



## Connecting Thinkers...



A Research Scholar's journey has many twists and turns, ups and downs. Quite like the Snakes and Ladders Board game that we used to play in our childhood. Just when you think that you are about to win, a 'snake' would swallow you and bring you down on the board! Academic life during the recent pandemic-induced lockdown has been quite similar. Just when we were hoping that we would open up and get back to work, lockdown would get re-imposed. Many of us have been working from home now since end March. While the online mode of classroom teaching has its ups and downs, it cannot be denied that the blended platform, that it coerced us all into, was a big learning curve for all. But along with that we have also encountered 'Zoom Fatigue' with over exposure to the digital medium.

On August 29<sup>th</sup>, 2020 the Indian Ministry of Home Affairs issued its Guidelines for 'Unlock 4'. It stated that schools, colleges, educational and coaching institutions will continue to remain closed for students and regular class activity till September 30<sup>th</sup>. However amongst those permitted were Higher Education Institutions only for Research Scholars (Ph.D) and post graduate students of technical and professional programmes requiring laboratory/experimental works. But it was also clearly added that those will be permitted by the Department of Higher Education (DHE) in consultation with MHA, based on the assessment of the situation, and keeping in view incidence of COVID-19 in the states/UTs.

Amidst all this, we at the Ph.D section of the University have utilised the online mode to successfully conduct the End Term Exams of all our Research Scholars with written open book virtual take home assignments/exams **that were unique to every single student**. This was followed by online interviews conducted by a panel comprising of both internal and external examiners. We were also successful in conducting the Entrance Exams and Interviews of all our candidates seeking admission into the Ph.D Programme for 2020. With the National Educational Policy (NEP) 2020 announced by the Government of India, scrapping the M.Phil Degree, our latest batch of Research Scholars at our University comprises of Ph.D scholars spread across diverse disciplines. We proudly welcome them all into our JAIN family!

Their course work would be the first experiment in blended learning, with the initial phase being online. We have looked closely at the syllabus to identify which aspects of learning are best suited to the online mode and which require face to face interaction. September will also see our 2019 batch doing their Skill Development Programme online. Here too, the content has been suitably revised to suit the online mode. We are constantly experimenting with innovation to ensure no dip in our quality standards.

| Inside this Issue  |       |
|--|-------|
| <i>Guide's Column</i>  | Pg 2  |
| <i>Article by Sankalpa Sen</i>                                     | Pg 3  |
| <i>Articles by Nagaranjitha S. and Dr. Dinesh S. Kumar</i>         | Pg 4  |
| <i>Poetry by Rajni Shah</i>  | Pg 5  |
| <i>Article by Vinod Unnikrishnan</i>                               | Pg 6  |
| <i>Articles by Farah Hijazi and Samhita K.</i>                     | Pg 7  |
| <i>Article by Vasuki A. and Emilda K.M.</i>                        | Pg 8  |
| <i>Article by Archana M.S.</i>                                     | Pg 9  |
| <i>Article on the Inauguration of the Research Programme, 2020</i> | Pg 10 |
| <i>Achievements, Publications and Alumni Achievements</i>          | Pg 11 |



## Guide's Column

### Faculty Driven Forum to Promote Interdisciplinary Research



Discussions can be sources of new research inspirations, more so when they are rooted in inter and multi-disciplinary perspectives. For example, as a scholar in Literature can we look at a place of worship from a Management perspective, or as a Political Science research enthusiast, explore the roles of civil society organisations through the lens of Forensic Science that emphasises scientific evidence, or as an Economics researcher understand monetary policies of would-be Heads of States. At first glance it may seem rather 'undoable', but that's what the faculty members of Law, Management, Economics, Political Science and Hindi at JAIN University have tried to de-mythicise. Envisaged and rolled out as a monthly interdisciplinary faculty seminar series at the JP Nagar campus, this novel intervention led to intense discussions among a diverse group of ardent researchers and brought forth interesting research domains.

The first seminar by Dr. Mahesh, M.V. (Management) explored the context of temples (as one of the oldest surviving organisations) from a service business perspective and delved into areas as organisation structure, leadership and risk management practices. Based on current and earlier studies, and using a mixed method approach, his research aimed to develop frameworks that incorporate vision, hope, altruistic love and workplace spirituality. In the next Seminar Dr. Sashi Sivaramakrishna (Economics) argued that the prevalent 'money multiplier model' in Economics and Finance literature may not actually depict the true working of a monetary system. Promulgating the principles of endogenous money theory, he clarified that a business cycle begins with expansion of credit and investment and ends with savings, which challenged existing economic logic. Ms. Gayathri S. (Law), in the following edition of the series, elaborated on the inter-relationship between the basic tenets of forensic science and their use in criminal justice administration. Enumerating on Locard's exchange principle that states "when a criminal comes in contact with an object or person, a cross-transfer of evidence occurs", she reinforced the need for a seamless connection between scientific investigations and the recognition of the same by courts of justice.

