

JIGYASA

Version 1.0

The Engine of Achievement

**CENTRE FOR TEACHING, LEARNING AND
DEVELOPMENT**



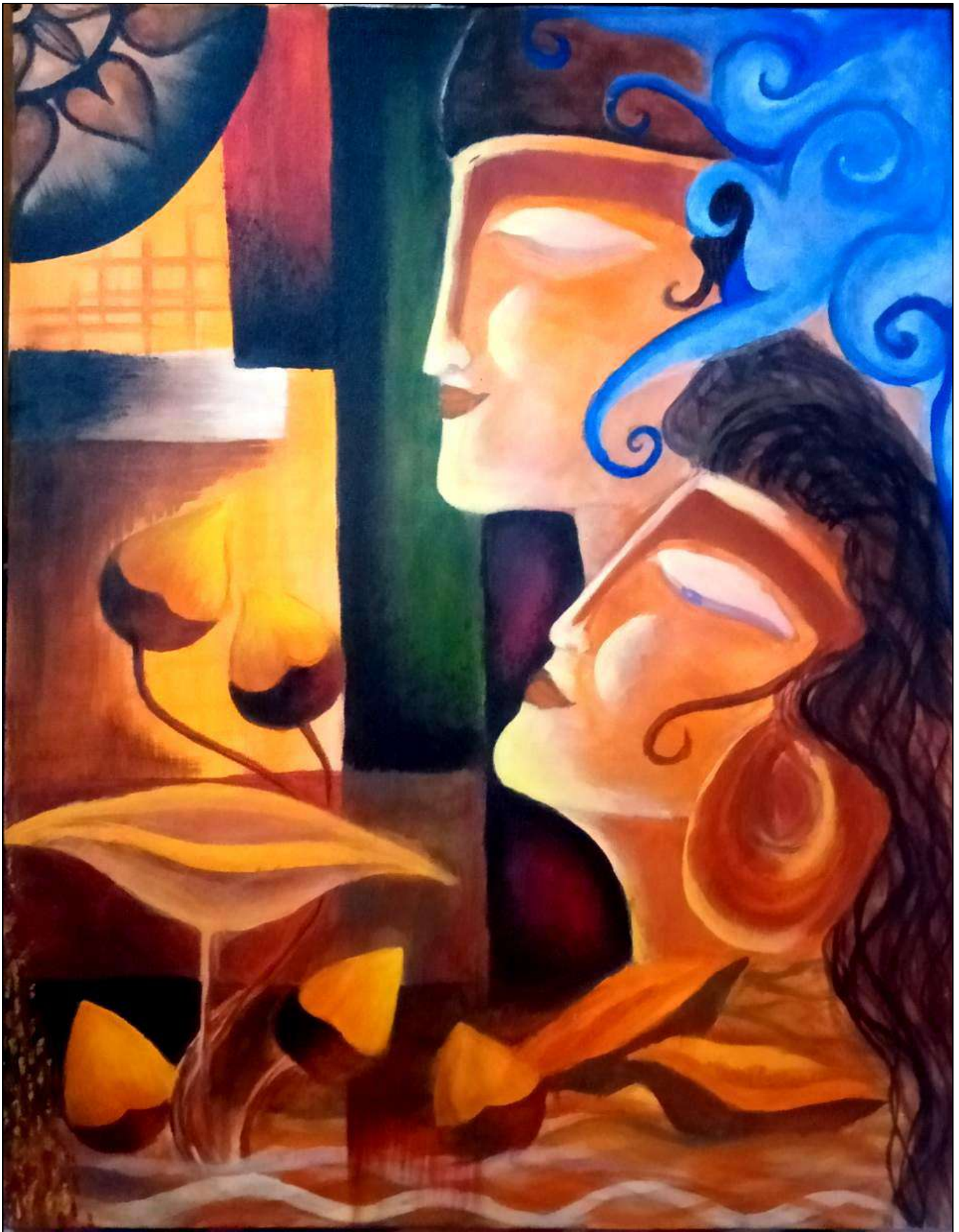
**TEERTHANKER
MAHAVEER UNIVERSITY**
Moradabad

Accredited with NAAC **A** Grade

12-B Status from UGC



Teaching, Learning & Development



This original artwork has been shared by **MR. AVIRAL JAIN**, student of **MBA**.

It very rightly denotes '**seeking light, seeking growth**'

Table of Content

- + Vision and Mission of the University
- + About the Department
- + Vision and Mission of the Department
- + Message from the Group Vice Chairman
- + Message from the Vice-Chancellor
- + Message from the Registrar
- + Message from CTLD Director
- + Message from Editorial Board
- + CTLD Members
- + Interview with HR from Capgemini
- + Articles on Soft Skills & Aptitude
- + Literary articles & poems
- + Events
- + Math puzzles
- + Mock aptitude test
- + Programme specific outcomes





Vision & Mission Statement of the University

Vision Statement

To be internationally recognized as a premier institution of excellence providing quality education, research and consultancy services to the global society.

Mission Statement

Our endeavour is to impart knowledge and develop critical skills necessary to succeed both in professional and personal life by promoting learning supported by world-class faculty, infrastructure, technology, curricula and collaborative teaching and research with premier institutions in India and abroad.

Shri Suresh Jain Ji
Chancellor
Teerthanker Mahaveer University

About the Department

The Centre for teaching, learning and development, Teerthanker Mahaveer University, Moradabad came into being in the year 2019 with the aim of developing essential basic personality and aptitude skill-set in students and faculty members. The department focuses on developing quantitative ability, reasoning ability, verbal ability and developing the personality of the students by encouraging and nurturing their soft skills, so as to be productive to meet the demands of the employers and clearing the placement interviews which will pave the way to their dream company. These training programmes also upgrade the students social and professional skills which are required for their future work-life.

The department offers various courses for both graduate and post-graduate level like Managing Self, Managing Work & Others, Analyzing self and Dealing with others, etc. in Soft Skills and Fundamentals of Quantitative Aptitude, Advance Quant, etc. in Aptitude. Soft skill training induces professionalism and is taught in semester as well as yearly pattern. The training helps students to develop interpersonal skills, enhance communication skills, and encourage problem-solving attitude and teamwork while nourishing leadership qualities too.

Quantitative Aptitude is an essential requirement nowadays for campus recruitments as well as other competitive exams like CAT, XAT, MAT, NMAT, GMAT, UPSC/SSC, CTET, TET etc. CTLD prepares students at the college itself to enhance their aptitude to face any of the above examinations. CTLD also provides training on preparing proper & effective resumes, group discussions techniques and influential interview strategies.

The final semester students are prepared through special training for specific recruiters who conduct recruitment on Campus as well as off-campus. The special type of training includes company-specific training for national & multinational companies like Infosys, Tech Mahindra, Cognizant, Max hospitals, Fortis hospitals, Glaxosmithkline, Bureau Veritas, Byjus, Hike Education, etc. as well as teaching jobs for B.Ed. students.



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CENTRE FOR TEACHING, LEARNING AND DEVELOPMENT

Vision Statement – CTLD

To be a centre of excellence for behavioural, Aptitude & Employability skills training to students and adding value to the education delivery through continuous employee development programmes.

Mission statements – CTLD

- ✓ *To foster a global mindset in the students to face real world challenges*
- ✓ *To nurture & cultivate better cognitive, aptitude, social and behavioural skills in the students and employees to meet their personal and professional goals*

From the desk of

Group Vice Chairman

Shri. Manish Jain ji



Since the inception of Teerthanker Mahaveer University (TMU) in 2008, our aim has been to transform our students into excellent professionals by inculcating our core values of Right Philosophy, Right Knowledge & Right Conduct. To accomplish this mission, the university has developed excellent infrastructure, which provides highly congenial teaching and learning environment to Faculty members and Students. However, with globalization of world economies, competition in every industry has increased many folds and companies are looking for those students who are not only ready in domain specific skills but also in aptitude and soft skills. Therefore, to meet industry requirement, we decided that all-round development of our students must be given highest priority, hence we established a Centre for Teaching Learning and Development (CTLD), which will develop soft skills and aptitude of our students. Now CTLD has embarked on a venture of enlightening our students and faculties through their magazine titled 'Jigyasa'.

I wish all the best to CTLD for the magazine.

(Group Vice Chairman)

From the desk of

Vice Chancellor

Prof. (Dr.) Raghuvir Singh



Teerthanker Mahaveer University (TMU) is one of those few Universities in the country that assures learning and focuses on educational outcomes rather than technical content alone.

Global trends indicate that Universities which prepare industry-ready students, who get quality jobs, will be a preferred destination for aspiring professionals.

In the era of volatility, uncertainty, complexity and ambiguity (VUCA), every business organization faces intense competition; hence its employees need to be productive and skilled not only in their domain but also in soft skills and aptitude.

Keeping this phenomenon in mind top management of the University went through a brainstorming exercise. This exercise revealed that our students lack soft skills and aptitude because the training was being conducted on ad-hoc basis and through external agencies which were not able to meet the objectives of the University. This led us to think on establishing a centre, which would be completely dedicated to soft skills and aptitude development of our students. Also, this centre would provide soft skills training to the members of faculty and staff of the University. This has led to the establishment of Centre for Teaching, Learning and Development (CTLD). The university, being highly student development-centric in nature, has hired expert soft skills and aptitude trainers who have rich experience in their respective fields.

The centre is being managed by a very capable Director. The Director of this centre has more than 40 years of experience at senior positions with 25 years of experience in teaching and training and is a highly renowned corporate trainer.

I welcome the enthusiasm with which team CTLD has envisioned this magazine 'Jigyasa' and congratulate them on their efforts in putting this wonderful magazine together.

My best wishes are with CTLD for achieving its goals.

(Vice Chancellor)

From the desk of

Registrar - TMU

Dr. Aditya Sharma



Teerthanker Mahaveer University (TMU) is highly student focussed. TMU's student focus provides learning assurance to every student. This focus entails upon us. The need to create suitable infrastructure and recruit well qualified & experienced members of the faculty for all programmes. The availability of high-quality infrastructure and faculty members coupled with strong academic processes have helped the university to attract large no of students from around the area in western UP and neighbouring states.

Large numbers of reputed national and international corporations visit our University for campus placement every year. In recent past, many of these companies indicated that due to intense competition, they have no time to train new hires and would like that these hires become productive immediately on joining. Therefore, students must be apt in aptitude and soft skills so that they are ready to face clients from day one. Hence, rationale for establishing Centre for Teaching Learning and Development (CTLTD) was felt.

The University has hired highly experienced trainers for soft skills and aptitude, who will train all our students in soft skills and aptitude to make the students industry ready from day one. The Director of centre has been a seasoned corporate trainer for more than 25 years and the trainers are also highly experienced in similar training.

The departmental magazine 'Jigyasa' in all its essence is going to prove yet another feather in the cap for Prof. Krishnia and his team. Additionally, the content presented in it will definitely benefit all who read it.

My best wishes to the team for this creative endeavour.

(Registrar)

From the desk of

Director - CTLD

Prof. (Dr.) R.N. Krishnia



It is a proud privilege for me to be founder Director of Centre for Teaching Learning and Development (CTLD). As the founder Director of CTLD, I have always taken it as my responsibility to setup systems and processes in place, which are effective and supportive to achieve vision & mission of the department and the University.

CTLD supports all the constituent Colleges of the University in achieving their goals of placing their students in reputed organisations or making them effective entrepreneurs or for further studies. The centre on continuous basis organises faculty and admin staff training to improve their effectiveness and members of CTLD go all out to extend any type of support to various Colleges/ Departments in the field of our specialisation.

The trainers of CTLD are highly dedicated and motivated with long experience in soft skills training or quantitative aptitude training. Additionally, they are always ready to go extra mile for quality education.

This magazine is a union of various thoughts simmered perfectly to heighten your appetite for learning and knowledge. I am sure that the readers will have something or the other to learn.

I wish the team all the best and look forward to a lucid, eloquent and thought stimulating edition of '**Jigyasa**'.

(Director-CTLD)

Editorial Board Message

“The mind is not a vessel to be filled, but a fire to be kindled” – Plutarch

The inception of the magazine and its ideation from beginning to creation to circulation has been one of the most enthralling projects our department has undertaken. The name “**JIGYASA**” literally means Curiosity and platonically denotes the fire to learn and acquire knowledge. It is the ever-lasting zeal and desire that motivates one to run through the deep tapestries of the universe to find mysteries and wonders. This is the one attribute that made Galileo wonder, Newton think and Aryabhata believe. We were curious to begin a magazine that could serve as a platter for various voices commenting not only on the skills required to live and “Skills to pay the bills” but also highlight the creative talents of our students. Our curiosity led to the formation of this wonderful magazine which has information that would benefit all.

