



**Dr Fr John P J**  
Executive Director, BSSS IAS

As another academic year unfolds, it is a pleasure to pause, reflect and share the journey we continue to build together. Staying connected with you has always been important to us and this update offers a glimpse into the progress, achievements and exciting milestones that have shaped our recent months.

## Message from Executive Director

**“Excellence is not a destination, but a journey we embark upon together”**

Following last year's overwhelming response to admissions, conducted through a careful, transparent and merit-driven selection process, our new batch joined us with great enthusiasm and energy. Six months into their academic journey, as they now stand at the threshold of their first-semester examinations, I am happy to share that this cohort has emerged as one of the most vibrant, sincere and dedicated batches we have witnessed. Their strong academic commitment, discipline and seamless integration into campus life have been truly heartening. I would also like to place on record my appreciation for our senior batch, whose constant guidance, mentorship and support have played a crucial role in helping the juniors settle in and grow with confidence. The year has also been exceptionally productive on the professional engagement front. Under the initiative of the Corporate Chair, we successfully conducted several training programmes for employees working in diverse capacities.

Another noteworthy development this year has been the establishment of the BSSS IAS Management Forum. This forum has been established as a dedicated platform to collaborate

with corporates and industries, engage with emerging themes, strengthen organizational efficiencies and remain aligned with contemporary management theories and practices. This initiative marks the beginning of deeper cooperation and meaningful partnerships in the years to come. On the placement front, we are delighted to share encouraging news. This year has recorded our highest-ever placement performance, both in terms of opportunities and compensation. The highest package has already reached ₹13.96 LPA and with several leading organizations still in the pipeline, we remain optimistic that this benchmark may rise further before the season concludes.

As we move ahead, we are committed to sustaining this momentum and initiating many more impactful academic and industry-driven initiatives. Your continued trust, support, and goodwill inspire us every day and motivate us to aim higher. We will continue to keep you informed about our achievements, activities and new initiatives. Stay connected—there is much more to come.

With best wishes,

## “Union Budget 2026 : Live Presentation & Decoding”

The 'BSSS IAS Management Forum', BSSS Institute of Advanced Studies, Bhopal, in collaboration with the Bhopal Management Association (BMA), organised an academic programme “Union Budget 2026 : Live Presentation & Decoding” at the Raja Bhoj Conference Hall, BSSS IAS Campus on 1st February 2026. The programme was conceptualised to provide a structured platform for academic deliberation and expert analysis of the Union Budget 2026, enabling students and participants to understand key fiscal measures, economic signals, and policy implications shaping India's economic roadmap.

The event commenced with the live telecast of the Union Budget 2026 speech presented by the Hon'ble Union Finance Minister, Smt. Nirmala Sitharaman, followed by a traditional lamp-lighting ceremony. Rev. Fr. Jomi Panithas, Dean Academics and Financial Controller, BSSS IAS, formally inaugurated the “BSSS IAS Management Forum”, envisioned as a confluence of academia and industry, by unveiling it on the institute's website along with other dignitaries.

The BSSS IAS Management Forum is a platform bringing together academia and industry to



promote dialogue and thought leadership in management education.

Inaugurated on this occasion, the Forum aims to bridge academic learning with real-world managerial practice. It seeks to strengthen management education through research, collaboration and knowledge-sharing initiatives. The Forum is committed to quality, relevance and inclusive access to management education in India. Rev. Fr. Jomi Panithas, in his address to the gathering, emphasised the importance of budgetary awareness in management education and encouraged students to critically engage with policy documents such as the Union Budget.

The technical sessions began with an initial budget decoding by Dr. Atul Dubey, Faculty – Finance, BSSS IAS. This was followed by expert analyses by Mr. Rajeev Agarwal, Chairman, Mandideep Industries Association; Shri K. Sankar; CA Noneet Garg, GST Expert; CA

Anshul Agarwal, Income Tax Expert; CA Vivek Singh Rajput, GST and Income Tax Expert; and Mr. Partha Basu, Head HR, Volvo Eicher vehicle Limited. The experts offered sector-specific and multidimensional insights into the fiscal, industrial, taxation, and macro-economic implications of the Union Budget 2026. An interactive Question and Answer session enabled students to engage directly with the experts, fostering analytical thinking and policy-oriented discussion. The programme concluded with a comprehensive wrap-up by Dr. Pooja Gupta, Faculty – Finance, BSSS IAS, highlighting key takeaways and emerging opportunities from the budget.