*We started out with an intent to get to know departments, faculty members and their research a little better, so that collaboration among faculty members could be initiated.*

The next seminar had a different flavour altogether. Dr. Sandeep Shastri (Political Science) discussed on how he went about researching the content of his soon-to-be-coming book tentatively titled 'The Prime Ministers India Did Not Have'. As part of the work, nine potential Prime Ministerial candidates had been shortlisted based on a multitude of criteria that included the trajectory of their political career, the political context for 'missing out', and presence of contemporaries. The fifth discussion presented by Dr. Jaykumar Padmanabhan (Management) focused on socialisation 'platforms' as a key constitution of the present day shared economy, with platform providers adding value through resource orchestration, governance, and networking with complementary product/service providers. Dr. Kanti Kumar Gali (Finance) in the next seminar introduced the term 'non-ergodicity' pertaining to economic systems and explained its relevance in the context of investment returns. His argument was that long term investment decisions based on conventional models such as modern portfolio theory, may lead to unexpected outcomes as they are based on one-period horizons only. In the final talk of the series, just before the lockdown was enforced, Dr. Reetika Syal (Political Science) discussed at length on the relations between State and Civil Society Organisations in India, with special focus on disaster management. The talk focused on how data was collected through interviews with various stake holders and analysed to identify levels of collaboration among the agencies involved.

As co-ordinators of the series, it was quite an exciting exercise to approach the respective faculty members keeping in mind the discipline, and the topic of the talk, and to have an inter-disciplinary flavour to the series, as well as the discussions. We started out with an intent to get to know departments, faculty members and their research a little better, so that collaboration among faculty members could be initiated. As researchers, we were quite successful in the first step i.e. thinking about the research topics from different subjects'/ domains' perspective, letting go of our discipline biases and viewing the same problems, and processes from some other lens. We hope that the excitement of thinking about and initiating interdisciplinary research continues, and initiatives like this are introduced in all campuses across the University.

**Dr. Arun Bhattacharyya, Research Guide in Management and  
Dr. Reetika Syal, Research Guide and Assistant Professor at CERSSE  
Email: [arun1966@hotmail.com](mailto:arun1966@hotmail.com), [reetika.syal@jainuniversity.ac.in](mailto:reetika.syal@jainuniversity.ac.in)**

## Netnography: Tracking Social Behaviour during *Social Distancing*

Never had we thought of a live musical concert online, kids sitting in isolation with their digital devices to attend schools, attend art classes over Zoom, subscribe to a Skype book club, ideate at a Periscope jam session. Yes, scenarios are changing so are the space we interact. The ways of conducting business were no different, interactions became more digital, the views and opinions the meeting and seminars were more virtual than physical. These changes have moved the “natural environment” of business from a brick and mortar cubicle to digital platforms. Product pitches are made online and automated, more and more opinions are shared online, customer support, and troubleshooting over digital platforms. No wonder some academic research could were not isolated from these changes.

In research very often knowing only about “what” people think is not enough, but also “why” they think so, is equally or more important. Often the ‘why’ is understood by observation than just mere asking. Ethnography has helped do this successfully in social sciences and has been also significantly used in fields of management research (*Fetterman, 1989*). With more digital interactions the observed behaviour online has now established itself as a research tool, termed Netnography (*Bartl, Kannan and Stockinger, 2016*).

My research focus is on mid-career corporate managers, who have quit secure employment to start up on their own. While both pull and push factors apply as they choose to be entrepreneurs, I wanted to validate them. While reaching out-to few accessible over the phone was a possibility, it was not a diverse and random view. I needed a qualitative validation of the research questions, the possibilities and hurdles in respondents' recruitment, the right survey structures, scales and the reconciliation of practicing scenarios against the literature.

