



As India celebrates 64 years of Independence...

On 15th of August 2011, India strides forth into her 64th year of independence. As we glance into the years gone by, we see her struggling through the torments, celebrating successes and emerging victorious at the end of every adversity. Terror attacks, natural disasters and scams notwithstanding, India continues to develop and progress as one of the fastest growing economies in the world. As the youth of a nation with more than 60% young population, we believe in directing our efforts towards using our collective knowledge and strength to make India a force to reckon with. And as some of our classmates in XIMR did their summer internships in Africa and opened India's doors to a new culture and a new opportunity, the rest of us put in our best as we worked in top Indian companies with a desire to make a difference and do our bit to contribute to the progress of the nation. Taking up a task, facing the challenges and doing the best with excellence in what you do may seem like a small thing, but when a billion people collectively do their best, the results are tremendous. We, at XIMR, realize that in a country where population vastly overshadows the resources, higher education is a privilege not enjoyed by many. And as we imbibe the Jesuit values of character, commitment and competence, we also pledge to make the most of our education, stride ahead hand-in-hand with those less fortunate than us and together build an India that makes the world sit up and take a good look at! India has arrived!

Priyanka Kulkarni and Melanie Pereira



An interesting summer at Saifee Hospital

In the summer of 2011, I got a wonderful opportunity to do my summer internship at Saifee Hospital. This internship helped me gain insights about healthcare marketing, the organization structure in hospitals and also helped me understand how CME (Continual Medicine Education) programmes and events are organized in hospitals, in association with leading pharmaceutical companies like Baxter. I understood the procedures involved in the alliance of one hospital with another. Since I intend to specialize in marketing, I used this opportunity to learn how business-to-business marketing was done by Saifee Hospital for its Nuclear Medicine Service. I also got a chance to meet the medical directors of hospitals like St. Elizabeth, Motiben Dalvi, Prince Aly Khan, Babasaheb Ambedkar and Jagjivan. Interactions with these professionals, who had so many years of experience in their field, inspired me to push myself to excellence and dream bigger. I personally believe that my internship experience at Saifee Hospital was a fruitful one and has enriched me with all the information and preliminary experience needed to market any product/ Service/ NGO in future.

Dr. Jaskirat Kaur Kahai



Studying Brands and Markets at Bayer-Zydus Pharma

As part of our internship at Bayer-Zydus, we undertook market research projects on well-known brands Mirena (LNG-IUS) and Yasmin/YAZ (Oral Contraceptives) that Bayer Zydus markets around the globe, and studied it from the Indian market perspective. The project involved devising the market research plan, fieldwork and statistical analysis of the study. It was a very enriching experience because we had supportive, experienced mentors who were well versed not just with the brands, but also with market research as a subject. We also studied the marketing aspects related to the positioning of the drugs, the consumer prescription behaviour as well as product roll-out. Working with Bayer-Zydus has helped us gain lots of learnings and insights that will allow us to leverage our interest and past work experience in the pharmaceutical industry to have a fulfilling career ahead.

Roseann Alphonso, Bianca Luis, Mikhail Pereira



Working on 'working capital' at the State Bank of India

My internship with the State Bank of India helped me gain a much better understanding of the credit appraisal techniques followed by the bank. I learnt the processes and measures taken at every step like reviewing accounts, appraising new and old projects, going for site visits, negotiating price for credit and helping the client to find the best way to fund his requirement. The internship also gave me a thorough insight into the events of processing a loan proposal – from doing credit rating of the borrower and the company, analyzing the financial statements, sanctioning the disbursement, right till the post sanction reviews. In addition to the academic learnings, this internship helped me realize how exactly the theoretical financial analysis aspects are practically used in working capital finance decisions.

Bhumika Shah



When the Reserve Bank of India beckons...

Interning with the Reserve Bank of India was a very memorable experience for me. Considering that I had never worked before, the opportunity to work in the Central Bank of the country gave me a lot in terms of experience, knowledge and a much better understanding of the practical functioning of a bank. Interaction helped me gain many vital insights during the course of my internship tenure. My mentor was an ocean of knowledge, and was so enthusiastic about sharing it, that he often kept his colleagues waiting in order to clear my doubts. I was amazed and more motivated to work better when I saw that my queries and suggestions were given due consideration. The internship not only added to my knowledge on the 'Comparative study between OECD countries and Emerging Market Economies in the G-sec Bond markets', but also gave me a wonderful experience of working and learning in an encouraging and supportive environment.