We’d like to extend our sincere thanks to all the contributors for sharing their articles and artwork and express our gratitude to all our benefactors and stakeholders.

We sincerely hope that the readers will find the magazine interesting, intriguing and thought-provoking.

Happy Reading!

Editorial Board



Mr. Vipin Chauhan

Chief Editor



Mr. Sagar Pratap Singh

Member



Mr. Himanshu Aggarwal

Member

CTLD Team Members



Prof. (Dr.) R. N. Krishnia
Director



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Master Trainer



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Master Trainer**



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Master Trainer



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(IQAC) &
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Trainer



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Trainer



Mr. Deepak Katiyar
Trainer



Mr. Himanshu Aggarwal
Trainer



Mr. Munish Bansal
P.A. to the Director

Q & A

with Mr. Nehul Kahwa from Capgemini

Hello, Mr. Kahwa, thank you for agreeing to do this interview with us. We are glad you could spare some time from your busy schedule. This interview will immensely help our students in understanding the important aspects of resume and job interviews. To start with, Could you please share your profile for our readers?

Well I am Nehul Kahwa and I work with Capgemini in the capacity of Stack lead – senior consultant where I manage a team of 15-20 IT recruiters and deal in IT staffing/IT recruitment for both off-site and on-site requirement. Off site means internal positions and on site means external positions i.e. deployment of candidate at client location. I have 12+ years of experience working with clients like Capgemini, dell, oracle financial services, IBM, HP, JP Morgan, Angel broking, Morgan stanley, bank of America and HCL. I have completed b.com from Mumbai University and PGPBA from Bangalore University. I specialize in sourcing resumes, preliminary screening of profiles for entry level as well as top management positions, handling on-boarding formalities, Employee engagement ad retention.

That's great! How many resumes in a day do you and your team screen?

Capgemini is a reputed and big brand and people want to work with us, so naturally the footfall on the website and other job portals is huge. We screen around 2 lakh resumes every day for various positions.

Oh! That is a huge number. How do you shortlist the best resumes out of all these?

We have a few eligibility criteria that we look into while shortlisting the candidates for further rounds. First is education wherein we check whether the candidate has completed graduation or not,



preferably B.Tech and B.E. The candidate should have completed the 10+3+3 years education at the least. For some positions we also check if the candidate has done diploma and graduation. This is the first step in almost all IT companies (if not all). Percentage aggregate is also looked at, by various companies for shortlisting the candidates which is sometimes in between 55% - 60% while some take candidates with scores above 70% only. We also prefer full time education over distance learning or correspondence courses as with full time courses we expect that the candidate has hands-on knowledge transfer and classroom experience. Next we look at work experience (for experienced candidates) and Internship (for fresh graduates). Generally for experienced candidates we look at

anything in the range of 2yrs-12yrs experience. For fresh graduates, we check whether they have done internships and what responsibilities did they handle during the internship. Internship matters a lot. Students must take internship seriously if they want to be recruited by top tier companies.

Other important aspect to look at is the usage of keywords in the resumes. Candidates must use important keywords for the industry that they are trying to be recruited in, like in IT roles micros, services, springbot, java, etc. all these become keywords. Similarly for other fields they must research the current and trending keywords.

Do you use any software to shortlist resumes?

Yes, Recruiters do take assistance of resume shortlisting softwares like Myhire, Smartrecruiters, Successhire, etc. however we also believe that a machine or software cannot fully assess the potential of a candidate, therefore we also check the resumes manually so that deserving candidates matching the requirements are shortlisted.



What are some mistakes that one must avoid in a resume?

The resume should contain all the relevant details about you and should look decent. The formatting must be proper and grammatical or syntactical mistakes must be avoided.

In an interview, how important do you consider soft skills to be? Could you recommend what soft skill might one work on to showcase their best?

Soft Skills play a huge role in candidate selection. Skills like communication and learning ability matter. If a candidate does not have good communication skills, their chances of selection might be very dim. Similarly other skills like

leadership ability and ability to work in a team are also required. There may be cases where a candidate is good in technical skills but does not have good communication skills & other soft skills and another candidate who might be just ok in technical skills but possesses very good soft skills and excellent communication skills, and then the latter will be preferred in most cases.

Confidence too plays an important role. A skilled recruiter needs only 2-3 mins to judge whether a candidate is confident or not.

Do certificate courses provide any added advantage?

Yes, Certificate courses are allies to the regular degree that candidates do. A certified specialist has higher probability of selection and a better pay package than one that is not certified. There are various certifications available depending upon the field like SAP FICO, SAP HRMS, Cloud skills, AWS etc.

If a candidate is from software development background, then they must focus on cloud technology skills as these are the skills are in high demand now and will be in the future too.

How much importance would you give on English language?

Mastery on English is a sure-shot requirement to work in a top tier organization like Capgemini. This is because most of our clients and businesses are US, UK & Europe based, and a candidate who will be able to converse well with them will succeed. Also, in case a candidate is transferred to a foreign centre, they will be able to adjust better as compared to someone who does not know English. Candidates must focus on English language.

How should one prepare for an interview?

One must know how the job hunt process works. They should be able to work on job search portals like LinkedIn, Naukri, Shine, Indeed, etc.

Reading the job description well comes second. Check out what skills the company is looking for and then if you possess those skills, apply confidently.

They must read about the company that they are applying to and understand some of the basic information like the profile of the organization, important people, networks and centres of the organization, products and services offered, etc. This can be done on Wikipedia or the company websites.

Candidates must update themselves regularly with recent trends in their field. That becomes an add-on to their existing knowledge.



What are some mistakes that one must avoid in an interview?

Not dressing appropriately for the interview, low domain knowledge, not taking a copy their resumes, not reading the job description properly, not being able to express; all these mistakes must be avoided.

A candidate must also prepare a good answer to the question related to hobbies and interests. Avoid saying the clichéd hobbies like dancing, singing if you are not confident about them. Reading books should only be said if you are an avid reader. Similarly for travelling, if you are a frequent traveller then only should be mentioned as a hobby. This is because the question that might follow can be from the same hobby.

How does one negotiate salary as a fresher?

As a fresher one must focus on getting a job. Be it in a small company or a large organization, the goal should be to get a job in the desired role. When it comes to answering the salary negotiation question, speaking from experience, the best answer can be that you are happy to be interviewing in such a good organization and have no such salary expectations & require a salary out of which you are able to manage your daily expenses as well as save some amount. As a fresher, we should avoid quoting a specific number.

Are there any suggestions for students who are fresh graduates if they want to work with an elite organization like Capgemini?

Yes of course! As I mentioned earlier, the students must develop latest knowledge of their domain. Apart from that they must also have some general awareness. They can also do certification courses from good organizations to have an edge. Before the interview they must prepare well. This includes proof reading their resumes before sending to the recruiter and preparing for the interviews. They must focus on their technical and soft skills. As English language is the need of the hour for communication across boundaries, therefore students must invest time in improving their English. A good personality will take one far. Make use of job search portals like LinkedIn and Naukri. Technology has changed the hiring pattern a lot and now a job seeker can reach out directly to a potential recruiter.

Capgemini has a record 40% female staff as compared to the threshold of 35% set by the authorities and Diversity across all our centres. So, any student with good knowledge and personality can definitely apply and work with us upon selection.

INNER STRUCTURE OF EFFECTIVE LEADERS



**Compiled by
Prof. R. N. Krishnia**

When we study and analyse outstanding leaders in history who have made their mark by doing some lasting good to mankind, a nation, an organisation or a cause, we find that they come in all shapes and hues the flamboyant, the scholarly, the artistic, the ascetic, the gregarious and the recluse. And yet, when we look deeper into their personalities to find if there is something universal in their make-up we really find that indeed that is so. Their TO BE component in one-way or the other is very strong. Irrespective of the region of the world they belong to, and the era of history in which they had lived, effective leaders who leave a lasting impact after they are gone and continue to exercise positive and

inspiring influence on the minds of people, have two things in common, both these merit discussion.

Firstly, it is possible to say, that in the totality of their personality they were gentlemen in the true sense of the word. It is of interest to note that the definition of a gentleman and of 'sthithaprajnya' (man of steady wisdom as described in the Gita) is virtually the same. A Western Scholar has described a gentleman as under.

- "An honest man;
- A man with a sense of duties and obligations of his position, whatever it may be;
- A man who tells the truth;
- A man who gives to others their due;
- A man considerate to the weak;
- A man who has principles and stands by them;
- A man not too elated by good fortune, and not too depressed by bad;
- A man who is loyal;
- A man who can be trusted."

Secondly, every, outstanding leader has an inner hard core in him which is composed of certain universal virtues. If we put these virtues together, then, the integrated structure that emerges can be diagrammatically shown below.

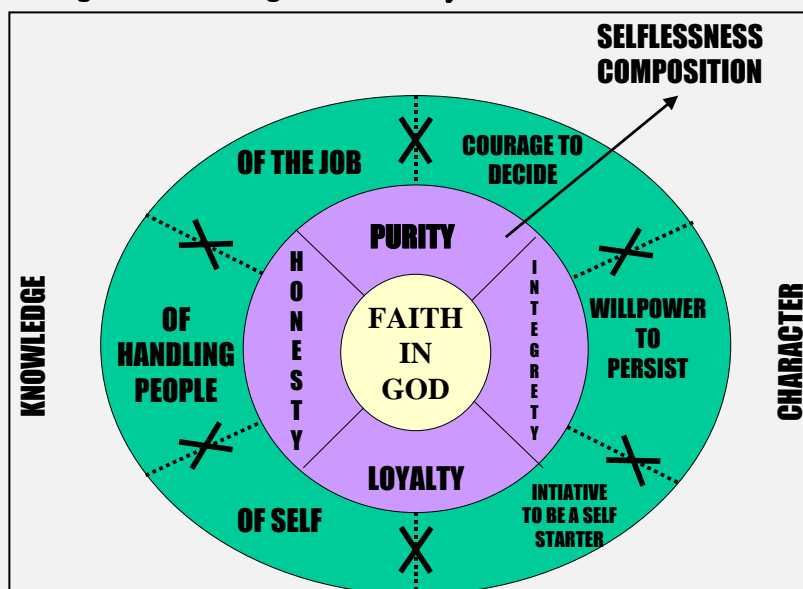


Figure 1



SELFLESSNESS

Selflessness, the hub and heart, indeed the very foundation of this structure. Its two other components are knowledge and character. Knowledge helps a leader to determine what to do in any given situation. And the strength of character helps him to get things done by appropriately handling people who have to implement what he wants to be done. Knowledge and

character lend support to each other. Mere knowledge without character makes a man indecisive. Mere character not supported by knowledge, puts a ceiling on a leader's potential. Thus on the STRENGTH and BALANCE of the three components of this structure depend the effectiveness of a leader. His self-confidence is related to this balance; it makes a leader pro-active, which means, "We are responsible for our own lives. Our behaviour is a function of our decisions not our conditions. We need to take the initiative and responsibility to make things happen." It is necessary that anyone who wishes to develop his leadership potential to the maximum extent should carefully study this structure and then make a determined effort to strengthen it.

Selflessness is a relative virtue. Total selflessness is a rather rare phenomenon. When we look for example of men who were completely selfless and lived for humanity at large, we spot Lord Ram, Gautam Buddha, Jesus Christ, Prophet Mohammad, Guru Nanak, Ramkrishna Paramshamsa, Vivekananda, Mahatma Gandhi and the like. The most significant characteristic of these men is that they continue to have a tremendous impact on men's minds even after many centuries. For this study we are just looking at leaders in normal organisations. Even at the working levels of small and big enterprises some executives are more selfless than the others. However in today's self-centered pursuit of careers—the rat race and cutthroat competition, the potential leaders are most reluctant to accept selflessness as the very core of leadership. It runs contrary to the current culture adopted from the industrialised countries that the goal of career is to rise fast and grow rich almost overnight. It consequently needs very deliberate reflection to appreciate that the potential for effective leadership in an executive is directly proportional to the degree of his selflessness.

