



**BHILAI INSTITUTE OF TECHNOLOGY, DURG (CG)**  
भिलाई प्रौद्योगिकी संस्थान, दुर्ग  
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# PRABANDHAN MANTRA

## A Quarterly Newsletter



### Editor's Desk

As an institution which believes in academic pursuits which have practical implications, B.I.T Durg has always been a forerunner in academic endeavors setting benchmarks in education and industry.

This newsletter aims at empowering professionals everywhere to lead more productive work lives by disseminating knowledge processed here at our campus.

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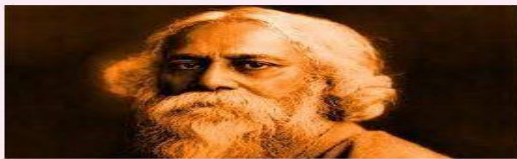
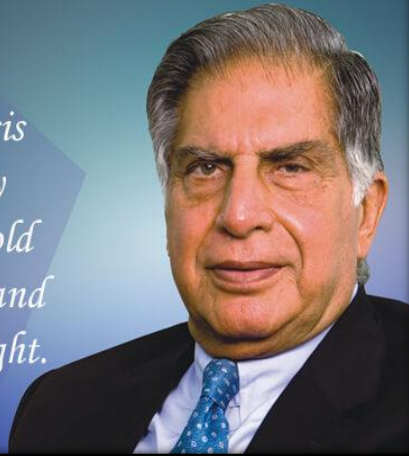
### Editor

Dr. Abhishek Chakraborty

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*Deal with Crisis  
in such a way  
that you can hold  
your head high and  
sleep well at night.*



**Where the mind is without  
fear and the head is held  
high, Where knowledge is  
free. . . into that heaven  
of freedom, my father, let  
my country awake.**

**- Rabindranath Tagore**

## **What Is Leadership?**

A library's worth of business and academic literature has been devoted to understanding and defining "leadership." Let's take some definitions and understand -

### **DEFINITION**

Leadership has been defined as the process by which an individual determines direction, influences a group, and directs the group toward a specific goal or mission. In a sense, leadership is what leaders do. The following have been observed:

- Leadership is a behavior, not a position. Leadership is inspiring people to live the vision, mission and values of the organization.
- Leaders do not just tell people what to do. Great leaders empower people to make decisions that support the goals and vision of the community, ultimately developing smarter solutions. Their job is to inspire and coach. Leaders coach to build a community that is fully participating, both responsibly and accountably. Leaders create buy-in at every level and ensure that all members of their community know that their contributions are important.
- Leaders are not necessarily born; people can learn leadership behaviors. People who excel in performing their job and who take full responsibility within their communities are acting like leaders. Someone who looks to find a better, smarter or faster way of making things happen is acting like a leader. Yet some people are "born leaders," and they are becoming ever more valuable.
- Management is not synonymous with leadership. Managers facilitate people, process and product. Good managers implement strategies and find solutions to problems. In contrast, the goal of any leader should be to get as many people living the vision as possible.

Leaders deal with rapid changes brought about by new technologies, globalization, politics, environmental concerns and war, transforming the basic values, beliefs and attitudes of followers to build organizational capacity for positive change.

Dr. Urvashi Shrivastava  
Prof. & Head  
Dept. of Management, BIT-Durg



## **The Need of Personality Development For Students**

Personality is an important factor that determines the visible aspect of one's character, be it impressive or dull. This depends on how a person carries himself/herself with the attributes of good qualities inherent in their persona.

Positive personality development is in fact a pre-requisite these days, especially in job sectors it's a must. This will not only help a person in working within a team but also a cross team, when required according to the situation.

### **TRAITS FOR BUILDING POSITIVE PERSONALITY :**

- i. **Accept Responsibility:** The price of greatness is the responsibility – Winston Churchill
- ii. “Responsibility gravitates to the person who can shoulder them.” -- Elbert Hubbard Society is not destroyed by the activities of the rascals, but by the inactivity of good people.
- iii. **Show consideration :** Show Consideration: Show consideration, courtesy, politeness and caring.
- iv. **Think Win-Win**
- v. **Choose your words carefully:** The principle is your speaking must be better than silent, rather be silent.
- vi. **Never Criticize, Complain and Condemn**
- vii. **Smile and Be Kind:** Smile is the shortest distance between two people.

viii. **Put Positive interpretation on other people's behavior:** We see the world not as it is, but as we are. So when we are

interpreting other people's behavior negatively we just reflecting our own mentality to this situation. In contrast when interpret positively, chances that other people may realize its negativity and change or amend this.