*I then chose to leverage multiple online entrepreneurship forums (Online communities/Blogs and Vlogs) to observe the participation, debates, ideations, and even how some discussions turned into strong networking ties like an upstream or downstream partnership or even mentorship.*

My pre-tests and validations were struggling, as I wanted to observe some mid-career managers and entrepreneurs who have switched from jobs to entrepreneurship, but the lock-down and distancing norms added to delays and complications. I then chose to leverage multiple online entrepreneurship forums (Online communities/Blogs and Vlogs) to observe the participation, debates, ideations, and even how some discussions turned into strong networking ties like an upstream or downstream partnership or even mentorship. Many current corporate managers participated in these entrepreneurship forums, some wanted to learn nimbleness in managing corporate for fast decisions, some product managers wanted to follow new ideation techniques, many joined and participated to create a network before they could jump into start-ups.

Netnographic research has certain limitations (*Kozinets, 1998*) and complications like trusting the demography, the longitudinal behaviour of the subject, connecting and not getting a response on further specifics. Unlike ethnography following a subject to validate a pattern at times takes long and is frustrating. Overall as I experienced, for a directional validity of the hypothesis beyond the existent literature of the constructs, this method was extremely less obtrusive and many natural emotions were captured. More so in the times of restrictions and limitations, this was what had pushed the research forward.

**Sankalpa Sen**  
**Ph.D Scholar in Management**  
**Email: [sankalpasen@gmail.com](mailto:sankalpasen@gmail.com)**

**“Every man is proud of what he does *well*; and no man is proud of what he does *not* do well. With the former, his heart is in his work; and he will do twice as much of it with less fatigue. The latter performs a little imperfectly, looks at it in disgust, turns from it, and imagines himself exceedingly tired. The little he has done, comes to nothing, for want of finishing.”**

**- Abraham Lincoln**

## Online Dance Classes are a Tough Row to Hoe

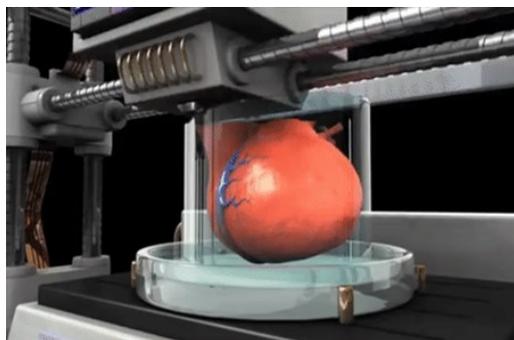
Classical dance training has always preferred direct contact classes. The pandemic and its accompanying lockdown has left us with little choice. When schools have gone online and kids are expected to remain indoors, it is least expected of them to come out to take up extracurricular activities like sports, dance, music, and other art classes soon.

No auditoriums to perform, no events, no workshops, no festivals, and more importantly no kids who come to class. In such a scenario, the worst hits are the dancers who are full-time performers and teachers who depend on dance classes and performances for their regular income. Like every other professional, dancers are trying their luck through online classes and it has its own challenges. Online classes work optimally if it is a one-to-one interactive session. Otherwise, it has a lot of challenges. It is difficult to handle the lag in the video, the student's movements don't sync with the teacher's beats, frequent pauses, and resulting repetitions. But how many one-to-one sessions can be handled? The repetitive task gets monotonous for the teachers. Both time and resource management are tough. In terms of results and returns that can be expected after crossing such hurdles are not worth the effort.

*Nagaranjitha S.  
M.Phil Scholar in Dance  
Email: [nagaranjitha.s@gmail.com](mailto:nagaranjitha.s@gmail.com)*

## First - Ever Complete Heart was 3D Printed using Human Tissue

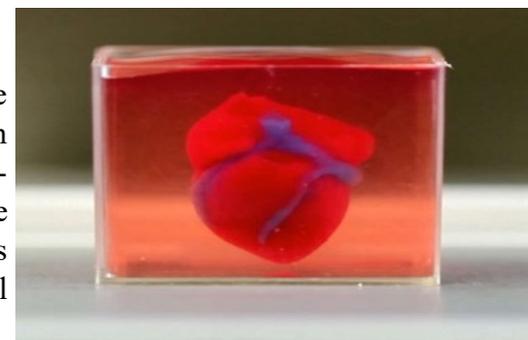
3D Printing for medical is the customary way possible to solve the complex problems medical industry faces through seamlessly allowing doctors, surgeons to apply 3D printing vis scans and medical data for an output which has the potential to save lives.



Researchers from Tel Aviv University, Israel have created world's first 3D Printed heart using a patient's own cell. This was a major medical breakthrough. The lead researcher on the project, Professor Tal Dvir said that it was the first time that human cells had been used with 3D printing technology to successfully create a whole heart. Dvir added that this 3D Printed heart contains blood vessels which are needed to pump blood.

