, and fostering a drive for constant innovation and self-upgradation. Emphasizing the importance of starting small, he encouraged students to learn through experience and gradually scale their ventures. He added that it is crucial for students to develop a strong skill set to succeed in the entrepreneurial landscape. Key abilities include critical thinking and problem-solving, effective communication and persuasion, digital literacy, financial awareness, leadership, adaptability, and efficient time management. The session also underlined the importance of learning agility, setting clear goals, and being open to change in a rapidly evolving business environment. Concluding with an engaging interactive segment, Mr. Rangaswamy's session left the students with a clearer understanding of the practical and personal dimensions of entrepreneurship, equipping them with the vision and confidence needed to pursue their own ventures. The event was coordinated by Prof. Anu A. Natraj.





#### MPBIM SIGNS MOU WITH MAGIC BUS INDIA FOUNDATION

On 16 June 2025, a Memorandum of Understanding (MoU) was formally signed between **Magic Bus India Foundation** and MPBIM at the Principal's office. This MoU marks the beginning of a collaborative initiative aimed at providing structured Training and Placement assistance to our MBA students.

The signing ceremony was held in the presence of Principal, **Dr. Sathyanarayana**, Placement Officer **Ms. Kavitha V.V** and **Mr. Puneeth P**, Mobilization Officer, representing Magic Bus. This collaboration reflects the commitment of the institute to preparing the students for the industry and nurturing them to become thorough professionals through holistic training and practical learning opportunities.



#### **NEWS IN PICTURES**



Inauguration of HR Symposium2025 by watering the plant



BCU - Local Inspection Committee Visit at MPBIM



Interaction of Mr. Sam Rangaswamy from the US, with 1st year students





Activity based learning of HR terminologies

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# **PLACEMENT DRIVE**

**Campus** Drive

Batch 2023-2025

As part of the ongoing placement initiatives, City Union Bank Placement conducted a recruitment drive on 16 May 2024, at MPBIM campus.

> We are proud to announce that four final-year MBA students were selected during this drive: Mr. Chethan P, Mr. Dheeraj Manjunath Bhovi, Mr. Jodh Singh and Mr. Saiprajwal.

> MPBIM congratulates the selected students and wishes them good luck.







#### PLACEMENT TRAINING PROGRAM









In a proactive step towards enhancing the employability and career readiness of MBA students, a comprehensive placement training program was conducted for first-year MBA students. The training was held from 23 June to 28 June 2025, and was organized in collaboration with the Magic Bus Foundation under the Connect with Work initiative. Led by expert trainers and counselors, Ms. Violet Vasantha Kumari, and Ms. Mohana the program focused on bridging the gap between academic learning and industry expectations.

57 students participated in the training, and the program was designed to equip the students with essential soft skills such as communication, assertive speaking, leadership, time management, and adaptability. Participants were also guided through practical sessions on group discussions, resume building, and personal interviews. Students were put on role plays, discussions, and group activities to understand concepts like critical thinking and problem-solving. The sessions fostered greater self-awareness and resilience, crucial traits for navigating the modern workplace.

Students expressed high appreciation for the interactive approach and industry-aligned insights provided during the training. Many highlighted a noticeable boost in their confidence and interview preparedness. The training program was widely regarded as a valuable and career-oriented initiative, significantly equipping students with the tools and mindset required for successful campus placements.

The training program was coordinated by placement officer Ms. Kavitha V. V.













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Ms. Geetha P, Secretary

**Student Coordinators** 

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