It is essential to realise that selflessness (unselfishness) is the fountainhead of all that is noble in human character virtues without which it is impossible to influence other. Figure 1 shows the composition of selflessness. Selfless man is neither greedy nor looking for short cuts to get on in life; hence his **integrity never wavers**. He seeks no unfair advantage over other; hence honesty comes naturally to him. He is not a self-seeker; hence his loyalty is **steady and strong**. When a man has these virtues then his thoughts, words and actions become pure and well integrated. He says what he thinks and does what he says. That establishes his credibility and he is trusted.

The degree of selflessness in turn is based on an ideal or a vision that he has. It is a well-recognised truism that an ideal, vision or a cause has been the greatest motivator of

man in all ages; it is the source of the highly valued virtue in a leader infectious enthusiasm. The higher the ideal, higher would be the degree of selflessness, hence higher the potential for effective leadership. Swami Vivekananda explained this truth most forcefully when he said " I cannot ask everybody to be totally selfless: it is not possible. But if you cannot think of humanity at large, at least think of your country. If you cannot think of your country, think of your community. If you cannot think of your community, think of your family. If you cannot think of your own family, at least think of wife. For heaven's sake do not think merely of yourself".

The most remarkable example of how selflessness among leaders contributes to build great organisations is from Germany. It is a universally accepted fact that in spite of suffering defeats in World Wars II and I, German Army was professionally the best Army in the World. Even up to the very bitter end of World War II in 1945, it did not lose its cohesion, balance, fighting spirit and dedicated efficiency. A scholar, studying the German General Staff asked Von Moltke about the qualities which they asked for while selecting officers for the German General Staff. Moltke replied, when with us, if an officer is a climber (one who is interested mainly in self advancement). Well, we have no further use of him". They had adopted selflessness as the cardinal virtue for officers to be members of the General Staff. Their motto was **"TO BE THAN TO SEEM"**. They had merely adopted the truth known to human society since the dawn of history.

Organizational Culture to Promote Selflessness

Organisations that value leadership use various techniques to create environments in which executives can rise above **their self-interest and are ready to make sacrifices.** The "organisational culture" is the management name for such an environment. It is similar to **esprit de corps** in the Armed Forces. The Japanese have paid a great deal of attention to this aspect. The Chief Executives in some of the most successful enterprises in that country do not spend much time attending to the routine problems. They see their main role to be to attend to 'the Good health of the soul of the enterprise'. They spend much time moving among workers and managers to get a feel of their morale and motivation. Why do they do this?

Espirit de corps (good organisational culture) has been defined as " regard for the honor and interest of the body one belongs to ". **A major goal of strategic management** must be to ensure that everyone in an organisation is imbued with a feeling that 'no sacrifice is big enough to uphold it's (organisation's) honour and good name"? Most Japanese Chief Executives, and indeed many others round the globe, feel that their primary role is to create such an organisational culture.

Armed forces round the world have known that leadership is the biggest single factor in determining the fortune of war. They adopt many a measure to inculcate selflessness among their leaders. Some examples merit attention.

When a young man goes to the Indian Military Academy for training he is not referred to as an "**Officer Cadet**" or a "**Probationer**" or an "**Officer Trainee**". He is designated as a "**gentleman cadet**" and told day in and day out that he would make a good officer only if he is a gentleman first. It is a well tried-out technique of autosuggestion that you can influence the character of a person by repeatedly suggesting to him a pattern. "What you think so you become" the technique does have an influence!

Similarly, most Armed Forces in the world give a lifelong credo to its officers to live by during their services. For example, the US Army Officers from West Point Training Academy carry the motto COUNTRY, DUTY, HONOUR to guide them through their career. The Indian Army credo for its officers is very explicit. It commits them to keep their self-interest as the very last item of what they are expected to do:

*"The Safety, Honour and Welfare of the Country
Come first, always and every time.*

*The Honour, Welfare and Comfort of
the men you
Command comes next.*

*Your own Ease, Comfort and
Safety come last
Always and every time."*

The ideal in the credo is that the country comes first, your men next and yourself last, always and every time. It has inspired officers to rise to the greatest heights of self-sacrifice in many a battle fought by the Indian Army throughout the world.

It is appropriate to end the discussion on selflessness with the views of the two great teachers humanity has known.

*"Whosoever wishes to be the first among you?
Shall your servant"
(Jesus Christ)*

"As long as you are clouded over with this possessive attitude, thinking only of yourself, your family, your people, your things, you can be certain that sooner or later you will be cast into sorrow. You must travel from the stage of identifying yourself with "I" and "mine" to the higher stage where you are constantly identifying yourself with "we" and "ours". From Selfishness **you must gradually travel to selflessness, from bondage to liberation**".

(Gita)

*"A Sardar (leader) must be a Sirdar" (ready to lay down his head).
(Swami Vivekananda)*

CHARACTER

A very large number of virtues that constitute the character of an effective leader have been listed in to literature on the subject. Napoleon identified as many as 90 virtues



essential for a good leader. However, the core qualities which are really important and which are invariably found in the character of all outstanding leaders are three courage, determination and initiative.

Character (selflessness being its major component) is the most important single factor, which makes for effective leaders. To conclude our discussion of this component of the Inner Structure of Effective Leaders', it is relevant to give two examples.

The first one indicates the cynical view about ethics and morality in leadership that prevails in enterprises. A manager in a paint factory told a consultant about his boss "I do not trust him, nor does anyone else. He is a slick operator out to get to the very top. He says one thing to your face and another behind your back. He doesn't actually lie, but he deals in half truths." Here was a man dedicated to self-advancement. This boss, when confronted, dismissed leadership as 'kidology' and added "why should I tell the truth to my people on the way up, when I do not intend to come down again." This is an example of an enterprise in England even though it appears so very Indian!!

The second example is an experience of General Mathew B. Ridgway a veteran of World War II and highly decorated officer who rose to become the UN Supreme Commander in the Korean War, and the Chief of the US Army, He says:

Character stands for self-discipline, loyalty, readiness to accept responsibility, and willingness to admit mistakes. It stands for selflessness, modesty, humility, willingness to sacrifice when necessary, and in my opinion, faith in God. Let me illustrate.

During a critical phase of the battle of the Bulge, when I commanded the 18th Airborne corps, another Corps Commander just entering the fight next to me remarked - "I am glad to have you on my flank. It's character that counts". I had long known him and knew what he meant. I replied: "That goes for me too". There was no amplification. None was necessary. Each knew that the other would stick however great the pressure, would extend help before it was asked, if he could, and would tell the truth; seek no self-glory, and everlastingly keep his word. Such men breed confidence and success' and will always prove as good Leaders.

COURAGE

Courage is the most admired of human virtues in all societies to be a man means to be courageous. The most important act of courage for a leader is to take decisions and to act. To take decision means being accountable for success or failure, but nothing happens or moves without a decision.



There are many other facets of courage, which are important. Cowardice makes a man hide the truth; conversely, one who is courageous will not lie. It is an expression of courage to demand high standards of performance even at the cost of facing unpopularity. Again, it takes courage to say "no" to an act, which is unethical.

Again it is courage that gives distinctive direction to the entire approach to a leader's work. Peter Drucker, the doyen of Management

teachers, advises that:

"Courage rather than analysis dictates the truly important rule for identifying priorities. Pick the future as against the past; focus on opportunity rather than on problems; chose your own direction rather than climb the bandwagon, and aim high. Aim that will make a difference rather than something that is safe and easy to do." Aiming high means raising ones vision to greater heights.

Finally, the most potent source of courage both physical as well as moral lies in the ancient Indian truth that the soul (ATMA) does not die _indeed it is eternal and indestructible, this truth forms the central message of the Gita. This knowledge makes a man not only fearless (nirbhaya) but indeed `abhaya' (one who know no fear).

WILL POWER

Will power to persist is another vital virtue variably present in all outstanding Leaders in the implementation of any plan programme thousands of difficulties arise and failures occur on the part of people who have to execute a plan. Sometimes these failures are due to natural causes; yet others, due to insufficiency of resources or frailties of human nature. A good leader must have the will power (determination) to persist in spite of set backs and obstacles that may arise in the implementation of his plan.

"Try, try again, is an age old advice based on the famous poem about Robert Bruce. Winston Churchill who was the Prime Minister of the UK during World War II once articulated the value of dogged perseverance in a most dramatic manner. He was invited by his school to preside over the function of its 150th anniversary. He was also requested to deliver the keynote address to the students, so as to inspire them to follow his example and become outstanding leaders in their career. Churchill accepted the invitation. There was a great expectation among all sections of society to listen to the views on leadership from one of the most outstanding leaders of the twentieth century.

On the appointed day the hall of the school was full. The media and scholars had turned up in full strength. After the usual welcome and other courtesies of Churchill, he was invited to deliver the keynote address. He got up from his chair, walked slowly to the podium, took out his small rectangular glasses, wore them and looked at the audience. There was pin drop silence. He then pulled out a small piece of paper from his pocket and placed it on the podium and spoke thus:

NEVER
NEVER
NEVER
NEVER
GIVE UP

Having spoken these five words, he ambled back to his seat. There was a total hush for a long while. However, this great message soon sank home, and he received a long-standing ovation.

In just five words he had distilled the great secret of his leadership and success. In his chequered life he had seen many ups and downs but, he had never lost heart. When the time came, he was ready to lead his nation from almost defeat to total victory in the greatest war yet fought in human history.

INITIATIVE

An effective leader is always two jumps ahead of events. He does so by intelligent anticipation based on sound information system to overcome difficulties and obstacles that crop up. He is also on the lookout for openings and opportunities to exploit for the furtherance of his task. All these abilities are the signs of initiative. In a nutshell, a man of initiative is a self-starter and that makes him dynamic. On the contrary a man without initiative hangs around waiting for things to happen. `No one told', `no one ordered me', `I didn't know and so on, are the utterances of executives who lack initiative. The one with initiative makes things happen.

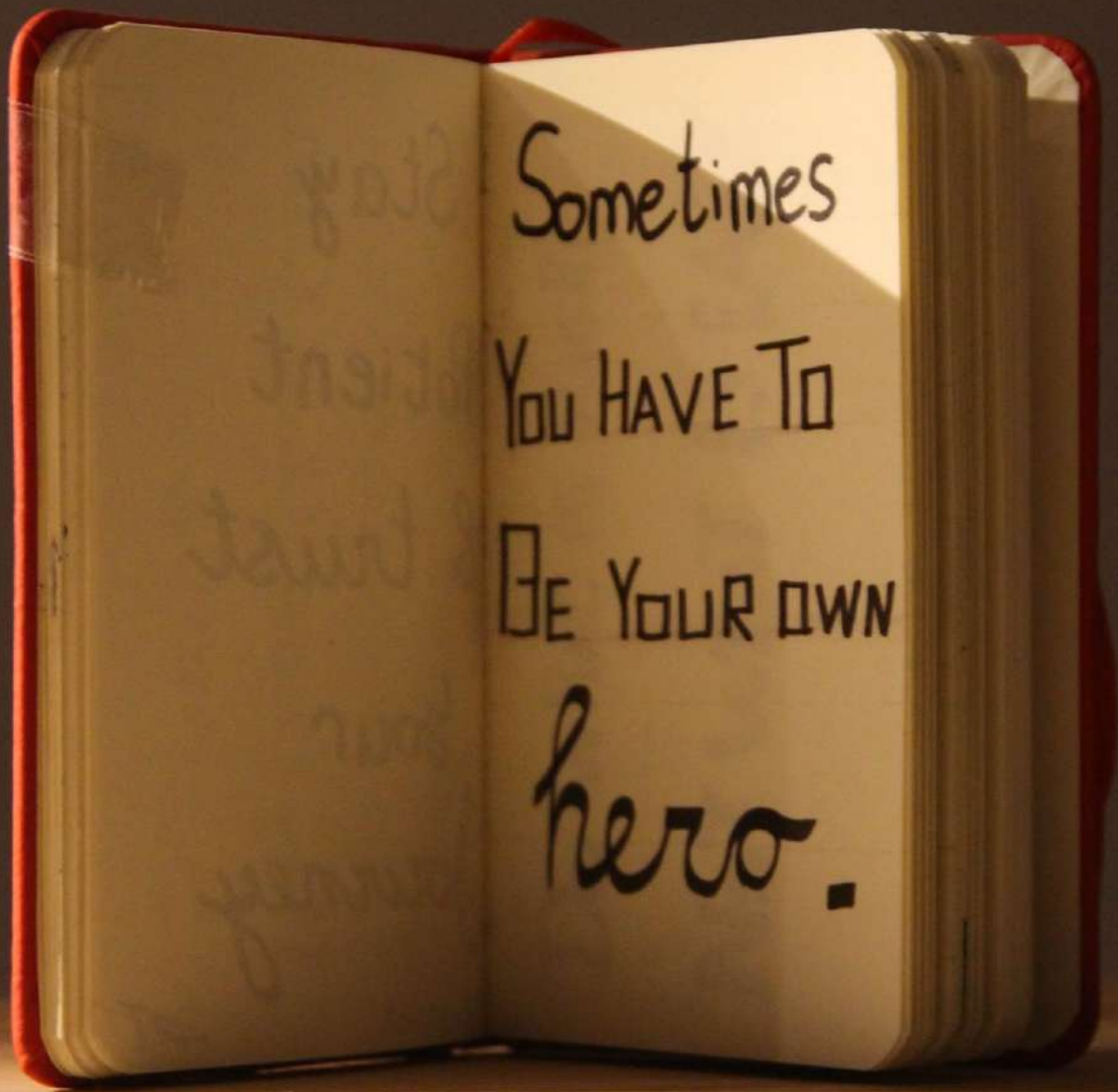
Mutual confidence and trust accompanied by delegation of authority and responsibility are the condition in which initiative blooms the most. An important part of strategic management is to create structure and organisational culture in which initiative of leaders at all levels have a full play.