Until now, scientists working on medical methods combining biology and technology were only successful in 3D printing the simple tissues without blood vessels. The engineered heart introduced by the Israeli team was not big enough to be transplanted into a human. At this stage, this 3D Printed heart is small, resembling the size of a rabbit's heart, but the larger human hearts also require the same technology.

The development marks a step forward for 3D printing in the medical field. The researchers took samples of fatty tissue from patients. This material was then used to develop "Bio-ink" for the 3D printing process. First, the researchers created patches of tissue from the patient's own cells. Later, they used that same process to create a small version of a whole heart. Using the patient's own cells is very important to reduce the risk that the body's system to fight infection will reject a transplanted organ.



*Dr. S. Dinesh Kumar  
Professor, Department of Mechanical Engineering  
Email: [softdin@gmail.com](mailto:softdin@gmail.com)*

## ‘और’ की तलाश

कभी लक्ष्य है और  
कभी मंजिल है  
कभी मझधार है और  
कभी साहिल है |  
कभी बचपन है  
बचपन के खेल है  
मारपीट है  
दौड़ - भाग, हार और जीत है |  
कभी जवानी है  
जवानी की लहरों में  
उठता अँधेरों में दीप है |  
आसमा छूने की कोशिश  
सबकुछ पाने की कोशिश है |  
यहाँ भी दौड़ - भाग है |  
खोना - पाना  
सफलता और असफलता के बीच  
जीवन है |  
हर बार ‘और’ इस और के पीछे  
भागता है इंसान |  
सब हासिल है अब और क्या करे |  
बुढ़ापा है और एक नया मुकाम है  
रिश्तेदार - रिश्तेदारी है,  
भाग - दौड़ के बाद  
जीवन के नए आयाम की खोज है |  
जीवन रहते हर कण - कण में  
इसी ‘और’ की तलाश है  
इसी और के पीछे  
भागता - दौड़ता, उठता - गिरता  
हर महफिल हर शाम है  
व्यस्त है, हर कुछ स्वयं में  
हर किसी को ‘और’ की तलाश है |

## Research – Possibilities of Utilizing e-Resources

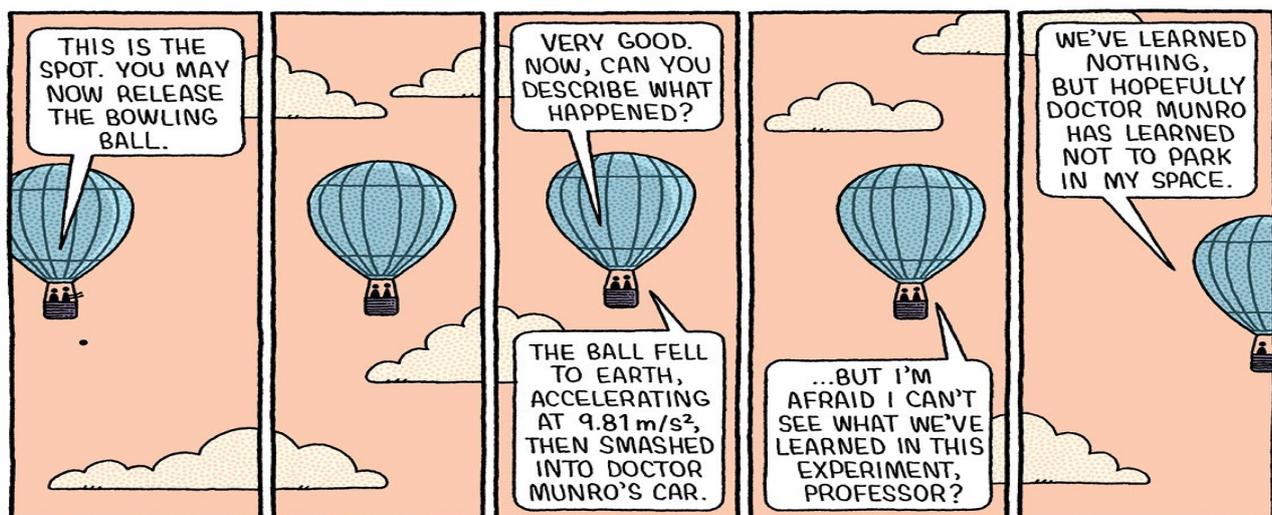
Research under any circumstances is challenging when done sincerely, with a result in mind. The passion of the researcher, guidance provided by the Research Guide and the right environment created by the University are the foundation that supports the researcher in this arduous journey. The situation has been worsened by the COVID-19 scenario which has created additional challenges for the researcher in conducting their research. In this given scenario what is the help that various e-Resources can provide. Moving ahead from the more traditional digital libraries – including EBSCO, well known journals e.g. AMJ, Google Scholar, can we look at other resources to gather information about the research areas, collect data, perform analysis, arrive at models? In this context TEDx talks are one of a key modern e-Resource that can be used to support the research.