The event witnessed active participation from Registrar, Exam Controller, faculty members and students of BSSS IAS, industry professionals and Bankers reinforcing institution's commitment to academic excellence, industry engagement and informed management education.

Dear Readers,

We are pleased to present the Quarterly Newsletter "Manthan" Vol.5 Issue 1. January-March 2026 for the first quarter of the year 2026. The quarter experienced many academic, extra-curricular and co-curricular activities. The major attractions of this quarter were the establishment of BSSS IAS Management Forum, National level collaborative events and the placements of the MBA Batch 2024-26. We place on record our sincere gratitude to the entire 'Manthan' Newsletter team for compiling the newsletter.

Editorial Team

## “In Pursuit of Managerial Excellence....”



Amul conducted a campus placement drive on 07th March 2026



BSSS IAS Celebrating strength, leadership, inspiration on International Womens Day



Guest Lecture on Labor Code 2020 by Adv. Siddhi Nigam



SBI Mutual Funds conducted a Campus Placement drive on 26th Feb 2026

# guru mantra

## Industry 5.0: The Next Evolution of Manufacturing



The evolution of manufacturing has transitioned from mechanization to automation and is now advancing toward a more intelligent and human-centric ecosystem. While Industry 4.0 introduced smart factories powered by data, automation, and interconnected systems, Industry 5.0 represents a shift in philosophy by placing humans back at the center of production. It combines human creativity and decision-making with the precision and efficiency of advanced technologies, creating a more balanced and adaptive manufacturing environment.

maintaining efficiency, allowing them to respond effectively to changing customer demands and dynamic market conditions.

A major advantage of Industry 5.0 is its focus on mass customization and sustainability. Companies can produce tailored solutions without significantly increasing costs, while also adopting energy-efficient systems and environmentally responsible practices. Artificial intelligence plays a crucial enabling role by supporting predictive maintenance, demand forecasting, quality control, and energy optimization. Rather than replacing human judgment, AI improves decision-making and operational performance. Leading Indian companies such as Tata Motors, Mahindra & Mahindra, Reliance Industries, and Asian Paints have begun integrating these principles into their operations, achieving higher productivity and improved quality. Overall, Industry 5.0 represents a strategic shift toward human-centric, sustainable, and resilient manufacturing, enabling long-term competitiveness in a rapidly evolving global environment.

### CA Nirbhau Singh Gulati

Head - International Business  
Powerlux Industries Pvt. Ltd.

Industry 4.0 primarily focused on maximizing efficiency through technologies such as artificial intelligence, robotics, and the Internet of Things (IoT). The objective was to reduce human intervention and build highly automated systems capable of optimizing processes independently. Although this led to significant improvements in productivity, cost efficiency, and quality, it also resulted in rigid systems with limited flexibility and customization. In contrast, Industry 5.0 emphasizes human-machine collaboration. Instead of replacing human effort, technology enhances it through tools such as collaborative robots (cobots), AI-assisted decision-making, and flexible manufacturing systems. This enables organizations to deliver customized products while

## Smart Manufacturing in India: Shift from Industry 4.0 to Industry 5.0



India's manufacturing sector is undergoing a profound transformation, evolving from the efficiency-driven paradigm of Industry 4.0 to the more holistic, human-centric vision of Industry 5.0. Over the past decade, Industry 4.0 enabled Indian manufacturers to transition from isolated automation to intelligent, interconnected systems powered by IoT, AI, and real-time data exchange. This shift significantly enhanced productivity, reduced downtime, and improved quality by enabling predictive maintenance, digital

increasingly embedding digital energy management systems, carbon tracking tools, and circular economy practices into their operations. Smart factories now leverage AI to optimize energy consumption, reduce emissions, and align operational efficiency with ESG objectives. Simultaneously, the importance of resilience has grown, particularly in the wake of global disruptions. Companies are investing in digital supply chain solutions such as real-time monitoring, IoT-enabled traceability, and predictive risk analytics to manage uncertainty and ensure continuity.