Initiative can be developed by the habit of forethought. A leader should take some **quiet time** to reflect on the chosen course of action to visualise the likely snags and difficulties that can arise. He would then be mentally prepared if some of the anticipated problems do crop up, and be able to modify or adopt an alternative course of action with dispatch and vigour.

KNOWLEDGE

Knowledge is a major component of the Inner Structure of Effective Leaders and has three subdivisions. The real secret of knowledge lies in what a leader learns through his own efforts. Any other device cannot truly replace a leader's direct experience in the field of work; yet, learning from other people's experience has been the very hallmark of all outstanding leader. Learning is a lifelong and continuous endeavor. The reading habit is the biggest single factor contributing towards indirect experience. "The greater value of indirect experience lies in a greater variety and spread of knowledge. History is universal experience not of another, but of many others." A survey in the USA shows that the most of the successful chief executives read on average of 19 books a year including 10 non-fiction works. The library is a very potent source to strengthen leadership.





Sometimes

YOU HAVE TO

BE YOUR OWN

hero.



MR. VIPIN CHAUHAN

Executive Trainer- CTLD



Often times we tag a person with a behavior that they might have displayed in front of us. A person who was once rude or is often rude to people, is inadvertently tagged as a rude person, while a person who is seen cheerful most of the times is labeled a happy, cheerful person. This labeling often leads to formation of perceptions that often build a person's entire identity in our minds. But the question we very often fail to ask is whether that one behavior is enough to label a person.

People are not their behavior

“Instead of trying to change another person’s behavior, try changing the way you react.

Acceptance without expectations is less stressful.”

When someone says "I am depressed" What does that actually mean? Does that mean that the person is a depressed personality or does it actually mean that the person is displaying a behavior of depression? If one is to say that the person is a depressed personality then that would infer that the person does not exhibit any other behaviors whatsoever, which is far from being the truth. Any human being exhibits multiple behaviors and therefore cannot be labeled as being just one behavior. People can choose any behavior that they want however people are not their behaviors.

We tend to ignore the other parts of a person's behavior and therefore often form perceptions that may or may not be in the positive light. You may have a colleague who you might consider to be a lazy fellow. How did you reach that conclusion? You may say that it's because you have never seen him

work! But what if I am to tell you that you have not seen him work because you already have a perception in your mind and so even when the person might be working, your brain would label them as a lazy person who sits idle? What about that pesky neighbor who you think is a tell-a-tale? Of course you would say, hey! You are insane, that woman can't keep her nose out of other people's business. How can she be anything more than a gossip? Well, think about it. Have you only seen the woman spread rumors or gossip and poke her nose into other's matters? Have you ever seen her do anything else? if yes, then you know that gossiping is just one behavior she has chosen to go along with. If no, then the fault is in your view point, isn't it? You have never witnessed her doing anything else and therefore for you her whole personality becomes that of the one behavior she exhibits. Therefore associating behaviors with people often leads to misunderstandings and tension.

We must remember that the Map is not the territory. The map is just the overview of a much larger picture. You can have a map that has green colored land and blue colored water but you won't still 'be' there, would you? However if you paint the water on the maps brown instead of the usual blue, you would find that the whole perspective changes instantly. You can imagine being on the mountains, that might give you the temporary feeling of being there but would you actually be there? Similarly, people are like these picturesque landscapes waiting to be explored but the map we hold of them prevents us from seeing the actual reality of their personality.

Now, you might ask- So do you mean that the people who indulge in criminal activities are good and we should not call them criminals because that's just their behavior? Well, No and Yes. While indulging in any criminal activity is abominable, that's just the behavior that these people have given the remote control to. They are much more than that behavior. And as i said earlier, we choose our behaviors. If somebody chooses a behavior that is destructive then they are one hundred percent criminals. But if someone alters this behavior and changes this behavior into something fruitful and constructive, then that simply means they have more to their personality than they have portrayed or we have seen.

We must remember that everyone is doing the best they can in this world. This is their personal best and not to be compared with anyone else's. Perhaps their best might not be best according to you and you feel they have a scope of improvement. But as long as they feel this is the best they have, they will continue to be on that same track. However once they realize that their personal best can be different, they will alter their ways.



We must see the world from other's point of view as well. When we do this, a lot of issues and chaos is cleared. We become empathetic. The world needs more of empathetic people. For you Christmas might be cheerful and full of gifts, for someone else, Christmas might just be another day reminding them of their suffering. Therefore, we need to open our eyes to others viewpoints.

We must remember that there is so much more to everyone than meets the eyes.

A photograph of a desk with various items. On the left, a globe is partially visible. Next to it is a license plate with the text 'K7ZG' and a tree graphic. In the center, a black camera sits on the desk. To the right of the camera is a letterboard with the text 'REMEMBER WHY YOU STARTED.' in white letters. The desk is white and the background is a plain wall.

REMEMBER
WHY YOU
STARTED.

One Step at a Time

Do you claim health is important to you—then skip the gym for 6 weeks? Do you believe being productive is important, but work only on the night before a deadline? Do you believe relationships are important, but let your social life stagnate? How do you close that gap between what you value and how you behave?



Ms. Alka Dayal
Trainer- CTLD

We all are far from perfect. We all make mistakes and often fail to live up to the things we consider important. But writing down your strategy and your goals will make it easier to stay consistent with those values, instead of falling into excuses.

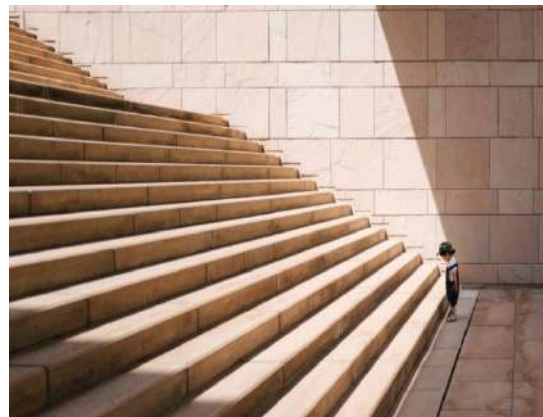
“You don’t have to see the whole staircase, just take the first step!”

Progress, Not Perfection

Imperfections are part of life. It’s sad that some people feel that because being perfectly consistent with your values is impossible, that there is no point trying to debug the inconsistencies. Some self-improvement cynicism is the result of demanding the impossible, expecting perfection instead of progress.

It’s better if we notice the gaps between the philosophy of life and our behaviours. We are certainly nowhere near the perfection but even in just a few years of deliberately pursuing a strategy, one can make improvements. Here are a few of the inconsistency you can debug with a helpful strategy:

1. **From Slob to Productive.** Having a job is important for us at the same time our productivity is more important for the organization. How to deal with your habits of being messy, undisciplined & a procrastinator. Focusing on building the right habits and training yourself will almost completely close this gap.
2. **Unhealthy to Fit.** Keeping good health and energy levels are important only regular exercise and good eating habits can help.
3. **Non-reader to Literary Glutton.** Make reading a part of your routine. Your brain needs some “food for thought.”
4. **Night Owl to Early Riser.** We all know the potential benefits of waking up early for productivity; you can



- gradually shift your waking time to bring your body’s biological system to be an early riser.
5. **Unconscious Spender to Budget Maker.** Managing finances is as important as earning; prepare a more thorough system for recording and budget your expense.
6. **Shy to Extroverted.** In case your social life is nearly a zero you need to work on it. Don’t be a loner, have as many friends as possible and enjoy being spontaneous in meeting new people too.



Consistency is the Key to Success

MR. ASHISH AGRAWAL

Master Trainer - CTLD

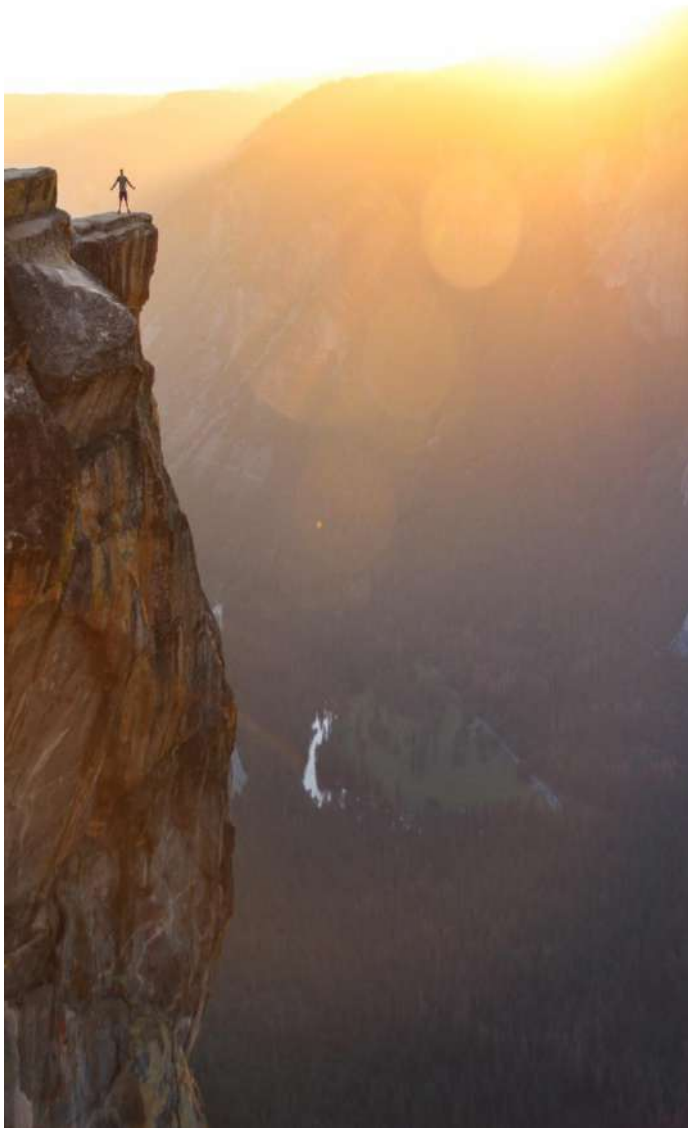
“People like consistency whether it’s a store or restaurant. They want to come in and see what you are famous for”

Milard Drexler

When we are consistent, it means we are dedicated to carrying an activity or completing a task. It means we are clear on what we want to accomplish and are taking the necessary steps to reach it. To be consistent is a commitment we make to ourselves and others. It’s about keeping our word to carry out what we’ve agreed to do. Our level of consistency reflects our values and standards. When we’re consistent, it means we’re doing what’s required now to achieve a better outcome in the future. Therefore, consistency is about repetition. It’s about doing the same things repeatedly over time to reach a desired outcome.

When we understand why consistency is an important habit to have, we can use it to our advantage.

Here are five benefits or reasons why consistency is an important habit to have. Knowing these reasons can be the motivation you need to give more attention to it.



It can fast track your improvement or development in any area:

Consistency will lead to progress, which can speed up the accomplishment of what we want. This will build our self-confidence, which will help us set bigger and more challenging goals.

It develops discipline and self-control:

Forming a new habit can be challenging because it's easier to go back to what we're comfortable with. Our ability to be consistent requires self-control, which means we don't allow ourselves to get off track. This will help us develop the discipline required to keep going.