Design Thinking as a concept has been around for about 60 years now and there is no dearth of information available in all traditional resource mediums. Similarly, when it comes to TEDx talks there are varied topics under Design Thinking that has been exhaustively covered by experts from across Industries – IT, NGO, Technology, Engineering and Education. The key connecting phenomena across the talk videos that has come across are the various concepts under Design Thinking, how it has helped people across these Industries in achieving the end results and the process that went into the adaptation of Design Thinking principle in their respective organizations. The foundational knowledge of Design Thinking as a concept and its evolution is easily understandable through these videos. These videos can be used as input data to identify possible attributes, concepts, constructs that goes into Design Thinking and its use across these Industries. However, based on the videos that are available their use as a source of Qualitative and Quantitative data is doubtful and unproven.

*The foundational knowledge of Design Thinking as a concept and its evolution is easily understandable through the TEDx videos.*

As a researcher it is important that we go through all possibilities, all sources of data, however ensure that these sources are put to the right use and used in the right context.

**Vinod Unnikrishnan**  
**Ph.D Scholar in Management**  
**Email: [vinod.u@gmail.com](mailto:vinod.u@gmail.com)**



TOM GAULD for NEW SCIENTIST

*This comic was sent to us by Sivaram S., Ph.D Scholar in Cultural Studies.*

## Context-based Activities to Enhance Speaking

Context-based activities have always been teachers' first and foremost choice to contextualise teaching as well as learning. What is agreed upon is that learning a language is meant for real life use. In other words, language teaching should target the speaking skill as this enables learners to use the language confidently to convey their needs and to communicate with others. To achieve so, integrating context-based activities is valid. Unfortunately, rarely do learners master the speaking skill, for the latter requires higher thinking abilities and communication skills. Moreover, once learners are able to change their input into output, they can successfully initiate or lead a conversation.

By definition, context-based activities are tasks aimed at better use of reservoir in a variety of contexts; how to order a meal or how to ask for a bill are categorised under English in a restaurant. Context-based activities may involve learners in tasks where they are required to use English for survival. That is, English at the airport, at the bus station, in the hospital, at the clinic, how to cancel an appointment, the first day at school and so on are all fruitful topics for context-based activities. In order for learners to use the target language confidently, instructors should lower the affective filter, and this can only happen if the teacher decreases the level of stress and anxiety which hinder the successful use of language and risk taking in classroom participation. Once no negative judgement is there, learners are liable to take part in speaking tasks. To put it another way, raising learners' self-esteem will, undoubtedly, take their speaking skill up to the next level, for they are more likely to break the barriers, communicate with peers, learn from them and update their knowledge. As lowering the affective filter implies creating a relaxing environment for language use, this necessitates that teachers and instructors redecorate the classroom so that it becomes the natural habitat for the best language absorbance and practice.

*Context-based activities may involve learners in tasks where they are required to use English for survival.*

*Farah Hijazi  
Ph.D Scholar in English  
Email: [h.farah@jainuniversity.ac.in](mailto:h.farah@jainuniversity.ac.in)*

## Thinking: A Critical Cognitive Process for a PhD Scholar

French philosopher René Descartes' words, "I think, therefore I am," finds an imprint in every human being's inner mental life. Thinking is an omnipresent all-pervading cognitive faculty that is immensely essential for a doctoral scholar, irrespective of the academic discipline. Thought encompasses an "aim-oriented flow of ideas and associations that can lead to a reality-oriented conclusion" Thought combined with emotions directs behaviour – both overt and covert. For a PhD Scholar, "thinking time" plays a monumental role in the progression of his/her research. For instance, as a PhD Scholar of Cognitive

*Productive thinking has a host of benefits like enhancement of creativity, clarity and better decision making. Thinking alone is insufficient as intangible inputs must be converted into tangible outputs.*

Psychology, every night before I go to bed, I consecrate a few hours for thinking, speculating and mentally tracing the possible roadmap of my research. I have realized that one door leads to many other doors of possibility and choosing the right door pertinent to the territory and scope of my study is an important factor to be considered. I have serendipitously experienced many "Aha!" moments as a nocturnal thinker and I make note of the insights in my print Research Diary or in my digital Research Diary.