Organizational structures are also evolving, with faster, data-driven decision-making at the shop-floor level and increased collaboration across IT, operations, and business functions. Financially, these transformations are delivering tangible benefits, including improved equipment efficiency, reduced operational costs, enhanced product quality, and stronger workforce engagement. This transition reflects a broader redefinition of manufacturing—from a technology-centric model to a value-driven ecosystem where innovation, sustainability, and human well-being coexist. Industry 5.0 positions India not just as a global manufacturing hub, but as a leader in designing future-ready, inclusive, and resilient industrial systems.

### Dr. Partha Basu

Head - HR IR Admin ·  
VE Commercial Vehicles Ltd.

quality control, and data-driven decision-making. It also redefined workforce roles, moving from manual operations to multi-skilled digital capabilities involving analytics, programming, and system integration.

Today, India stands at a critical inflection point as it embraces Industry 5.0—an evolution that integrates advanced technologies with human creativity, sustainability, and resilience. Unlike its predecessor, Industry 5.0 does not prioritize automation alone but emphasizes collaboration between humans and machines. Technologies such as collaborative robots, AI-assisted decision systems, and AR/VR-based training are being deployed not to replace labor, but to augment human capabilities, improve safety, and enhance productivity across sectors including automotive, electronics, and MSMEs. Sustainability has emerged as a central pillar in this transition. Indian manufacturers are

## Alumni Reflections

### “From Dreams to Direction: A Journey Beyond the Classroom”



Returning to my Alma mater always brings back a flood of memories—classroom discussions, campus conversations and the early moments when dreams about the future began to take shape. Like many students, I too once

imagined life beyond college with ambition, enthusiasm and hope. Being an alumna is a matter of pride, as this institution was not just a place to earn a degree but a space where I learned to think critically, question ideas and discover my true potential. The lessons and experiences gained here became the foundation of my journey.

However, stepping into the professional world made me realize that reality is far more dynamic and challenging than classroom expectations. Success is not always linear and challenges often test our patience, adaptability and resilience. One of the most important lessons I learned is that while dreams are essential, understanding our strengths and aligning them with our career path is even more important for long-term growth.

Moreover, I realized that passion alone is not enough; it must be supported by skills, discipline and a continuous willingness to learn. The professional world values individuals who are adaptable and curious. Success cannot be measured only by titles or financial rewards, but also by staying grounded, maintaining integrity,

and contributing positively to others. Looking back, my college years were not just about academics but about building perspectives, relationships and confidence to face real-world challenges. To students preparing for their journey ahead, I would say: dream fearlessly but stay self-aware, embrace uncertainties as opportunities to grow and remember that careers are built over time through patience, learning and resilience. Every experience, whether success or setback, shapes you into a stronger and better version of yourself.

Vaishnavi Randhava  
MBA Batch 2021–2023

# Academic Appetizers

## Artificial Intelligence and the Future of Managerial Decision Making



Managers today are surrounded by a constant influx of data such as sales data, customer feedback, market trends, and operational reports, making decision-making increasingly complex and challenging for leaders. Artificial Intelligence (AI) has emerged as a valuable support system that helps managers process and analyze large volumes of data quickly and accurately. Instead of relying solely on intuition or past experience, managers can use AI tools to identify patterns, forecast trends and evaluate different outcomes in a structured manner. For example, retail companies use AI to understand customer buying behavior and optimize inventory levels, while financial institutions apply AI models to assess risks before making investment or lending decisions. The speed of AI is another major advantage, as it allows organizations to respond quickly to changing business environments, improving efficiency and reducing the chances of human error significantly.

Despite its benefits, AI does not replace the role of managers in organizations. Human qualities such as judgment, ethics, creativity, and emotional intelligence remain essential in decision-making processes and leadership. AI should be seen as a supportive tool that enhances managerial capabilities rather than replacing them entirely in complex situations. The final responsibility for decisions still lies with human leaders, who must interpret AI-generated insights and apply them appropriately in real-world contexts. In the future, organizations that effectively combine human intelligence with artificial intelligence will gain a strong competitive advantage. Managers who develop the ability to work alongside AI technologies will be better equipped to make strategic decisions and lead their organizations successfully in a rapidly evolving and competitive business environment.