It will create accountability:

Our results will reveal if we're consistent or not. If we know we're not on track, we can hold ourselves accountable. This means we can adjust our actions or behaviours and keep progressing towards what we want.

It will help you stand out or be noticed:

Small actions carried out repeatedly will amount to big results over time. When we do something for a long period, we will differentiate ourselves from those who aren't consistent. This can help us attract new opportunities that may not

have been possible if we hadn't been consistent.

Developing consistency doesn't need to be difficult. Here are a few things to consider so we can view consistency differently.

1. Start with small steps. We don't have to make drastic changes in a short period if we don't need to. We can build towards something big by starting off with small steps.
2. Create a schedule or plan to stay on track. If we don't measure our progress, it's difficult to stay consistent.
3. Make better use of idle or free time. We all have the same amount of time every day. Learning to use our free time wisely can help us stay consistent.

We can accomplish anything we want in life if we have the right strategies and take the right actions consistently. When we use consistency to our advantage, it will show up in how we feel and the results we create.

If we don't develop consistency, the chances of achieving what we want, when we want, is very small.

Choose a goal or something you want to accomplish. Identify one action that's required to achieve it. Create a plan to track that action for at least 60 days or until it becomes a habit.

Are you a Boss or a Coach?

- Your job is not to correct mistakes, find fault, or assess blame. Your job is to impart high quality education by coaching your staff to peak performance.
- Above job, you will do well, by being more of a Coach and less of a Boss.
- A Boss talks- A Coach listens
- A Boss gives orders- A Coach issues challenges
- A Boss tries to fix a problem – A Coach keeps problem from happening
- A Boss works on his subordinates – A Coach works with them
- A Boss puts blame on subordinates – A Coach takes responsibility
- A good coach is positive, enthusiastic, supportive, trusting, respectful and patient.

However, you are not the buddy and a pal. You are still in charge.

- Do you trust your subordinates to be conscientious, to tell the truth, and to give reasonable day's work for the day's pay?
- Most people are conscientious and honest; they want to do their job well. Tell them what to do, and then get out of the way and let them do it.
- Respect subordinates, their rights as employees and as human being.

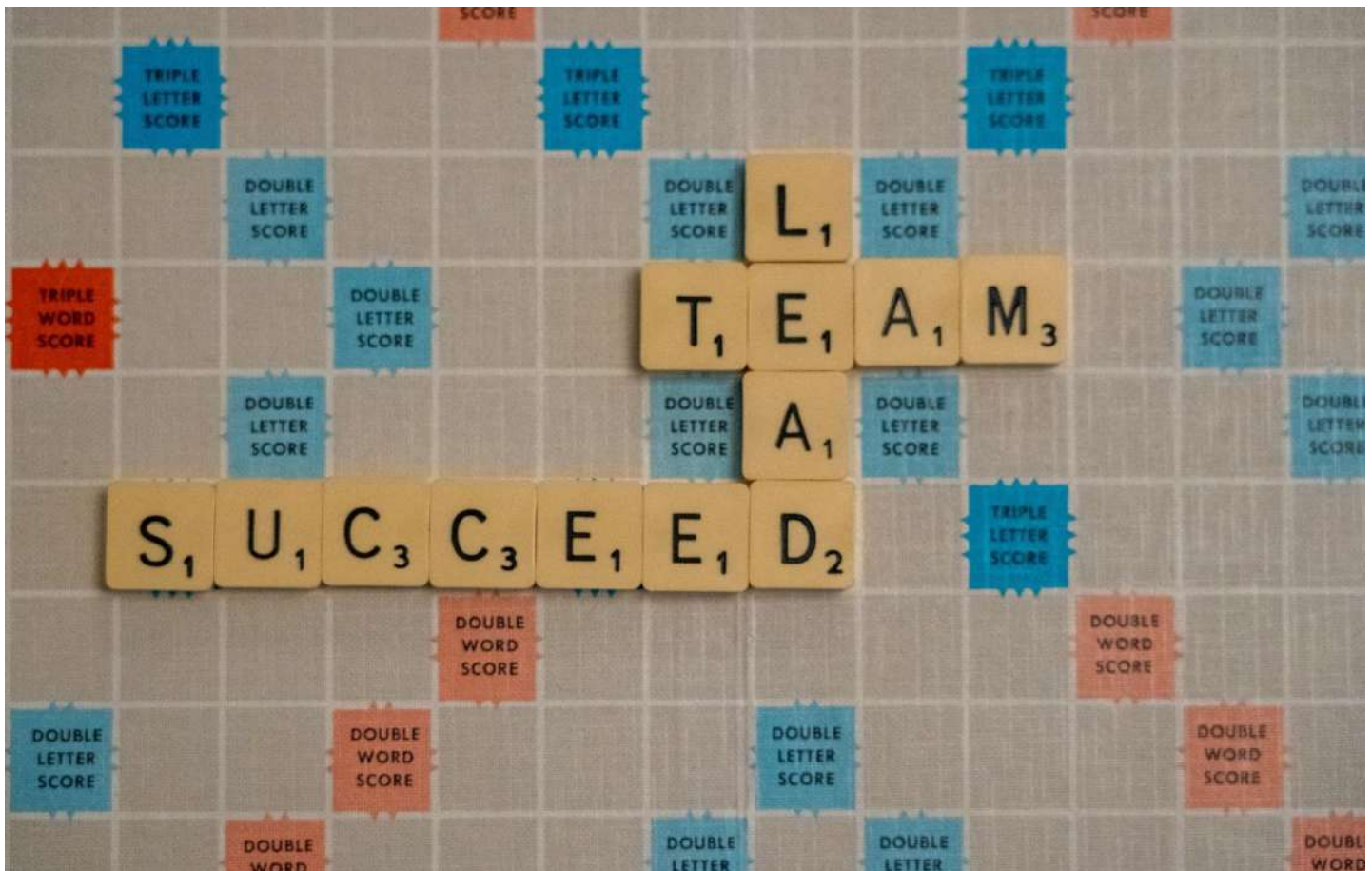


PROF. R.N. KRISHNIA
Director-CTLD

Three keys for being an effective Coach

- Take Responsibility – The buck stops at the door of Principal/Director.
- Be assertive – Make sure your “Yes means Yes” and your “No means No”.
- Work with subordinates, not on them – When they do well, you do well.

Be a Coach!



Admit Your Mistakes (Quality of Effective Leaders)

PROF. R. N. KRISHNIA

- Failure is success if we learn from it. ---**Malcom Forbes**
- Total Quality Management (TQM) moment gave us a lot of great ideas but Zero tolerance for error wasn't one of them.
- Everyone makes mistakes including you & me. Admit them, fix them, learn from them and move on.
- If the notion of making a mistake bothers you, call it something else. Call it learning.
- We all know the story of Thomas Alva Edison:
- Edison tried hundreds of different materials trying to find a filament that would heat up when electric current passed through it, giving off light without burning up. After hundreds of disappointments, he still had no guarantee that the idea would ever work. And yet he kept on trying. Finally, he found magic element, **tungsten**, and abolished the bedtime forever.
- When asked how he was able to tolerate all those failures, he said that he hadn't considered any of his attempt to be failure. He was simply learning what wouldn't work.
- Mistakes teach us what does not work. That's very valuable information.
- When you fall short of your goal, learn and go on. You may have to redefine your goal, alter your approach or get help. But as long as you continue to try, you can never fail.

Three steps in successful handling of mistakes

- Admit them
- Fix them
- Learn from them



A Few Things To Remember

MR. SAGAR PRATAP SINGH

Senior Trainer - CTLD

Purpose

Purpose provides all of us the reason for doing something. Purpose is very important. Purpose defines our growth prospects; determines how long we can fuel up the desire to do something. All is in vain if the purpose is not right. A man kills someone for his personal pleasure is called a murderer, but if a soldier kills for his motherland, he is called brave and patriot. Purpose plays a very important role in our life to determine our future or what some call is fate. Purpose is the reason behind the excellence, mediocrity or failure. A very clear example is that all students sit in the class but their purpose creates difference in the results. Those who sit in the class because of pressure or compulsion are generally not very good students, those who sit in the class so



that they can complete their syllabus, are the average students and there are some students who sit in the class just because they want to learn something new, are tend to be great learners. So, the purpose is a serious issue which we should focus on first.

Purpose should be pure, righteous and bigger than self-interest.

What if I fail!!

Most of us ask ourselves this question while on a quest. Fear of failure is the phenomenon which we see when we are not looking at our purpose. This fear comes forward only when we deviate from our path. If one person can achieve something which looks impossible, every single human can achieve that "impossible".

The problem is that we start paddling our minds backwards. What happen if you are riding and, on the way, you find the red signal? Would you just down the gears and let the engine cool off or would you go backward. This really is an important lesson because most of us successfully choose our purpose, design the roadmap to fulfill that purpose. Many of us execute the later tasks with determination but the moment we face any challenge or setback, we put our minds on reverse gear and eventually give up just because of the self-imposed negativity.

What would people think!

Above statement shows that people are much worried about their present status. They don't want to be challenged or they don't want to distort their projected image. Ask a child what does he want to be and the child would give you many interesting answers but ask an adult and the number of options is very limited. You can find many living examples who quitted just because they cared too much about the opinion of those who actually didn't matter. The reason was they put other's very simple, opinion before their purpose and somehow believed that whatever they are doing is insignificant and worthless.

There is only one way to overlook these opinions is to establish the belief that is unshakable but before that make sure your purpose is not ambiguous, for the greater good of society and for you. I have written



"society" before "you" for a reason. Everything we do affects society directly or indirectly. In Japan there is a saying "it takes a whole village to raise a child. So, the purpose should be designed with the vision of developing self with enriching society.



Excellence is not an act but a habit

MR. SAGAR PRATAP SINGH
Senior Trainer - CTLD

This is an old saying which states clearly that excellence is not attained by luck or situations but by repeating practices continuously and consistently. Practicing is an act and everyone has to start from a point. Without taking action, one can't develop a habit. We can't achieve excellence by lying on our couches and doing nothing. For that one has to choose consciously between action and not doing anything. Nobody can push you forever. Now there are some who pretend to work but they don't, there is no meaning of pretention because it won't generate desired results. Those who keep thinking will not get anywhere. In the end these people are called smug. Those who consciously focus all their senses on doing the Karma are great. Not because they work but because of the excellence they attain during the process. Once they have done enough, they are known by the excellence they have achieved.

There is one very common hurdle faced by all while maintaining focus, Distractions. Many of us are driven by desires not by purpose (in other words people are driven by "what" not by "why" and that become the prime reason for distraction. Distractions are the other works which seem very attractive when we try to focus for example- KP (An imaginary person you will meet a lot during this article) decided to work out and she took membership of the gym and she started too. But after three days she had to stay late in the office (Just for half an hour). When she came back her mind started speaking, "don't go today, you have worked really hard and look even the time is also gone, let's stay home today and complete the season of XYZ on some channel." Now if her desire of watching a season grew stronger than the purpose, she joined the gym for, she won't go to gym. And if the situation repeats itself for some time, not going to gym will become a new habit and possibility is that she doesn't go to gym again.

When the person gets more into distractions, he deviates from his original goal and gets dissatisfactory results. Neither he curses and gives up the karma nor he learns and tries to work for it again.

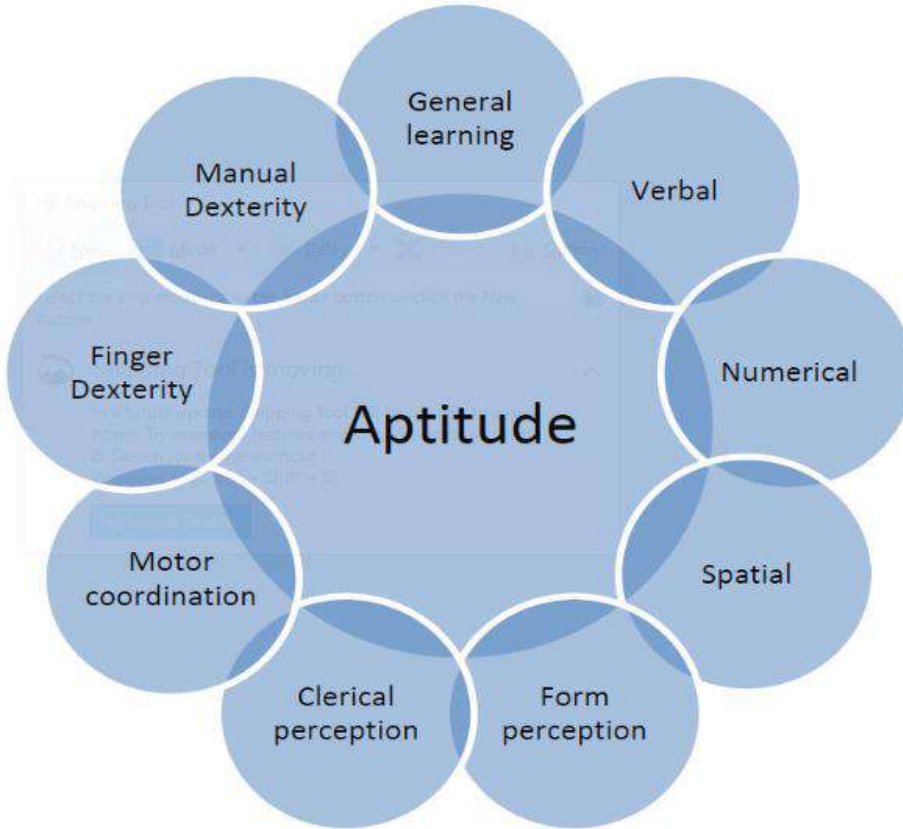
If one surrenders to a purpose completely, still he has to learn to focus on the purpose (why) and also has to ignore distractions cognitively.