Sometimes, self-observation may well be intuitively extrapolated to mass behavioural patterns. To illustrate this, when I write a poem about my challenges, I feel a sense of cathartic relief and a renewed sense of hope. This is the same for most individuals because expression is inherently therapeutic. Thus it is safe to generalize without gathering empirical evidence, though exceptions do exist. According to neuroscience, the brain is configured to confess and suppression of thoughts may lead to maladaptive behaviour. Embracing thoughts that emerge in the stream of consciousness is thus important for the mental health of a researcher and sometimes, intrapersonal-oriented thoughts may be the source of a great research idea, leading to a breakthrough.

Productive thinking has a host of benefits like enhancement of creativity, clarity and better decision making. Thinking alone is insufficient as intangible inputs must be converted into tangible outputs. Directed action is the next step which gives rise to concrete, measurable results and findings. As renowned self-help author Edward de Bono quips, "I do, therefore I matter."

*Samhita K.  
Ph.D Scholar in Psychology  
Email: [samy.samhita@gmail.com](mailto:samy.samhita@gmail.com)*

## E-Research – My Experience During Lockdown

The ongoing pandemic has brought a complete change in lifestyle. This has presented its own set of challenges as well as new opportunities for utilizing our time in a better way. At first, this situation seemed to have put a halt to all research work but later I realized that this unique situation had come with its own set of opportunities.

E-research has given me a brilliant platform to improve my skills and knowledge which can be applied in my research

*Generally, research in life sciences involves collection, analysis and interpretation of lots of data and e-research has given me a prospect to understand various statistical tools used in the current research.*

work. I am utilizing most of the time for the review of literature. We have been provided with a list of free access journals and after going through a few interesting research papers, I had many fruitful discussions with my guide, Dr. O.S. Bindhu Ma'am. As office hours used to be time-bound, online platforms have provided us with flexible timings for interaction. It was also an amazing experience to present my synopsis online. Generally, research in life sciences involves collection, analysis and interpretation of lots of data and e-research has given me a prospect to understand various statistical tools used in the current research.

I also had a wonderful time attending Research Methodology revision classes conducted by Dr. Sandeep Shastri Sir, Dr. Priyanca Mathur Ma'am and Dr. Reetika Syal Ma'am. The workshops were informative and interactive. It was also a great honour to interact with the alumni of our university and learn from their experiences. I also focused on strengthening my weaker areas by watching video lectures. The current situation has taught me how it is possible to convert any challenge that we face in times of adversity into a life-changing opportunity.

**Vasuki A.**  
**Ph.D Scholar in Biochemistry**  
**Email: [vasukialuru@gmail.com](mailto:vasukialuru@gmail.com)**

## A Pat or a Slap?

In the unforeseen scenario, all of us are eagerly waiting to know when we will be able to break the chain wrapped by the pandemic COVID-19 around us. Though it is a struggling period no one is excused from work, the work must go on.

I was on the stage of deciding the topic and finding the research gap in the area of behavioral finance when the crisis occurred. In the process of finding the gap, I came across various online resources available with seminal works which can be accessed even when I am sitting at home. Among those, Mendeley, a free academic social network which is a great help to the scholars as it lets you read, share, collect, organize citations and generate bibliographies and Research gate, accessible through an institution id, let you upload, communicate and collaborate with others. These networks were found to be very convenient options to read and download the research papers. Though e-reading can be difficult for some to get adapted to, it is never impossible. When the lockdown began I was with the attitude how can the time be spent productively just sitting at home! But soon I realized if we have a mind to do it then anything can be possible in any circumstances when we are provided with alternative facilities. We just need to take effort to search and find it. Though I did nothing great, I can give a pat on my shoulder for making use of some of the online resources in the lockdown which will help continue my research Journey.

*I realized if we have a mind to do it then anything can be possible in any circumstances when we are provided with alternative facilities. We just need to take effort to search and find it.*

**Emilda K.M.**  
**Ph.D Scholar in Commerce**  
**Email: [emildakm@gmail.com](mailto:emildakm@gmail.com)**

## A Roadmap of Six Sigma- Process Improvement to Innovation

Over the years, various quality methodologies have been helping organizations to achieve better business performances. Many organizations build their own quality model that best suit them from the bouquet of quality tools. Organizations might not call it Six Sigma but the concepts are derived from the methodology.