**Akhand Pratap Soni**  
MBA (Batch 2024-26)

## Sustainable Finance: ESG Metrics in Investment Decisions



Effective leadership in today's fast-paced world is characterized by emotional intelligence—the capacity to recognize and control one's own emotions while sensitively addressing those of others—rather than just technical expertise or intelligence. Self-awareness, self-control, motivation, empathy, and social skills are the five main components of this idea, which was first proposed by Peter Salovey and John Mayer and subsequently made popular by Daniel Goleman. The cornerstone is self-awareness since leaders who are aware of their emotions are better able to make decisions and lead with authenticity. For example, Satya Nadella changed Microsoft's culture by embracing transparency and taking responsibility for his mistakes. Similarly, Jamie Dimon's leadership during the 2008 financial crisis serves as a masterclass in Experiential Emotional intelligence; it proved that strategic thinking is only as effective as the self-control a leader exercises in the heat of a crisis.

Leadership effectiveness is further reinforced by motivation, empathy and social skills. As Jacinda Ardern showed during the COVID-19 crisis with her kind and upbeat attitude, leaders who are motivated by purpose rather than just success can motivate others. Strong social skills aid in establishing connections, settling disputes and promoting teamwork, while empathy enables leaders to connect deeply with people by comprehending different points of view. According to research, emotional intelligence frequently contributes more to long-term success than IQ because it fosters cooperation, resilience and trust. Emotional intelligence is more significant than IQ since meaningful relationships depend on the ability to control emotions and comprehend others; without these skills, even the cleverest choices might not result in favorable outcomes.

**Rupali Mishra**  
MBA (Batch 2025-27)

## Club Activities

### Clickcraft 2k26



The Cultural Club successfully organized "CLICKKRAFT 2026", a National Level Photography Competition, on 21st February 2026. The event witnessed enthusiastic participation from over 150 undergraduate students, including teams from Bhopal, Ujjain, Indore, 10 states across India, and Nepal, making it a vibrant celebration of creativity and talent. Dr. Fr. John P.J., Executive Director addressed the gathering,

emphasising photography as a powerful medium of visual storytelling. Chief Guest Mr. Pradeep Saarangadharan highlighted the importance of digital aesthetics and personal branding in today's dynamic environment. The competition featured Photo Walk and Prop Challenge rounds, testing creativity and spontaneity. The event was judged by Mr. Yogiraj Jharia and Mr. Raj Sudarshan Toppo. In the Online category, Team C&M (St. Joseph's College, Nagaland) won, followed by Team Visual Voyagers (Dhanamanjuri University, Manipur) and Team "Natura Graphy with Roy" (College of Agriculture, Mandya, Karnataka). In the Offline category, Team "Shutter-Squad" (LNCT Bhopal) secured first place, followed by Team The Unhinged (BSSS Bhopal) and Team The Candid Crew (St. Mary's, Vidisha). Special awards included Best Reel (Team Bolts) Highest Likes (Team Petal Pixel) and Highest Views (Team Bansal Warriors). The competition brought out the photography talent of the students and made it an eye-catching event.

### Cineverse

The Movie Club organized "CineVerse", a vibrant musical event celebrating music, movies, and togetherness. The event brought the Rhythm Band of The Bhopal School of Social Sciences and BSSS Institute of Advanced Studies together for a grand jamming session, creating an energetic atmosphere and showcasing the spirit of collaboration and creativity. Team Jereena, Sanskriti, Ishita, Roshana, Hanfi, Harsh, Prudhvi, emerged as the champions. The first runner-up position was secured by Team Kanishka, Harsh, Hridayansh, Anushka, Nishika, Nainshi, while Team Rupali, Subi, Alok, Priyvratt, and Aakriti, finished as the second runner-up.