Why Are You Tested For Quantitative Aptitude in Campus Placements?;

Quantitative Aptitude tests have been the standard for practically all competitive exams in India in recent years. All tests include such aptitude problems to assess a candidate's arithmetic precision, conceptual mathematical ability, and rational thinking applicability.



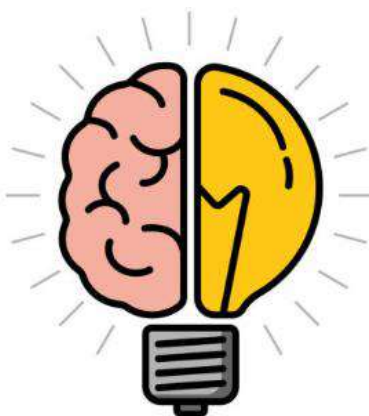
Compiled by
MR. HIMANSHU AGGARWAL
Trainer - CTLD



Types of Aptitude tests;

There are many reasons but we focus on important 4 reasons are below:

Thinking Ability



Students who perform well in their Quantitative Aptitude are subject to show excellent thinking abilities. Thinking abilities include conceptualising, estimating, assessing, memory retention, and thought structure. Everybody has them, but not everybody understands how to utilise them properly. It takes time to develop strong thinking abilities.

Critical thinking abilities enable you to comprehend and evaluate a situation based on all relevant facts and informations. You can use critical thinking abilities to analyse and organise the information, facts, and statistics in order to identify and solve an issue.

Problem Solving

Problem-solving abilities enable you to handle problems swiftly and efficiently. Individuals with these abilities are more self-reliant, which is one of the important characteristics that companies look for in job applicants. Problem-solving abilities involve rapidly identifying the underlying cause and developing a solution.

Companies commonly see everyday issue solving as essential to the achievement of their businesses in today's fast-changing international economy. Employees might utilise problem-solving to produce realistic and innovative solutions, as well as to demonstrate individuality and creativity in their organisation.

Individuals who perform well in their Quantitative Aptitude are good with problem-solving because that's the core concept and reason for that section.



Quick Decision



Our capacity to make decisions defines our life. We may have access to information, a variety of opportunities, and everything else working for us, yet when it comes down to that, we freeze and cannot make sound judgments. Individuals who perform well in the Quantitative Aptitude section are conditioned to quick decision making because of the time constraint and objectivity of solutions.

Making sound decisions quickly is an vital talent in any organisation. Making well-informed selections might benefit businesses by providing a more valued employee

whose abilities reduce effort and enable better utilisation of organisational resources.

Attention

Attention to minor details may appear to be an easy characteristic, yet many people avoid it. Working through the details of any particular project or assignment can help team members understand the broad perspective and have a more straightforward concept of the ultimate progress.

Attention to detail is the capacity to effectively and precisely organise your cognitive talents to focus on a given activity or set of tasks/works. It consist analysing things with a skeptical eye, reducing distractions, and understanding how to concentrate on what is crucial and important.



Vedic Math- Your friend!

These are the benefits of using Vedic Math:

- ✓ It helps to solve calculation problems many times faster and efficiency which solve the mathematical question
- ✓ It increases the concentration of a child and his determination to learn and develop his/her skills
- ✓ It helps in reducing silly mistakes which are often created by students

Here are some Tricks to solve Calculation Problem in less time with great efficiency

Square of any number

Let us suppose a number be 28

We need to find square of 28

$$\text{Step 1} - 28^2 = 2^2 = 4$$

$$\text{Step 2} - 28^2 = 8^2 = 64$$

Step 3 - $2 \times 2 \times 8 = 32$ and add 0 in the end of this term ,

so now term will be = 320

Now, We write step 1 and step 2 in this form = 464

Then add of above two numbers to get square

$$28^2 = 464 + 320 = 784$$

One more example

Let a number be 134

We break above number in 13 and 4

$$\text{Step 1} - 13^2 = 169$$

$$\text{Step 2} - 4^2 = 16$$

Step 3 - $2 \times 13 \times 4 = 104$ and add 0 in the end of this term ,

So now term will be = 1040

Now, We write step 1 and step 2 in this form = 16916

Then add of above two numbers to get square

$$134^2 = 16916 + 1040 = 17956$$

Any Number multiply by 111

Let us see an example $234 \times 111 = ?$

$$\text{In step 1} - 4 \times 1 = 4$$

$$\text{In step 2} - 3 + 4 = 7$$

$$\text{In step 3} - 2 + 3 + 4 = 9$$

$$\text{In step 4} - 2 + 3 = 5$$

$$\text{In step 5} - 2 \times 1 = 2$$

$$\text{Now, } 234 \times 111 = 2 \mid 5 \mid 9 \mid 7 \mid 4 = 25974$$

Any Number Multiply by 11

Let us example

$$29 \times 11 = ?$$

$$\text{Step 1} - 9 \times 1 = 9$$

$$\text{Step 2} - 9 + 2 = 11$$

$$\text{Step 3} - 2 \times 1 = 2$$

Now We add all step in a way :

$$29 \times 11 = 2 \mid 11 \mid 9 = (2 + 1) 19 = 319$$

One more example

$$435 \times 11 = ?$$

$$\text{Step 1} = 5 \times 1 = 5$$

$$\text{Step 2} - 3 + 5 = 8$$

$$\text{Step 3} - 4 + 3 = 7$$

$$\text{Step 4} - 4 \times 1 = 4$$

$$\text{Now, } 435 \times 11 = 4 \mid 7 \mid 8 \mid 5 = 4785$$

Any Number multiply by

25

$$1. 345 \times 25 = ?$$

We know $25 = 100/4$

$$\text{So } 345 \times 25 = 34500/4 = 8625$$

Another example $74 \times 25 = ?$

$$7400/4 = 1850$$

Any Number multiply by 125

We know that, $125 = 1000/8$

Let us example $2345 \times 125 = ?$

Firstly, we multiply by 2345 by 1000 after that divide by 8

$$2345 \times 1000/8 = 2345000/8 = 293125$$



You are a Winner!

One day you will realize...

World is full of errors & fallacies..

When you don't let yourself be underestimated in your own mind due to those fools..

You are a winner...

They will always intend you to believe that you are always wrong..

But the day you started believing yourself, you are a winner...

Even after thousands of hardships & criticisms, if you still believe in yourself...

You are a winner...

Why do you lose then??

May be your opponent is more confident than you..

Or maybe you are on a wrong racetrack..

Situations may be adverse,

And everything you might have lost..

Just don't let you lose yourself

Because you are a winner...

It's not about people, money, resources or anything..

Doesn't matter whatever you have lost..

If you still stand for yourself..

You are a winner...

The world is always there to degrade you..

The world is always there to prove you wrong..

It is all about you

How you stay strong...

Discover your own reasons to smile

It may take up a while..

Every autumn ends up with the winters

And winters ends up with frost..

But there is always a ray of hope

Just wait to get its essence..

That's the only test of survival

Just wait to enjoy its presence...

One day spring will reappear

Back will be the days of cheer...

MR. AVIRAL JAIN

MBA





Blooming Lady

She blooms in every season,
With VIBGYOR flowers.
Beautifully planting the petals, symbolizing her success,
She builds herself at last.

With strong, exquisite & colourful metaphor, she paints herself,
The world plucks her like weeds,
But with the spade in her hand, she again put demolished parts in the shelf.

Sowing the colour again,
Wicked powers were in vain

“Blooming lady, soft & tender as flowers,
Strongly wearing all her scars.

MS. ARSALNA BI
BCA

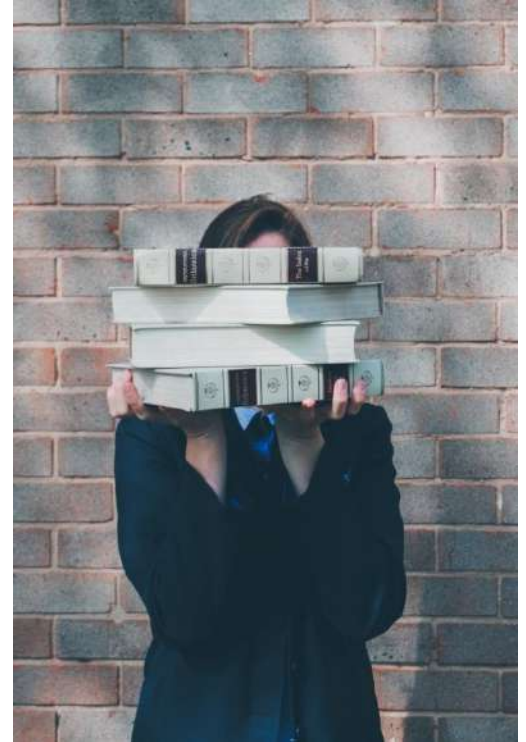
What Next?

MS. YASHASVI RAJPUT
B. Tech - IBM

Till class 12th, life would be so peaceful, so easy, so smooth, for a student. Yeah, the tension of exam, assignment, would have been there, but they would not have to compete with the outside world. After class 12, when they come out of their comfort zone, then arises the big question "WHAT NEXT"?



Few students only have a clear mind set of their next step and will be working on it. However, there are a vast majority of students who don't know what to do after school. Looking at their peers who decided on their course of action through which they get extra pressurized. They either follow the footsteps of an older sibling or a senior, but they don't know if that is right for them or not.



"Find out what you like doing best and get someone to pay you for doing it."

Most Indian parents like to decide what their children need to study. Some like to live their dream through their children. Some parents think that only careers like engineering or medicine are good for their children. We cannot blame parents, as they are also not aware of the new and emerging careers. Sometimes, because their friends are taking up that stream, they also choose that because they feel pressured to get far from them and make new friends.

The parents don't send their children out of town, reasons can be they care for them and can't take their eyes off. Other than that children also don't want to get apart from their parents.

So, they decide to take admission in their hometown university and in their town the number of good universities is few. And they have a limited number of courses, there they compromise with where they career.

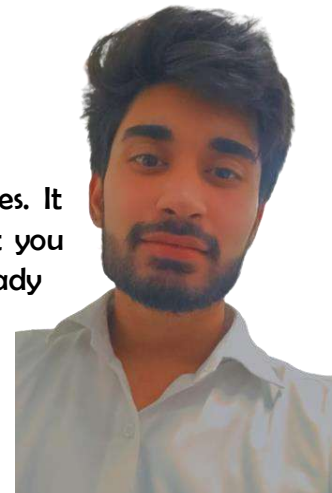
THE FUTURE DEPENDS ON WHAT YOU DO TODAY.