- ix. **Be a Good Listener:** Effective communication is 50% listening, 25% speaking, 15% reading and 10% writing. So when we listen carefully then 50% communication is done.
- x. **Be Enthusiastic:** Nothing great was ever achieved without enthusiasm--- Ralph Waldo Emerson.
- xi. **Give honest and Sincere Appreciation:** The desire to feel important is one of the greatest cravings in most of the human beings and it can be a great motivator.
- xii. **When you make a mistake, accept it and make it easy to amend:** Mistakes are to be learned from. So accept it immediately and make change or amend easy.
- xiii. **Discuss but don't argue:** Arguing is like fighting a losing battle. Even if one wins in the argument, the cost may be more than the worth of victory. An Ignominious victory is a defeat itself.
- xiv. **Don't Gossip:** Gossip may lead to slander and defamation of character. People who listen to gossip are as guilty as those who do the gossiping.





- xv. Turn your promises into commitment: Commitment leads to enduring relationship through thick and thin. It shows in a person's personality and relationship.
- xvi. Be grateful but do not expect gratitude.
- xvii. Be dependable and practice loyalty: An ounce of loyalty is worth more than a pound of
- xviii. cleverness. Ability without dependability is of no worth.
- xix. Avoid bearing grudges: Life is too small to bear grudges. John Kennedy once said "forgive
- xx. the other person but don't forget their name." Means "if one cheated me once it is his fault, but if cheats me twice then it is my fault." Don't be cheated regularly to forgive.
- xxi. Practice honesty, Integrity and Sincerity: Lies may have speed, but the truth has endurance.
- xxii. Honesty, Integrity and Sincerity have more enduring effect than the opposite.
- xxiii. Practice Humility: Confidence without humility is arrogance. Sincere Humility is the foundation of all virtues. It is a sign of greatness.
- xxiv. Show Empathy: Empathy alone is a very important characteristic of positive personality.
- xxv. People with empathy ask themselves this question, "how would I feel if someone treated me that way?"

Dr. Aparajita Pattnaik,

Asst professor, Dept. of Management,  
BIT-Durg

## **Determining Sample Size: How to Ensure You Get the Correct Sample Size**

How many responses do you really need? This simple question is a never-ending quandary for researchers. A larger sample can yield more accurate results — but excessive responses can be pricey.

Consequential research requires an understanding of the statistics that drive sample size decisions. A simple equation will help you put the migraine pills away and sample confidently.

Before you can calculate a sample size, you need to determine a few things about the target population and the sample you need:

- **Population Size** — How many total people fit your demographic? For instance, if you want to know about mothers living in the US, your population size would be the total number of mothers living in the US.

Don't worry if you are unsure about this number. It is common for the population to be unknown or approximated.

- **Margin of Error (Confidence Interval)** — No sample will be perfect, so you need to decide how much error to allow. The confidence interval determines how much higher or lower than the population mean you are willing to let your sample mean fall. If you've ever seen a political poll on the



news, you've seen a confidence interval. It will look something like this: "68% of voters said yes to Proposition Z, with a margin of error of +/- 5%."

- **Confidence Level** — How confident do you want to be that the actual mean falls within your confidence interval? The most common confidence intervals are 90% confident, 95% confident, and 99% confident.
- **Standard of Deviation** — How much variance do you expect in your responses? Since we haven't actually administered our survey yet, the safe decision is to use .5 – this is the most forgiving number and ensures that your sample will be large enough.

Okay, now that we have these values defined, we can calculate our needed sample size.

Your confidence level corresponds to a Z-score. This is a constant value needed for this equation.

**Here are the z-scores for the most common confidence levels:**

- 90% – Z Score = 1.645
- 95% – Z Score = 1.96
- 99% – Z Score = 2.326

If you choose a different confidence level, use this Z-score table to find your score.

Next, plug in your Z-score, Standard of Deviation, and confidence interval into this equation:

Necessary Sample Size =  $(Z\text{-score})^2 \cdot \text{Std Dev}^2 / (\text{margin of error})^2$

Here is how the math works assuming you chose a 95% confidence level, .5 standard

deviation, and a margin of error (confidence interval) of +/- 5%.

$NSS = ((1.96)^2 \times .5(.5)) / (.05)^2 = (3.8416 \times .25) / .0025 = .9604 / .0025 = 384.16$  385 respondents are needed

If you find your sample size is too large to handle, try slightly decreasing your confidence level or increasing your margin of error – this will increase the chance for error in your sampling, but it can greatly decrease the number of responses you need.

**Deepika Nag**

Student MBA – II SEM

Dept. of Management, BIT-Durg

**Have a Personal Value System**

A personal value system is a set of principles or ideals that drive and/or guide your behavior.

Your personal value system gives you structure and purpose by helping you determine what is meaningful and important to you. It helps you express who you are and what you stand for.

If you are unaware of, or become disconnected with your values, you end up making choices out of impulse or instant gratification rather than on solid reasoning and responsible decision-making.