R Madhura



XIMR at IDBI Bank Limited

Six of the twenty four finance students of XIMR did their internships at the IDBI Bank across 2 cities, 3 departments and covering 5 diverse and challenging topics. The IDBI Bank's HR department was very organized and had notified us with regard to our project titles well before the internship started. This allowed us to read up on our topic and be aware of the basics much before we actually began work on our projects. Each student was assigned a mentor who would guide us throughout the project and ensure that we got a thorough understanding of what we had set out to learn. At IDBI, every employee imbibed the work culture of being helpful at all times and yet never giving up on professionalism. In spite of being a PSU, there were no instances of process delays due to bureaucracy, which was very unlike our typical notion of a government managed institution. Our projects included:

Name	Department	Project
Gautam Soni	Treasury- Head Office	Effect of regulation on FX derivatives.
Ruchi Gawde	Treasury-Head Office	Technical analysis tool for effective FOREX trading.
Ruzan Desai	Treasury-Head Office	Algorithm Trading for capturing market arbitrage on exchanges.
Pragya Upadhyay	Large Corporate Group-Head Office (Delhi)	Working capital management in auto component industry.
Jignesh Sanghrajka	International Business-Head Office	In depth analysis of foreign markets for IDBI to open offshore branches.
Nilay Parikh	International Business-Head Office	In depth analysis of foreign markets for IDBI to open offshore branches.

IDBI pushed us to go beyond our project and learn about the working of allied functions, departments and the bank as a whole. In the treasury department, each Saturday, the various desks were asked to make presentations to the interns about their work, in order to give the interns a fair idea of how the bank functions. The intern working with that particular desk had to describe his/her project and thus the progress of each intern was assessed. We were also allowed to attend a one day CRISIL training programme provided for the employees.

Our mentors encouraged us to go and meet competitors, business partners and gave us complete freedom to make an unbiased assessment and recommendation with regard to our respective project. Today, our project reports are all set to be used for decisions regarding implementing the changes/recommendations after our submission is done. Overall, this internship was a wonderful opportunity given to us by XIMR and IDBI and we are grateful for it. We believe that the eight week stint was beneficial to both; the bank as well as us students. A 'win-win' situation in the true sense of the term!

Ruzan Desai



Contributing to a Social Cause with Indian Development Foundation

As a Social Ambassador with the Indian Development Foundation (IDF), my experience was very enriching. Having had no prior involvement in the NGO sector, the internship helped me gain knowledge about its functioning and contribution to society. It was truly an insightful experience and also provided a first-hand feel of 'Human resources with a humane touch'.

Simone Lobo



Public Sector Undertakings at Hindustan Petroleum Corporation Ltd.- Way to Go!!!

My summer internship experience at HPCL was immensely enriching. Being a person without work experience, I got to learn the different processes and practices followed in the public sector, which helps the companies in the sector differentiate themselves from private sector enterprises. The regular sessions I had with my mentors and my research guide helped clarify all the doubts that I had on the program and helped increase my understanding of the project. I am grateful to HPCL for giving me this opportunity.

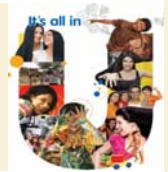
Sheldon Carvalho



Exceeding Expectations at Hindustan Unilever

My overall experience working at Hindustan Unilever was extremely rewarding. It gave me a lot of insight into the working of HR within the FMCG Sector. It was also a great opportunity to understand employees at close quarters and see first hand, the working in a factory set-up. Besides that, I got an opportunity to conduct training sessions for the workers, which was a lot more than what I had expected while beginning the internship. I learnt that employee motivation and support is the key to any HR initiative, be it training or any other area. While at first I was unsure of how much I would actually be able to do, I was fairly satisfied with the way things finally shaped up. The HR team was very supportive and provided a lot of guidance ensuring that I gained maximum during this period.

Raquel Rodrigues



The Upswings and Downswings of the Share Market at LKP Securities

Doing an internship with the HR team in LKP Securities, a brokerage firm, brought forth a worthwhile experience. As part of my project, I studied the hiring strategies of LKP and two other prominent firms in the Indian Securities market. It was interesting to note how hiring activities within the industry depend on market fluctuations. When markets were rising, recruitment was the top most priority. However, during the end of my internship, market conditions spelt doom for many companies in this industry and thus there was a freeze on recruiting. This provided a firsthand experience of what the HR resorts to in situations like these. Since the HR team consisted of 3 members, interactions were on a deeper level and thus I got an experience of the general functions carried out right from Recruitment, Employee engagement and Welfare to the other aspects of HR as well.

Caroline Fernandes



Hospitality at its best at The Orchid Hotel

By nature, I am always one to explore and learn new things. During the course of my internship at The Orchid, I was met with equal enthusiasm from my team members in imparting knowledge. I find myself privileged to have had the opportunity to understand the different aspects of Human Resource Management in the Hospitality sector in my short stint. This was only possible because of the support and encouragement that I received from the team. In today's rat race, there are a handful of people who will stop and extend a helping hand. I truly felt at home and part of The Orchid "Khandaan" as they call it.

Anilla Figuerado



High-tech summer at Tata Consultancy Services

As an aspiring marketing professional with a lot of interest in the field of information technology, a summer internship at Tata Consultancy Services was an incredibly perfect fit. As part of my project I learnt about development, content management and optimization of a B2B company website, while using online analytical tools to develop optimizing strategies. My work involved handling TCS' personal Content Management System and carrying out research on the metatags and keywords which Search Engine crawlers use in order to give the page a suitable pagerank. My mentor and colleagues made me feel very comfortable in the workplace and never let me feel like an outsider. My opinions and suggestions were given due consideration. All in all the internship was a fulfilling, enthralling experience that will only be an advantage as a techie like me makes his way to a marketing career in the IT industry.