## Republic Day Programme



The Institution, celebrated the 77th Republic Day with great enthusiasm and patriotic spirit. Dr. Fr. John PJ, Executive Director, addressed the gathering, highlighting the significance of the Indian Constitution and the role of youth in nation-building. The cultural programme featured a skit on constitutional values directed by Tanishq Bharti and Alfia Sadique, A patriotic poem by Khushi Tiwari, and a vibrant dance

performance by Sanchita, Sinchal, Aditi, Jeerena, Shruti, Mahek, and Krinjal, reflecting unity in diversity. The event was anchored by Namami and Vishesh, and concluded with a group song and the National Anthem by Raag Band. The celebration inspired students to uphold constitutional ideals and contribute positively to the nation.

## “In Pursuit of Managerial Excellence...”



MDP session on Green Initiative for Business Eco-smart strategies for sustainable growth



MoU signed with PHIA Foundation



Prof. Dr. Atul Dubey led a financial awareness session at LT Foods Ltd.



Strengthening innovation through collaboration, the Institute Innovation Council of BSSS IAS held a meeting on 12th February 2026

# Institute Bonanza

## Management Development Programmes

### MDP on “Empowering Middle-Level Managers as Transformational Leaders for Organizational Sustainability and Sustenance”

BSSS Institute of Advanced Studies successfully organized a two-day Management Development Programme (MDP) on “Empowering Middle-Level Managers as Transformational Leaders for Organizational Sustainability and Sustenance” on 5th March 2026. The programme began with an inspiring inaugural session addressed by Dr. Rajeev Agarwal, Chairman, All Industries Association, Mandideep, who emphasized the strategic role of leadership in decision-making and professional networking for organizational growth.

The MDP witnessed participation from professionals representing organizations such as GramPro Pvt. Ltd., VBSB Associates, Oriental Group of Institutions, Bansal Group of Institutions and Little Flower School, creating a diverse and collaborative learning platform. The programme covered key areas including strategic leadership, inclusivity in organizations, team leadership, purpose-driven leadership, power and influence in leadership, building high-performance teams, managing organizational change and mindfulness for distress management.

The programme witnessed insightful sessions delivered by an eminent panel of internal and external resource persons. The MDP was widely appreciated for its relevance, structure and interactive approach, reaffirming BSSS IAS's commitment to leadership development and professional capacity building.

### Faculty Publications/ Presentations

- John, J., Saini, N., Masih, J., & Kaur, D. (2025). Decode Data: A Beginner's Adventure in Business Analytics with R Studio – Your First Step into the World of R-Powered Business Insights. Indu Book Services Pvt. Ltd., New Delhi, Nov 2025. [ASIN: BOGS8VWY3B].
- John, J., & Jacob, R. A. (2026). Unstoppable: Mastering the Soft Skills to Get Hired and Get Ahead. Notion Press, Feb 2026. [ISBN-13: 979-8903422210].



### MDP on “Enhancing Workplace Productivity Using Excel”

A two-day Management Development Programme (MDP) was conducted on “Enhancing Workplace Productivity Using Excel” on 10th–11th March 2026 under its Managerial Skill Development Program. The programme began with an inaugural session addressed by Rev. Dr. Fr. John P. J., Executive Director, BSSS IAS, who highlighted the importance of technology-driven skills and data-based decision making in today's competitive environment. The MDP covered key areas such as advanced Excel lookup functions (VLOOKUP, HLOOKUP, INDEX-MATCH, XLOOKUP), Pivot tables, dashboards, What-If analysis, decision tools, and data visualization using Tableau, along with a session on meditation for mindfulness, emphasizing holistic development. The programme concluded with participants sharing their learning experiences and appreciating the practical orientation of the sessions.

## MANAGEMENT DEVELOPMENT PROGRAMMES

S. NO.	TOPIC	DATE (FROM-TO)
1.	Advanced Excel For Enhancing Managerial Effectiveness	17th -18th April 2026
2.	Data-Driven Insights With Analytical Tools	08th -09th May 2026
3.	Enhancing Leadership And Organisational Skills For Managers And Administrators	14th -16th May 2026
4.	Real-Time Business Monitoring And Agile Decision-Making With Excel And Power Bi	22nd - 23rd May 2026

**BSSS Institute of Advanced Studies**  
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# MBA

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