Your values define your character . They impact every aspect of your life including:

- i. Personal and work behaviors
- ii. Your interactions with family, friends and co-workers
- iii. Your decision-making processes
- iv. The direction you take in life
- v. The overall quality of your life
- vi. Your happiness and well being



This is why it is so important to know what you value, why you value it and what precedence it takes in your life.

Mr. Sunil Kushwaha Assistant Professor,  
Dept. of Management, BIT-Durg

## Placement Record Batch 2021 - 22

S.No.	Name of the Student	Branch	Batch	Company
1	<b>Aditya Kaushal</b>	Master of Business Administration	2020-22	Bandhan Bank
2	<b>Ashwariya Singh</b>	Master of Business Administration	2020-22	Bandhan Bank
3	<b>Anakha</b>	Master of Business Administration	2020-22	Bandhan Bank
4	<b>Hritik Mukherjee</b>	Master of Business Administration	2020-22	Bandhan Bank
5	<b>Rahul Tiwari</b>	Master of Business Administration	2020-22	Bandhan Bank
6	<b>Shardul Vaze</b>	Master of Business Administration	2020-22	Bandhan Bank
7	<b>Shubhi Bajpai</b>	Master of Business Administration	2020-22	Bandhan Bank
8	<b>Swati Gupta</b>	Master of Business Administration	2020-22	Bandhan Bank
9	<b>Vinay Pradhan</b>	Master of Business Administration	2020-22	Bandhan Bank
10	<b>Yash Tiwari</b>	Master of Business Administration	2020-22	Bandhan Bank
11	<b>Sameeksha Sinha</b>	Master of Business Administration	2020-22	Bandhan Bank
12	<b>Kintali Uma Maheshwari</b>	Master of Business Administration	2020-22	AU Small Finance Bank
13	<b>G Anopama</b>	Master of Business Administration	2020-22	Infosys
14	<b>Astha Jain</b>	Master of Business Administration	2020-22	Practo India Pvt. Ltd.



15	<b>Niharika Kumari</b>	Master of Business Administration	2020-22	Vodafone Idea
16	<b>Shefali Yadav</b>	Master of Business Administration	2020-22	Vodafone Idea
17	<b>Ankita Nishad</b>	Master of Business Administration	2020-22	Lunictel
18	<b>Diksha Sahu</b>	Master of Business Administration	2020-22	Lunictel
19	<b>Sakshi Singh</b>	Master of Business Administration	2020-22	Lunictel
20	<b>Aman Tamrakar</b>	Master of Business Administration	2020-22	ICICI Prudential
21	<b>B Harsh</b>	Master of Business Administration	2020-22	ICICI Prudential
22	<b>Dolly Gupta</b>	Master of Business Administration	2020-22	ICICI Prudential
23	<b>B S Jaya</b>	Master of Business Administration	2020-22	ICICI Prudential
24	<b>Shruti Das</b>	Master of Business Administration	2020-22	ICICI Prudential
25	<b>Ankita Harkhani</b>	Master of Business Administration	2020-22	ICICI Prudential
26	<b>M Anitha Reddy</b>	Master of Business Administration	2020-22	ICICI Prudential
27	<b>D Rishabh</b>	Master of Business Administration	2020-22	IndusInd Bank
28	<b>Palash Bhaumik</b>	Master of Business Administration	2020-22	IndusInd Bank
29	<b>Mansi Verma</b>	Master of Business Administration	2020-22	IndusInd Bank



30	<b>Sushmita Sinha</b>	Master of Business Administration	2020-22	IndusInd Bank
31	<b>J Shweta</b>	Master of Business Administration	2020-22	IndusInd Bank
32	<b>Siddhant Pandey</b>	Master of Business Administration	2020-22	IndusInd Bank
33	<b>Rani Jain</b>	Master of Business Administration	2020-22	IndusInd Bank
34	<b>G Tanuja</b>	Master of Business Administration	2020-22	IndusInd Bank
35	<b>Shubhangvi Bajpai</b>	Master of Business Administration	2020-22	IndusInd Bank
36	<b>Mimansha Dixit</b>	Master of Business Administration	2020-22	IndusInd Bank
37	<b>Nidhi Chawda</b>	Master of Business Administration	2020-22	IndusInd Bank
38	<b>Nilay Tiwari</b>	Master of Business Administration	2020-22	IndusInd Bank
39	<b>Kintali Uma Maheshwari</b>	Master of Business Administration	2020-22	IndusInd Bank
40	<b>Niharika Kumari</b>	Master of Business Administration	2020-22	IndusInd Bank
41	<b>Aman Tamrakar</b>	Master of Business Administration	2020-22	IndusInd Bank
42	<b>M Anitha Reddy</b>	Master of Business Administration	2020-22	IndusInd Bank
43	<b>Aditya Kaushal</b>	Master of Business Administration	2020-22	AU Small Finance Bank
44	<b>Anjali Yadav</b>	Master of Business Administration	2020-22	Prime Assests Pvt. Ltd.