- Mahatma Gandhi

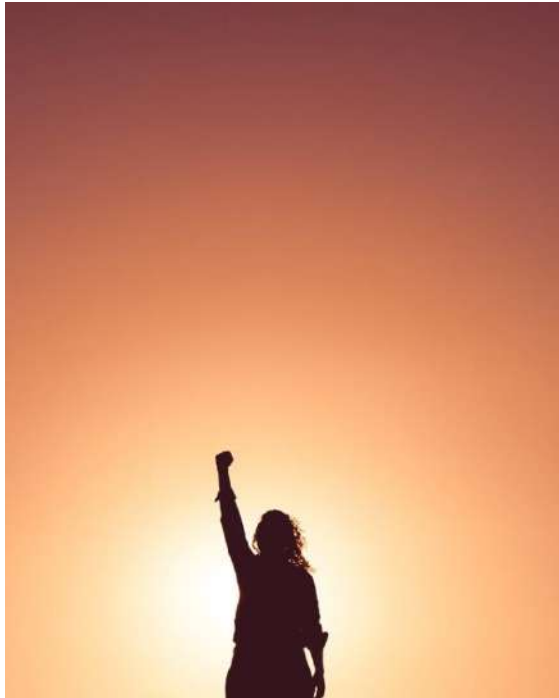
There should be counseling for the students in class 11 and 12 students, who feel stuck in the wrong groups. We need to educate them on various career options that they are eligible to consider and accordingly help them chose in schools. This will give them the confidence that there is hope for their future, and it is never too late for them to remedy the decision that they have made earlier.

Positive Thinking

Positive thinking isn't seeing the world through rose colored glasses. It doesn't mean that you ignore any heaviness you're feeling or that you cover up your pain with false optimism .Positive thinking is steady strength. You may feel the sting of disappointment, but you're also willing to see how it plays out - to trust that sometimes, things don't happen the way you wanted because something better is unfolding. Your ability to meet the world with compassion and love isn't a weakness; it's strength. You know that life isn't perfect. You feel the weight of sadness, anger, stress, and frustration. You feel the sting of disappointment when life doesn't go the way you had



MR. ANKIT JAIN
MBA



hoped. But still, you rise. You're willing to keep an open mind. To even believe that sometimes, things don't happen the way you wanted because something better is unfolding. Positive thinking believes in the inherent goodness of the world. It's knowing that when you can't find the good outside of you, you can still be the good . You can still be the love. You can still be the light the world so desperately needs. Positive thinking is the quiet breath you take when you know you've done the best you can do today. That you'll try again tomorrow. That you'll never stop believing in life's magic. It's finding gratitude in the little moments. Uncovering miracles in your everyday world. Keeping your feet on the ground, rooted in this moment. Releasing control. Allowing life to work through you. It's faith. Trust. Resilience. It's a quiet strength. A gentle power. A belief in something

more. You own your power and recognize the strength inside you. You are resilient. Kind. Brave. Hopeful. And you know that even when life isn't perfect, there's still so much to be grateful for . And you're willing to keep looking for the lessons, the miracles, the opportunities , the hope . You're willing to see the love in a world that doesn't always feel loving. And when you can't see it , you're willing to be it . To be the good . To be the light this world needs. Don't let anyone tell you that your ability to see the world through the lens of love and the perspective of hope and positivity is a weakness. It's strength. It's your strength. And the world needs more of it – more of you. Not less. Never less. You are wanted, needed, and more valuable than you'll ever know.

Choose You

MR. ANKIT JAIN
MBA

I hope you don't waste your whole life waiting. Waiting for the timing to be right , waiting for permission , waiting to be fully healed , waiting to be perfect , waiting to be “ worthy “ , waiting to be loved , waiting to be noticed , waiting to be chosen . There are seasons of waiting and seasons of actions. Don't miss your action seasons because you have gotten used to being committed to waiting. I do believe that some seasons require more reflection, more time inward, more time shedding and being focused on the state of who you are . Some seasons are upheavals and they require more processing than doing. But some seasons require action. Continuous aligned decisions being made, following your gut and building momentum. Those seasons are compromised when we get stuck in indecision or waiting for the perfect conditions. << I will when >> No one started with perfect conditions. All great things required small steps, take different path and messy action .I know it takes much courage and bravery, to say this path is no longer for me , to decide it's time to take control , to try new paths, and set new goals, to take hold of the reigns of your life and say this is where I decide to go. For taking the right decision, for taking your very first step and to take different path you should have to protect your energy, everyday. Cherish those who lift you and flow with your energy. Notice how simple it is to feel happy and alive when surrounded by people who inspire you. Set boundaries and know your worth. Be brave enough to walk away from anything that doesn't serve you. Honour your souls purpose and be so committed to yourself that you inspire others to do the same .And when you follow and love or choose yourself you notice how brave you are to steer your ship towards the stars, and deciding it's never too late for a brand new start your time is so precious, it goes by and then it's gone. Choose you every single day.



Detoxifying Agriculture with Organic Revolution

Green revolution into an Evergreen revolution!

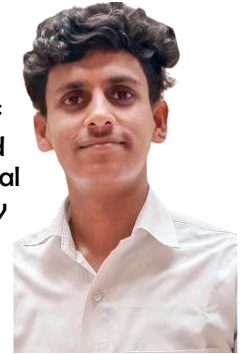
Adoption of organic agriculture in India can bring greater economic benefits to farmers and environmental growth for the nation that emphasizes on more sustainable production systems crucial for achieving food security apart from



maintaining natural resources. Application of scientific approaches to organic farming practices is to maintain and in some cases, increase the yield in the long run.

Organic agriculture is a holistic approach of production management system which promotes and enhances agro-ecosystems, helping including biodiversity, biological cycles, and soil biological activity. It is one of the best options for sustainable crop production and crop yields. Dr. APJ Abdul Kalam stated organic agriculture is a holistic system

that focuses on improvement of soil health, use of local input and relatively high intensity use of local labour, is an admirable fit for dry and in many ways and offers many benefits that would make it relatively easy to implement.



**MR. AVNISH KUMAR
PATHAK**

B.Sc. Agriculture

Attention

Farmers & Conscious Indian Citizens!

In 1943, India suffered from the world's worst recorded food crisis, the Bengal Famine, which led to the death of approximately 4 million people in eastern India due to hunger. Even after independence in 1947, until 1967 the government largely concentrated on expanding the farming areas. But the population was growing at a much faster rate than food production. This called for an immediate and drastic action to increase yield. The action came in the form of the Green Revolution. The green revolution in India refers to a period when Indian agriculture was converted into an industrial system due to the adoption of modern methods and technology such as the use of HYV seeds, tractors, irrigation facilities, pesticides and fertilizers. Despite the success of the green revolution, during the post-green revolution period, several notable negative impacts arose. Because of intensive use of fertilizer and pesticides for maximizing production, it took momentum and now it'll become a severe issue. Water consumption, air pollution, soil degradation, soil pollution, extinction of indigenous varieties of crops,

Food Quality and Safety have drawn unprecedented concern of consumers in the world. Growing environmental awareness and food hazards have eroded the consumer's trust in food and production processes. Intensive chemically exposed conventional farming methods contaminate the food chain. For these reasons, consumers are yearning for safer and better foods that are produced organically through ecological ways with authentic bio-products. In recent years,

organic farming as a cultivation process has gained increasing popularity. Organic products have become a part of the go-green lifestyle and are ranked higher among consumers' choices compared to their conventional counterparts.

Categories of organic farmers in India

The first kind of organic farmers are those that live in no-input or low-input zones. Organic farming is a way of life for them, and they practice it as a tradition. The second groups of farmers are those who have recently joined organic agriculture as a result of conventional agriculture's negative effects, which can include diminished soil fertility, food toxicity and other ill effects. Third category comprises of Farmers and entrepreneurs who have adopted commercial organic agriculture to take advantage of emerging market prospects and premium prices.

Status of organic farming in India

As per the available statistics, India's rank 8th in terms of World's Organic Agricultural land and 1st in terms of total number of producers as per 2020 data (Source: FIBL & IFOAM Year Book, 2020). Also 5th in certified organic area. As on 31st March 2021 total area under organic certification process (registered under National Programme for Organic Production) is 4339184.93 ha (2020-21). This includes 2657889.33 ha cultivable area and another 1681295.61 ha for wild harvest collection. Among all the states, Madhya Pradesh has covered largest area under organic certification followed by Rajasthan, Maharashtra, Chhattisgarh, Himachal Pradesh, Jammu & Kashmir and Karnataka. During 2016, Sikkim has achieved a remarkable distinction of converting its entire cultivable land (more than 75000 ha) under organic certification. India produced around 3496800.34 MT (2020-21) of certified organic products. The total volume of export during 2020-21 was 888179.68 MT. The organic food export realization was around INR 707849.52 Lakhs (1040.95 million USD). Organic products are exported to USA, European Union, Canada, Great Britain, Korea Republic, Israel, Switzerland, Ecuador, Vietnam, Australia etc. There has been 51% increase in production of organic products in 2020-21.

Organic farming practices

The soils for organic farming should be friable and must have the sufficient organic matter contain with an ideal pH of 6.5 and 7.5 to help the microbial activity. The manure for organic farming should have minimum of 12% organic carbon, 0.8% nitrogen, 0.4% Phosphorus and 0.4% Potash, carbon to nitrogen ratio of 20:1 and pH between 6.5 and 7.5. fym (farm yard manure) poultry manure, cow dung slurry, animal urine, crop Residue, green manures and Green leaf manure are permitted in the organic farming. In India there is sufficient availability of organic manures like farm yard manure (791.6 million tons), crop Residue (603.05 million tons) green manures (4.5 million hectare) rural composed (148.3 million tons) urban composed (1.22 million tons) and biofertilizer (0.41 million tons) and these may become a good substitute of chemical fertilizers. We can further use biofertilizer (Azospirillum, Rhizobium, Acetobacter) We can use green manure crops (sunhemp, Daincha, Sesbania, Tephrosia, Cowpea and



Phillipesara) that grown on field and incorporated 10 days before planting. The non-edible oil cakes like Neem, pungam, Mahua and castor have low carbon nitrogen ratio and applied as organic Manures which help us in quick releasing of the nutrients. The oil cakes also help in the reduction of

insect pests damages, soil borne root diseases and nematodes infestation. Vermicompost is a digested material of organic waste by earthworms used as a quality manure in organic farming, recommended for basal as well as top dressing applications . it is rich in plant nutrients NPK , Ca,Mg , S, Fe, Zm,Cu ,Mo ,B and beneficial for plants for the growth and development.

Enriched Panchagavya

Fresh cow dung : 1 kg, Cow Urine : 3 lit, Cow milk : 2 lit, Curd : 2 lit, Cow desi ghee : 1 kg, Sugarcane juice : 3 lit, Coconut water : 3 lit, Banana paste : 12 fruits
Fermented material get ready within 7-10 days, it can apply @ 40-60 liter per acre uniformly in field with irrigation water. Regular application of any liquid manure nourished the soil physically and biologically and soil start self crop residues decomposition in-situ very rapidly. Within two to three years field soil get healthy and fertile for crop production system.

Sanjivak

Used for enriching the soil with microorganisms and quick residue decomposition.Mix 100-200 kg cow dung, 100-lit cow urine and 500 g jaggery in 300 lit of water in a 500 lit closed drum.Ferment for 10 daysDilute with 20 times water and sprinkle in one acre either as soil spray or along with irrigation water.Used as soil application either by sprinkling or by applying through irrigation water. Three applications are needed one before sowing, second after twentydays of sowing and third after 45 days of sowing

Jivamrut

Take 100 liter water in barrel and add 10 kg cow dung plus 10 lit in cow urine.Mix well with the help of wooden stick add two kg jaggery and two kf of gram or any pulse flour mix this solution well with wooden stick.Keep this solution for fermentation for 5 to 7 days. Shake the solution regularly three times a day.Used as soil application either by sprinkling or by applying through irrigation water. Three applications are needed one before sowing, second after twentydays of sowing and third after 45 days of sowing

Pest management in organic farming is achieved by using appropriate cropping techniques, biological control, and natural pesticides (mainly extracted from plant or animal origins). Weed control, the main problem for organic growers, can be managed through cultural practices including mechanic cultivation, mulching, and flaming. Organic farming is characterized by higher diversity

of arthropod fauna and conservation of natural enemies than conventional agriculture.

The Government of India provides assistance for promoting organic farming across the country though different schemes.

1. Paramparagat Krishi Vikas Yojana (PKVY) - Paramparagat Krishi Vikas Yojana promotes cluster based organic farming with PGS (Participatory Guarantee System) certification.

Cluster formation, training,certification and marketing are supported under the scheme.

Assistance of Rs. 50,000 per ha /3 years is provided out of which 62 percent (Rs. 31,000) is given as incentive to a farmer towards organic inputs.

2. Mission Organic Value Chain Development for North Eastern Region (MOVCDNER) – The scheme promotes third party certified organic farming of niche crops of north east region through

Farmer Producer Organisations (FPOs) with focus on exports. Farmers are given assistance of Rs 25,000 per hectare for three years for organic inputs including organic manure and bio-fertilisers among other inputs. Support for formation of FPOs, capacity building, post-harvest infrastructure up to Rs 2 crore are also provided in the scheme.