In 1986, when Motorola started to see the quality down grade affecting their business, Bill Smith, the then CEO, started Six Sigma initiatives within the organization. Soon GE realized the benefits of Six Sigma implementation and adopted the methodology widely in their organization. Later, Six Sigma popularity started spreading into companies irrespective of the domain from healthcare to telecommunications to academics.

A Three Sigma process is 93.319% accurate whereas Six Sigma process has 99.9997% accuracy. What this means is that two or more short or long landings at all major airports with 3sigma process accuracy and one short or long landings every five years with a Six Sigma process accuracy. Six Sigma has helped many companies improve their business performances through defect reduction, profit improvement, increased employee morale and quality of products and services. This methodology emphasizes on process capability and further talks about 3.4 defects per million opportunities (DPMO) or 99.997% accuracy. Six Sigma uses Define-Measure-Analyze-Improve-control (DMAIC) methodology to improve an existing process and uses Define-Measure-Analyze-Design-Validate (DMADV) methodology to build a new process from scratch.

*Six Sigma has helped many companies improve their business performances through defect reduction, profit improvement, increased employee morale and quality of products and services.*

Six Sigma is based on the following key concepts:

- Attributes important to the customer termed as **Critical to Quality (CTQs)**
- Failing to deliver what the customer is looking for termed as **Defects**
- What the process can deliver termed as **process capability**
- Ensuring consistent, predictable processes to improve what the **customer sees and feels**

Still many organizations use Six Sigma, for example, the largest e-Commerce giant like Amazon has extensively used Six Sigma to achieve operational excellence. Most leaders within the organization carry strong opinions on deploying Six Sigma in their organization especially if the six sigma project previously failed. Hence it is important to set the goals of the six sigma projects that are achievable and realistic.

In economic conditions like the current pandemic, many companies would stop the budgets on process improvement projects as part of cost cutting. But the reality is that the outcome of such projects brings in cost savings and improved performances that are beneficial for the company in a long run. One of the key factor for Six sigma project success is the leadership commitment. When the leadership keeps changing, the focus of the project gets hampered resulting in six sigma project failure. It is imperative that these projects are owned by the process owners within the organization and should be mandated through company policy. Sometimes, the companies declares the victory after successful completion of the six sigma projects and slip off later to continue through other process improvement projects to make it a culture within the company.

Many companies for ease of implementation stick to Lean methodologies, but better results can be achieved using Six sigma and Lean together. In recent days, design thinking has grabbed a lot of attention for innovations whether it is product innovation or service innovation. Many companies are using combination of Six Sigma, Lean and Design thinking to achieve breakthrough results leading to innovations.

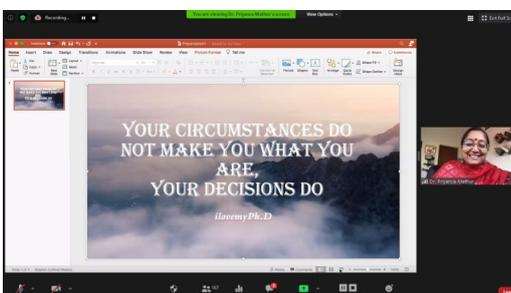
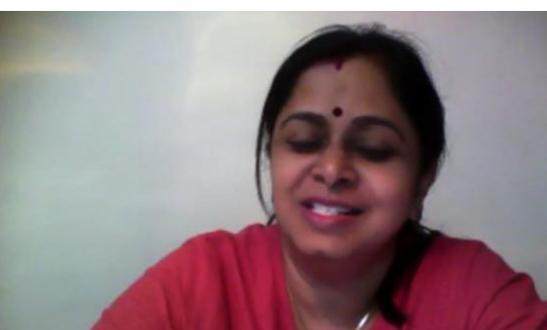
*Archana M.S.  
Ph.D Scholar in Management  
Email: [archanams@rvce.edu.in](mailto:archanams@rvce.edu.in)*

## Inauguration of the Research Programme, 2020

On 27th August, 2020 at 4 pm, the Ph.D Scholars of the new batch of 2020 were a part of a very unusual inauguration ceremony of the PhD programme which took place online for the very first time, given the current scenario. It was held on the Zoom platform. The Master of Ceremonies of the event was Dr. Reetika Syal, Assistant Professor, CERSSE, JAIN. The audience was welcomed by Dr. Mythili P. Rao, Dean of Languages and Research Programme Coordinator, JAIN. The Lord Almighty was later invoked by a very soulful rendition by Aishwarya Mahesh, the newest entrant to the JAIN family from the Department of Music, which was followed by an introduction to the PhD programme by the Pro-Vice-Chancellor of JAIN, Dr. Sandeep Shastri.

