



Connecting Thinkers...

Editors' Message



Dear Thinkers,

Last month, we discussed writing in research and highlighted that publication of articles and the quality of the thesis is what sets a benchmark for assessing the excellence of research undertaken by you. While we briefly spoke about the important aspects of writing and publishing research papers, we saved some inputs for thesis writing for this month.

The most arduous task that all of us worry about throughout our research journey is 'writing the thesis'. Somehow, we never think of it as an amalgamation of chapters, a collection of sub-topics, but like a gigantic piece of work that we somehow have to put together, almost at once. Let us assure you by saying that you start 'writing the thesis' just as soon as you put together your research proposal. This is when you plan out your work for the next few years, with a brief literature review, objectives, methodology and chapter scheme. Ideally this document should become your guiding light since you outline here all that you propose to do as part of your research.

Once the proposal is accepted, you set out for further review of literature and eventually start planning the field work. This is the time that most scholars lose out on 'writing' the review of literature chapter. While you study articles, books, reports, make notes about whatever is relevant, you never consciously put all of this down in writing and never connect it to the larger goal of 'thesis writing'. It is here that you have to write down all the different arguments for and against your topic, whether they stem from national or international literature. Writing about different viewpoints gives you clarity of thought about where your work hopes to contribute. Even as one begins data collection, it may be a good idea to write out the methodological note. It brings clarity on your research method and also keeps you in touch with writing.

Regular writing helps keep in mind the idea that you started off with, the goal of your research, and above all, makes your ideas flow better on paper. You can start writing up small portions and sections of the thesis throughout the four-year period, without having to feel the burden of writing close to 150 pages at one go. It's true that writing is an art and not all of us can achieve the same success in that field; but in lighter vein, thesis writing is a professional hazard that all of us must accomplish in order to get to the final stage in one's research journey. Continuous touch with writing will make the 'process of writing' less strenuous than actually undertaking the research!

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GUIDE'S COLUMN

My Research Journey

Seeds of research interest were sown in 1988 with my Master's Thesis. This experience reinforced my aptitude to continue research and pursue my MPhil program that equipped me to get grounded in research. Having gained the requisite research orientation I embarked on teaching to apply and test theories that I had studied. Unsure of my contribution by engaging in a fulltime PhD program at that time, I patiently waited for 15 years, till my theoretical understanding and expertise in the courses and discipline was well integrated, to research a contemporary problem that will add to organizational psychology literature.

Behaviour at workplace is fascinating and exhilarating. Systematic research has enhanced my knowledge, and is an integral part of my academic experience and career goal. It forges connections between disciplines and has transitioned me from perceiving, to having a perspective. It has enhanced the learning experiences of my participants and inculcated in me an objective mindset by evaluating behaviours within a context. I experimented with a variety of variables to find linkages between individuals, group and organizations. Working on areas where there was little credible work like expression of dissatisfaction, motivated me to develop scales suitable for Indian organizations.

The experiences and insights gained as a supervisor for scholars strengthened my understanding and disposition towards focused research. I constantly solicited feedback from multiple sources about my work, such as conferences, colloquiums and other research spaces. These reflective behaviours increased my effectiveness as a researcher and made my academic journey more fulfilling and fruitful. Over the last 10 years I have been researching more seriously in organizational justice, work environment, turnover intentions, power bases, leadership strategies, positive psychology, job dissatisfaction, workplace diversity, work engagement and allied areas. I continue to relish, absorb and learn from the journey rather than looking forward to reaching a destination.

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Achievements By Our Research Scholars!

Jain University would like to Congratulate our Scholars on their achievements!

- ◇ *Ms. Saumya Vasudev, doctoral scholar in Psychology, Jain University was awarded BEST PAPER PRESENTATION for the paper EFFECT OF HANDS ON RIEKI ON PERCEIVED STRESS AND SUBJECTIVE WELLBEING OF SOFTWARE PROFESSIONALS IN BANGALORE at the 4th International Conference on Education and Psychological Sciences (ICEPS 2017) held at Barcelona, Spain February 12th to 14th 2017.*
- ◇ *Ms. Suma A. P. doctoral scholar in Statistics, Jain University was awarded BEST POSTER presented on A CLIMATE-ANTHRAX RELATIONSHIP MODEL: A CASE STUDY IN KARNATAKA, on 21st Feb 2017 at the International Conference titled the XIII Agricultural Science Congress, jointly organised by University of Agricultural Sciences, Bengaluru and National Academy of Agricultural Sciences, New Delhi*

The Research Design Journey

The poem highlights the journey of research design with its road map, the key milestones, and the right attitudes to carry in this journey.