45	<b>Supriya Singh</b>	Master of Business Administration	2020-22	Prime Assests Pvt. Ltd.
46	<b>Priyanka Chouhan</b>	Master of Business Administration	2020-22	Prime Assests Pvt. Ltd.
47	<b>Shardul Vaze</b>	Master of Business Administration	2020-22	SBI Caps Securities
48	<b>Nidhi Chawda</b>	Master of Business Administration	2020-22	Patra India BPO
49	<b>Sameeksha Sinha</b>	Master of Business Administration	2020-22	Infosys
50	<b>Anjali Yadav</b>	Master of Business Administration	2020-22	ESAF Bank
51	<b>Palak Nandawana</b>	Master of Business Administration	2020-22	ESAF Bank
52	<b>Soumya Singh</b>	Master of Business Administration	2020-22	ESAF Bank
53	<b>Pranjali Tamrakar</b>	Master of Business Administration	2020-22	ESAF Bank
54	<b>Divya Yadav</b>	Master of Business Administration	2020-22	ESAF Bank
55	<b>Aishwariya Sahu</b>	Master of Business Administration	2020-22	ESAF Bank
56	<b>Dheeraj Kumar Rajak</b>	Master of Business Administration	2020-22	ESAF Bank
57	<b>Nagma Khatun</b>	Master of Business Administration	2020-22	ESAF Bank
58	<b>Tarendra Chandrakar</b>	Master of Business Administration	2020-22	ESAF Bank
59	<b>Amit Kumar</b>	Master of Business Administration	2020-22	LIC Mutual Fund



60	<b>Anakha</b>	Master of Business Administration	2020-22	HDFC Home Loans
61	<b>Shardul Vaze</b>	Master of Business Administration	2020-22	HDFC Home Loans
62	<b>D Rishabh</b>	Master of Business Administration	2020-22	HDFC Home Loans
63	<b>Priyanka Chouhan</b>	Master of Business Administration	2020-22	Omega Financial
64	<b>Aditya Kaushal</b>	Master of Business Administration	2020-22	ACT21 Software Pvt. Ltd.
65	<b>Ashwariya Sahu</b>	Master of Business Administration	2020-22	ESAF Small Finance Bank
66	<b>Ekta Sahu</b>	Master of Business Administration	2020-22	Softsages Technology
67	<b>Anjali Yadav</b>	Master of Business Administration	2020-22	Patra India BPO Service
68	<b>D Aditi</b>	Master of Business Administration	2020-22	ESAF bank
69	<b>Manish Verma</b>	Master of Business Administration	2020-22	MAGMA HDI GENERAL INSURANCE COMPANY LTD
70	<b>Manish Verma</b>	Master of Business Administration	2020-22	Home First Finance Company
71	<b>Pranay Sinha</b>	Master of Business Administration	2020-22	Home First Finance Company
72	<b>Maya Nishad</b>	Master of Business Administration	2020-22	Esaf small finance Bank
73	<b>Nidhi Chawda</b>	Master of Business Administration	2020-22	Razorpay
74	<b>Nisbat Khan</b>	Master of Business Administration	2020-22	Tradeshala



75	<b>Nisbat Khan</b>	Master of Business Administration	2020-22	Bajaj Allianz
76	<b>Shaahin Tabassum</b>	Master of Business Administration	2020-22	Softsages Technology
77	<b>Shivangi Sahu</b>	Master of Business Administration	2020-22	Softsages Technology
78	<b>Swati G</b>	Master of Business Administration	2020-22	Keka Technologies
79	<b>Swati G</b>	Master of Business Administration	2020-22	ACMEGRADE Pvt Ltd
80	<b>Nagma Khatun</b>	Master of Business Administration	2020-22	IB Group
81	<b>Mousam Parakh</b>	Master of Business Administration	2020-22	Esaf small finance Bank
82	<b>Dolly Gupta</b>	Master of Business Administration	2020-22	ICICI Bank
83	<b>Dheeraj Kumar Rajak</b>	Master of Business Administration	2020-22	ICICI Bank
84	<b>Pranay Sinha</b>	Master of Business Administration	2020-22	ICICI Bank
85	<b>Avantika</b>	Master of Business Administration	2020-22	IB Group
86	<b>Harleen Kaur</b>	Master of Business Administration	2020-22	IB Group
87	<b>Shaahin Tabassum</b>	Master of Business Administration	2020-22	IB Group
88	<b>Meenal Balsera</b>	Master of Business Administration	2020-22	Nobroker Technologies Pvt. Ltd.