Senior Research Faculty of the JAIN family, Dr. Harold Patrick, Professor & Dean – Academics, from the CMS Business School and Dr. S.A. Hariprasad, Director of the Faculty of Engineering and Technology at the JAIN Global Campus shared their thoughts on the PhD programme and informed the new scholars about what is expected of them. This was followed by Dr. Asha Rajiv, Director– School of Sciences, JC Road and Director of IQAC, JAIN, who very proudly spoke about her research journey and being one of the first to be awarded the Doctoral Degree from JAIN. Dr. Vibhavari Kumar, our illustrious alumnus who is also a Professor at the National Institute of Fashion Technology and Chairperson of their Foundation Programme also shared her research journey. S. Sivaram, our research scholar in Cultural Studies, shared his research experience with the new batch of scholars.

Dr. Chenraj Roychand, Chancellor, JAIN, shared his thoughts on the Research Programme and encouraged the scholars for their research journey. The effervescent new scholars also asked the Chancellor a few questions which were very equivocally answered by him. The vote of thanks was later delivered by Dr. Priyanca Mathur, Associate Professor, CERSSE, JAIN which brought a close to the event.



## Achievements and Publications

- **Shukla Bose**, Ph.D Scholar in Public Policy and CEO of Parikrma Humanity Foundation that runs schools for slum children, participated in the ICERI2019 Conference and her paper entitled '*Moving the Needle of Learning and Academic Progress of Students Through Motivation and Support: A Case Study of a Chain of Schools from Bangalore, India.*' <http://doi.org/10.21125/iceri.2019.1453> has been indexed and associated with the accession number WOS:000530212401165.
- **Shabana Parveen** Ph.D Scholar in Biotechnology and **Dr. Varalakshmi K.N.**, Director, School of Sciences, JAIN, published an article titled '*Anti-Angiogenesis and Apoptogenic Potential of the Brown Marine Alga, Chnoospora Minima*' in the Future Journal of Pharmaceutical Sciences (2020) 6:19. <https://doi.org/10.1186/s43094-020-00039-9>. in the Springer Journal.
- **Mithilesh Kumar Singh**, Ph.D Scholar in Mass Communication, got his abstract accepted for virtual presentation at the Unequal World Online International Conference (USA) to be held in September 2020. His paper is titled '*Effective Gender Diversity Management: Organizational Communication, Culture and Equality at Workplace*'
- **Praveenkumar Mellalli**, Ph.D Scholar in Public Administration, has been invited by the Karnataka Police Academy, Mysuru as a trainer for Police Sub-Inspectors and Deputy Superintendent of Police (trainees) on the various topics like, - Ethics & Human Rights, Indian Constitution, Nuclear Proliferation & Nuclear Terrorism.
- **Samhita K.**, Ph.D Scholar in Psychology, and her guide **Dr. Pooja Varma**, published an article entitled '*Mindfulness in a Pandemic: Living Life Sunny Side Up*' in the September 2020 issue of Indian Journal of Positive Psychology (Indexed in EBSCO, ProQuest, Index Copernicus International, Cross Ref (USA), J-Gate, ProQuest Central, USA Library, WorldCat, J-Gate, Academic Search Premier, National Academy of Agricultural Sciences (NAAS), Publons, SafetyLit (A Service of WHO)) and presented a paper entitled '*Transpersonal Art Therapy*' at the 7th World Conference on Psychology Sciences, organized by Bay Atlantic University, USA She also successfully completed an online Summer School on '*Neuropsychology*' by Ural Federal University, Russia. She also received the Certificate of Appreciation, given only to 24 of the participants, amongst 246 participants for proactive participation in the intellectual discussions. She also won a prize for her active participation from Ural Federal University.



### Team Thinklet

**Editors:** *Dr. Priyanca Mathur and Dr. Reetika Syal*  
**Consulting Editor:** *Dr. Mythili P. Rao*

**Editorial Assistance:** *Ms. Prarthana Singh*

**Phone:** 080- 43430400

**Mail articles to:** [thinklet@jainuniversity.ac.in](mailto:thinklet@jainuniversity.ac.in)

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