Herald the world of Research Design
The abode where your quest for truth will shine
Here we chase our research question
And plan the journey towards our destination

First we check our research type
Oh the data collected! It should not be hype
Time for fun with analysis
Don't let it get to paralysis

The information got, you must report
Otherwise you will be clinging to life support
If you forget cost, time and ethics
Your quest will surely end in gimmicks

So let the onward journey begin
With a little smile and a big wide grin
Leading your path to a new address
Blessed at every step with success .

Narayanan Iyer
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The Face of Higher Education in India

Higher Education in India has reached impressive growth since independence. Currently India is the third largest in the world, in imparting higher education.

“India is engaged in the use of Higher Education as a powerful tool to build a knowledge – based education society of the 21st century.”

It is estimated that by 2030, in the higher education age bracket, India will have the largest population in the world. This is due to increasing urbanization and income levels that will drive demand for higher education. India is engaged in the use of Higher Education as a powerful tool to build a knowledge – based education society of the 21st century. But education system needs transformation! As huge gap exists between the supply of skilled manpower and its demand in the labour market. Modern day education system churns out students who are ONLY literate and unfortunately unemployable.

India is already witnessing a massive structural and systematic change to yield results. Some of the factors that can contribute to envision 2030 dreams includes: moving from ‘generic model’ of education to a ‘learner centered’ model of education, intensive use of technology and reforms in governance, immediate need for a holistic and symbiotic association between industry and academia to make employable graduates.

All of this needs to be looked into immediately. There is some hope that this can happen soon.

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Journey with Jain University

In January 2013, I started my journey with Jain University. As I have been working in a Research and Development department, research tends to become a routine. As I wished to undertake a more structured research, I was keen to take Ph.D in my field. From the start of my research for Ph.D, my guide continuously guided me on the right path and direction. Course work strengthened my knowledge and technical skills. Research methodology classes helped me to refresh the procedures of the formal research and guidelines to write thesis. Information related to plagiarism at the beginning of my research reminded me to work hard to bring the required quality and uniqueness with novelty to my work.

The Synopsis presentation raised many questions and doubts that made me feel that I need to work even harder to gain clarity. My guide kept on insisting that I have to present my progress of research work in international conferences at frequent intervals.

“Research methodology classes helped me to refresh the procedures of the formal research and guidelines to write thesis.”

My research journey taught me that, frequent interactions with experts related to our research field, focus on the research objectives, short term goals, achievable targets, and most importantly uncompromising efforts alone will bring success in research work.

I felt really happy when I received the invitation for the 6th annual convocation function of Jain University. The overall arrangements for degree awardees and their family members was excellent. I came with my family and they were amazed with the arrangement and facilities available in the Jain University. I personally congratulate and extend my gratitude to the team who made the convocation function a great success.

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Intellectual Fascism

Research culture in India has come a long way, but it has developed along, in the timeline of growth, the culture of ‘intellectual fascism’. Intellectual fascism is considered an arbitrary belief that people with ‘good’ traits (such as intelligence and creativity) are superior to those who possess the ‘bad’ traits (such as stupidity or lack of artistry). The post-colonial India has adopted several of the methods and governance from its colonial masters, and currently our nation is not just being westernized, but it is being ‘westoxicated’. It was colonizers then, and now the neo-colonizers who have and are imposing the aspect of supremacy. This trait of showing supremacy is deeply embedded in many aspects, and the field of academia too has become a victim of this mentality.

Isn't ‘improving the human condition’ one of the motives of education?

Research should be the guiding force for a student to pursue the truth. But, research culture is deviating from its main purpose into the ugly shadows of hegemony. Intellectual autonomy which is the ideal of thinking for oneself has become a mask for intellectual fascism. Students are made the knowledge commons, and are made to modify and streamline their thought processes to the way the commercialized education systems require. As students, we are prone to let our mental lives become invaded by legions of half-truths, prejudices and propaganda. And sadly this has surfaced in our research cultures as well.

“Intellectual autonomy which is the ideal of thinking for oneself has become a mask for intellectual fascism.”

In order to curb this problem, one must engage in a thorough intellectual inquiry, and seek to be educated and further educate others. Research is but a cultural practice which enables humans to seek knowledge and truth, and this can happen if one pays heed to cultivating good character in the process. Faux-experts must surrender to the intellectual power of the truly wise; charlatanism must find an end and actual purpose of education must spread wide.

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Entrepreneurial Rights

A basic difference between an entrepreneur and a self employed person is that, an entrepreneur purchases the time and skills of a right resource. S/he focuses on his unique ability and works on it and delegates all the rest of the junk activities to the experts in that particular area. Whereas, a self employed individual sells her/ his time and skills to others.

The skills might be of various types – e.g. managerial, inventive, marketing, selling, intellectual etc. To be a successful entrepreneur it is necessary to concentrate on 20% of the stakeholders who give 80% of the business. They can be the employees, vendors, partners, suppliers, bank managers or investors.