Hector Nadirshaw



Loads of learning at Larsen & Toubro Infrastructure Finance Limited

Our experience at L&T Infrastructure Finance Ltd exceeded our expectations. We learnt far more than the project assigned to us. We understood how critical information is identified for financing of infrastructure projects. The experience was really enriching as we got informative insights on the various aspects of infrastructure sectors like power, road, railway, transmission and airport to name few. Apart from creating a knowledge bank, the detailed knowledge about the Infrastructure Industry as a whole has helped us immensely in understanding the working of project financing. We were lucky enough to find a supportive mentor in our supervisor, Gaurav Arora, who was always willing to explain the finer points of the industry, educate us on the various happenings of the company, offer advice and also discuss our future career path and options. The workforce at L&T was warm and welcoming, and the work, incredibly interesting. One of the most positive aspects of our internship was the day-to-day interactions in the office. We learned something new every day. The HR policies framed with the mindset that 'A happy work force is an efficient malleable workforce' were definitely very effective. They made us realize the importance of making people a priority in any business. Our internship experience was a good mix of learning, work, and fun and we are sure that this internship at L&T Infrastructure Finance Ltd will open many doors for us in the future, and thus jump start our professional career!

Andrea Henriques and Kalpesh Variava



Satisfaction Guaranteed at the Development Credit Bank

Not being new to banking was an advantage when I joined Development Credit Bank for my internship. Though it's a small organization, it has a big heart. What I mean is that, they strive to be among the best employers in India. The bank was keen to understand the reasons behind job dissatisfaction and low productivity. Interviewing the target employees gave me an insight into the problems faced by the people at the bottom of the pyramid in an organization. Using quality tools, the major problems causing dissatisfaction were zeroed upon and recommendations for rectification of the same were enumerated. The Bank was also appraised of the hiring strategies and recommended that not necessarily performers from big brands can be expected to replicate success in small brand companies. It was an enriching & delighting experience at "The small bank with a big heart".

Melanie Pereira



Lessons at Lowe Lintas Advertising

As students looking forward to enter the creative, crazy, fast-paced world of advertising, an internship in Lowe Lintas was a dream come true! In the hectic two months that we spent there, we learnt a lot about Advertiser Funded Programming, one of the most recent business models used in advertising agencies across the world. Apart from understanding the model from a theoretical perspective, we got an opportunity to work on the research of an Advertiser Funded Programme that Lowe Lintas was working on. A professional work environment, a mentor who was always ready to clear our doubts and answer questions and an extremely supportive and cooperative staff made our internship an amazing experience. We are sure it would go a long way in helping us take the correct steps to have a successful advertising career.

Priyanka Kulkarni and Santosh Padhi



Assimilating knowledge at Abu Dhabi Commercial Bank

My summer internship of two months was with Abu Dhabi Commercial Bank, Mumbai. As I intend to specialize in finance, I was given the option to either work on the statutory audit that was in process at the time of my internship or to research about transfer pricing and how it could be applied to ADCB. Since transfer pricing was a topic that I did not know much about, I chose to do a project based on it and thus make the internship worthwhile by actually learning something new and getting a better insight into a new, interesting area of finance. While transfer pricing is not an unknown or new concept, it is relatively unused in the banking industry and hence an upcoming area of interest for banks. This was a good time for me to learn about the subject and its relevance to the banking industry. It also highlighted how emerging technology in finance can help banks make more informed decisions. I feel grateful for the opportunity that allowed me to work on a subject of my choice and still make a meaningful contribution to the organization through my report.

Kimberly Lewis



Making wishes come true at the Make a Wish Foundation

Working for Make A Wish Foundation, India, I realized that money is not the most important thing in my life. Life is more about making a difference to someone's life and giving someone a reason to smile and the hope for a better life. I remember reading somewhere that "Time we spend doing something we love and enjoy is not wasted time". And in my internship, I realized how true it was. In this hectic, fast-paced life of ours, where earning money and reputation is the only goal, I think I have found a way out of the rat-race. I believe I can use my professional education to bring about a positive change to the non-profit organizations' industry that really requires professionalism and is really short of skilled administrative manpower.

Rahul D'sa



The students of XIMR, with their Character, Commitment and Competence, also completed successful internships at companies like...

Adfactors PR, Alkem HealthCare, BNP Paribas, C.F. Foods, Colgate Palmolive India, Deloitte Touche Tohmatsu India Private Limited, Demostar, Dainik Jagran, Fortress Financial Services, HDFC Limited, Indian Oil Corporation Limited, KPMG, Mahindra and Mahindra, Rohit Investment Services, Siemens, Stock Holding Corporation of India Limited (SHCIL) and Television Eighteen (Network 18) - India

Editorial Team

Student Editors: Melanie Pereira, Priyanka Kulkarni

In consultation with: Ms. Nirmala Mary Rego, Director—Branding