There are some entrepreneurial rights as mentioned below:

- ◆ S/He should be distressed
- ◆ S/He should get the time to rejuvenate
- ◆ Prosperity and wealth
- ◆ S/He should be focused
- ◆ To achieve the goals s/he should strategize
- ◆ Should have capability to attract the talent
- ◆ Should be able to leave a mark
- ◆ Should have a clear understanding of the cause of her/his life
- ◆ And if s/he enjoys all of these rights, s/he ought to have a better tomorrow indeed!

“To be a successful entrepreneur it is necessary to concentrate on 20% of the stakeholders who give 80% of the business”

Thus, a successful entrepreneur doesn't work harder s/he works smarter.

*Velhal Geeta Vilas
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Jain University, along with Lokniti- Centre for the Study of Developing Societies, Delhi and Global Barometer Surveys invite you to a Panel Discussion on

Democracy in the 21st Century: Issues and Challenges

The event will take place at Jain University, Knowledge Campus, 9th Block Jayanagar on 3rd March 2017 at 5.30 p.m.

The panel will consist of the following speakers:

- Dr. Marta Lagos, Latino Barometer
- Dr. Yun-han Chu, East Asia Barometer
- Dr. Christian W Haerpfer, Eurasia Barometer
- Dr. Michael Bratton, Afro Barometer
- Dr. Michael D Robbins, Arab Barometer
- Dr. Krishna Hachhethu, South Asia Barometer

The Panelists will speak on the basis of developments in their own regions

We hope to see you all at the discussion.

In Conversation with the Experts

In this section we bring you an interview with an eminent researcher. This month's expert is Dr L. Subramaniam. At a very young age, he was honoured with the title "Violin Chakravarthy". Passionate about music, Dr. Subramaniam was also dedicated to science. He studied medicine, and registered as a General Practitioner. Subsequently he did his Master's Degree in Western Classical Music in California and he finally decided to dedicate his life to music. Dr. Subramaniam is the only musician who has performed and recorded South Indian Classical Music, Western Classical Music, both Orchestral and non-Orchestral, and also composed for and conducted major orchestras, scored for films, collaborated with a wide range of some of the greatest musicians, from different genres of music including jazz, occidental, jugalbandis with North Indian musicians, World music and Global fusion . He has recently submitted his doctoral thesis at Jain University.



After having qualified as a medical practitioner, what made you pursue a career in Music?

I always wanted to be a musician and was performing from a young age. I was inspired by my father and guru Prof V. Lakshminarayana, and wanted to be like him. I was also very interested in medicine, but by the time I was in my second year of medical school I realised I wanted to pursue music full time. My mother Seethalakshmi was insistent that I complete my course however, so I did, and registered as a medical practitioner, but never practiced medicine after that. I'm a doctor because of my mother and a musician because of my father.

What led to the foundation of Subramaniam Academy for Performing Arts (SaPa)?

My wife Kavita and I wanted to establish an institute and create a home for Indian and global music in India. We started the Subramaniam Academy of Performing Arts in 2007, with a hope to inspire young students and produce the next generation of performers. Through the Subramaniam Academy of Performing Arts, we now also have SaPa in Schools, where we provide high quality music education to over 10,000 children and the SaPa Show, which is a weekly television broadcast.

You have collaborated with various musicians from India and abroad. What has been your greatest lesson as a result of these collaborations?

When I collaborated with great artists like Lord Yehudi Menuhin and Stephane Grappelli, I was most impressed by their humility. That was a wonderful lesson. I also have learnt a lot doing major orchestral compositions and collaborations, because writing for an orchestra requires a great deal of precision and a solid knowledge of Western Classical music.

Even though you have been conferred Honorary doctorates, you chose to register for a PhD and work towards submitting a thesis and earning a degree. What was the motivation?

The idea of research has always fascinated me. I had offers to do my PhD earlier, but I was unable to because of family commitments. I always felt like it was unfinished business for me. I am glad to have all the honorary doctorates, but I wanted to write a thesis and earn a real PhD. It also gives me an opportunity to share some of the work I have done.

You teach regularly at SaPa and have recently submitted your Doctoral dissertation. Would you view yourself as a teacher first or a researcher first?

I would consider myself a performer and composer first, and I think it's almost important to be an educator and a researcher. I think all these facets are connected, and each helps the other.



“Practice the pause. Pause before judging. Pause before assuming. Pause before accusing. Pause whenever you’re about to react harshly and you’ll avoid doing and saying things you’ll later regret.”

~ Lori Deschene

Team Thinklet

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ARTICLES FOR NEXT ISSUE SHOULD BE SENT BY
March 20, 2017 WITH **NOT MORE THAN 250 WORDS**
PLEASE INCLUDE YOUR NAME, E-MAIL ADDRESS AND THE KNOWLEDGE DOMAIN OF YOUR INTEREST

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