3. Capital Investment Subsidy Scheme (CISS) under Soil Health Management Scheme- Under this scheme, 100 percent assistance is provided to state government, government agencies for setting up of mechanised fruit and vegetable market waste, agro waste compost production unit up to a maximum limit of Rs 190 lakh per unit (3000 Total Per Annum TPA capacity). Similarly, for individuals and private agencies assistance up to 33 percent of cost limit to Rs 63 lakh per unit as capital investment is provided.

4. National Mission on Oilseeds and Oil Palm (NMOOP)- Under the Mission, financial assistance at

50 percent subsidy to the tune of Rs. 300 per hectare is being provided for different component including bio-fertilisers, supply of Rhizobium culture, Phosphate Solubilising Bacteria (PSB), Zinc Solubilising Bacteria (ZSB), Azatobacter, Mycorrhiza and vermi compost.

5. National Food Security Mission (NFSM)- Under NFSM, financial assistance is provided for promotion of bio-fertiliser (Rhizobium/PSB) at 50 percent of the cost limited to Rs 300 per hectare.

Advantages of Organic Farming

Improvement in health levels, Avoidance of soil pollution, Less groundwater pollution, Protection of insects, More sustainable, Organic garbage can be composted and reused, Organic food may taste better, Better nutrition values on average, Saving money if you grow your own organic plants, No use of GMOs (genetically modified organisms), Better for our climate, Better for the health of farmers, More original form of farming, Pollination may be easier.

Disadvantages of Organic Farming

Significant costs at the beginning, May not be suitable for growing on a large scale, Pest issues, Products may be too expensive for poor people, Regulatory standards may be hard to meet, High certification costs, Small farmers may go out of business, Organic farming can be time-consuming, Organic farming requires plenty of knowledge, Unpleasant smell, High variance in yield and quality.

Future perspectives of Organic Farming:

Despite the fact that commercial organic agriculture, with its stringent quality certification system, is a relatively new market-controlled, consumer-

concentric agriculture system around the world, it has grown at a rate of almost 25% to 30% per year for the past ten years. Despite predictions of a recession, the expansion of organic farming continues unaffected. The movement began in the developed world and is now spreading to developing countries. Demand, however, remains



concentrated in industrialized and affluent countries. In the area, organic cuisine is growing more popular. With a rising domestic market, India is primed for stronger growth. The growth of India's domestic markets is critical to the organic movement's success.

"Organic farming-the real green revolution-A solution to Non-sustainability, hunger and poverty"

1

VOCABADDICTS 2.0

This war of words made students compete for exciting prizes and working up a vocabulary that put everyone in awe



2

BRAIN MANTHAN 1.0

Exemplary Logical reasoning and aptitude skills were shown and a saga of wit followed



3

CROSSROADS 2.0

A case study based presentation competition in which creativity and public speaking were assessed



4

SUPER 60

The Best of the best were shortlisted and trained for placement enhancement with the aim of higher salary packages



5

WEBINARS

Webinars on topics like how to increase productivity at work, Design thinking & Personal branding

EVENTS AT A GLIMPSE



BOOTCAMP

To improve student placements, extensive and rigorous training on aptitude and soft skills was provided

6

FDPs

Faculty Development Programmes on topics like Emotional Intelligence, Transactional analysis and Optimum Stress level

7



OBE training

Training of various colleges of TMU on Outcome based Education

8



Workshops

Workshops in various colleges on topics like personality development, creative ad design thinking etc.

9



Have fun with Maths

$$\text{Planet} + \text{Planet} + \text{Planet} = 21$$

$$\text{Helmet} + \text{Planet} = \text{Rocket}$$

$$\text{Planet} + \text{Helmet} = 11$$

15	180
14	140
13	104
12	?

Planet = ? Helmet = ? Rocket = ?

How to get a number 100 Using four sevens and a one (1)?

Guess the number



How quick can you solve this using these number?

1, 2, 2, 4, 6, 7, 7, 8, 9

$$\begin{array}{r} \square + \square \div \square = 2 \\ \times \quad + \quad + \end{array}$$

$$\begin{array}{r} \square - \square + \square = 5 \\ - \quad + \quad + \end{array}$$

$$\begin{array}{r} \square + \square - \square = 13 \\ \underline{= 7} \quad \underline{= 15} \quad \underline{= 15} \end{array}$$

Mock Aptitude Test

PART I (Verbal Ability)

For each of the words in Capital letters, choose from among the answers, the word that is closest in meaning:

For each of the words in Capital letters, choose from among the answers, the word that is closest in meaning:

(1) CONTROVERT

(A) turn over (B)contradict (C)mind (D)explain (E)swing

(2) CONVENE

(A) propose (B)restore (C)question (D)gather (E)motivate

(3) CONVERSANT

(A) ignorant (B)speaking (C)incorporated (D)familiar (E)pedantic

(4) COPIOUS

(A) plentiful (B)cheating (C)dishonorable (D)adventurous (E)inspired

(5) CORPULENT

(A) regenerate (B)obese (C)different (D)hungry (E)bloody

(6) DECIMATE

(A) kill (B)disgrace (C)search (D)collide (E)deride

For each of the words in Capital letters, choose from among the answers, the closest word that has the opposite meaning:

(7) ORTHODOXY

(A)renown (B)trepidation (C) unconventionality (D)inquisitiveness (E)remoteness

(8) SUMPTOUS

(A)dank (B)frequent (C)partial (D)restrained (E)open

(9) DISSOLUTION

(A)retribution (B)compliance (C) futility (D)persuasion (E)establishment

(10) IRK

(A)pry (B)tinge (C)beguile (D)convince (E)soothe

(11) LIMBER

(A)sturdy (B)orderly (C)durable (D)stiff (E)gloomy

Reading Comprehension

Plato who may have understood better what forms the mind of man than do some of our contemporaries, who what their children exposed only to “real” people and everyday events- knew what intellectual experiences make for true humanity. He suggested that the future citizens of this ideal republic begin their literary education with the telling of myths, rather than with mere facts or so-called rational teachings. Even Aristotle, master of pure reason, said: “The friend of wisdom is also a friend of myth.”

Modern thinkers who have studied myths and fairy tales from a philosophical or psychological viewpoint arrive at the same conclusion, regardless of their original persuasion. Marcia Elide, for one, describes these stories as “models for human behavior that, by that very fact, give meaning and value to life”. Drawing one anthropological parallel, he and others suggest that myths and fairy tales were

derived from, or give symbolic expressions to, initiation rites or rites of passage- such as metaphoric death of an old, inadequate self in order to be reborn on a higher plane of existence. He feels that this is why these tales meet a strongly felt need and are carriers of such deep meaning.

Other investigators with a depth-psychological orientation, emphasize the similarities between the fantastic events in myths and fairy tales and those in adult dreams and daydreams- the fulfillments of wishes, the winning out over all competitors, and the destruction of enemies- and conclude that one attraction of this literature is its expression of that which is normally prevented from coming to awareness.

There are, of course, very significant differences between fairy tales and dreams. For example, in dreams more often than not the wish fulfillment is disguised, while in fairy tales much of it is openly expressed. To a considerable degree, dreams are the result of inner pressures which have found no relief, of problems which beset a person to which he knows no solution and to which the dream finds none. The fairy tale does the opposite: it projects the relief of all pressures and not only offers ways to solve problems but promises that a "happy" solution will be found.

We cannot control what goes on in our dreams. Although our inner censorship influences what we may dream, such control occurs in an unconscious level. The fairy tale, on the other hand, is very much the result of common conscious and unconscious content that have been shaped by the conscious mind, not of one particular person, but the consensus of many in regard to what they view as universal human problems and what they accept as desirable solutions. If all these elements were not present in a fairy tale, it would not be retold generation after generation. Only if a fairy tale met the conscious and unconscious requirements of many people was it repeatedly retold, and listened to with great interest. No dream of a person could arouse such persistent interest unless it was worked into a myth, as was the story of the pharaoh's dream as interpreted by Joseph in the Bible.

(18) It can be inferred from the passage that the author's interest in fairy tales centers chiefly on their

- A. Literary qualities.
- B. Historical background
- C. Factual accuracy
- D. Psychological relevance
- E. Ethical weakness

(19) According to the passage, fairy tales differ from dreams in which of the following characteristics?

- I. The communal nature of their creation.
 - II. Their convention of a happy ending.
 - III. Their enduring general appeal
- (A) I only. (B) II only (C) I and II only (D) II and III only (E) I, II, and III

(20) It can be inferred from the passage that Mircea Eliade is most likely

- (A) a writer of children's literature (B) a student physical anthropology.
- (C) A twentieth-century philosopher (D) An advocate of practical education.
- (E) a contemporary of Plato.

(21) Which of the following best describes the author's attitude toward fairy tales?

- (A) Reluctant fascination (B) Wary skepticism (C) Scornful disapprobation
- (D) Indulgent tolerance (E) Open approval

PART II (Quantitative and Reasoning Ability)

Q1. Fill in the missing number in the sequence

7 8 9 11 13 ?? 19 26

(a) 24 (b) 21 (c) 17 (d) 15 (e) 18

Q2. In the following series, how many Us are there such that each U is followed by an G next to it if the G is not followed by a S next to it.

U G U S Q M U G S M G U G G U Q M U

U G Q U G S G U A M G U G M

(a)2 (b)3 (c)5 (d)4 (e)6

Q3. If FLPMXQHO is coded as COMPUTER how will GFVMOXB be coded?

(a) PROCESS (b) CENTRAL (c) PLEASE (d) SURMISE (e) DISPLAY

Q4. Suppose the first and second letters in the word CONSEQUENCES were interchanged, also the third and fourth letters, the fifth and sixth etc. Print the letter that would then be the eighth letter counting from the right.

(a) C (b) E (c) N (d) Q (e) S

Q5. How would the decimal number 362 be represented in a base -6 number System?

(a) 14026 (b) 1342 (c) 1362 (d) 1544 (e) 1645

Q6. What is the largest prime number that can be stored in a 7-bit word computer?

(a) 123 (b) 129 (c) 121 (d) 127 (e) 119

Q7. If $n = 15 \times 28 \times 26$, which of the following is NOT an integer?

a. $n / 15$ b. $n / 21$ c. $n / 64$ d. $n / 35$ e. $n / 78$

Q8. Which of the following is a power of 2?

a. 2148 b. 2096 c. 2048 d. 2444 e. 2198

Q9. Pick the odd one out:

(a) ORACLE (b) SYBASE (c) SMTP (d) DB2 (e) INGRESS

Q10. Pick the odd one out:

(a) UNIX (b) WINDOWS NT (c) LINUX (d) MVS (e) C++

Q11. The three numbers in brackets in each of the following options represents the number of edges, the number of vertices and the number of faces respectively. Find out which of these represents a solid planar cube?

(a) (4,8,12) (b) (12,8,6) (c) (8,6,12) (d) (8,8,8) (e) (12,6,8)

Q12. Which set of data exhibits a higher Standard Deviation?

(a) 3, -3, 3, -3, 3, -3 (b) 3, 0, -3, 3, 0, -3 (c) 3, 3, 3, 0, 3, 3 (d) 3, 3, 3, 3, 3, 3 (e) -3, -3, -3, -3, -3, -3

13. The average temperature of Tuesday Wednesday and Thursday was 37 C. The average temperature of Wednesday and Thursday and Friday was 38 C. if the temperature on Friday was 39 C. Find the temperature on Tuesday.

a.37.33 b. 38.33 c.36 d. NOT

14. There are 5 boxes in a cargo. The weight of the 1st box is 200 KG, the weight of the 2nd box is 20% higher than the third box, whose weight is 25% higher than the 1st box weight. The 4th box which weighs 350 KG is 30% lighter than the 5th box. Find the difference in average weight of the 4 heaviest boxes and the four lightest boxes.

a) 75 b) 90 c) 105 d) 120

15. The length, breadth and height of a room are in the ratio 3:2:1. If the breadth and height are halved, while the length is doubled. Then the total area of the 4 walls of the room will be decreased by

a. 30% b. 18.75% c. 15% d. 13.6%

16. A circle circumscribes three unit circles that touch each other. What is the area of the larger circle? Note that π is the ratio of the circumference to the diameter of a circle (3.14159265).

17. Rajesh calculated his average over the last 24 tests and found it to be 76. He finds out that the marks for three tests have been inverted by mistake. The correct marks for these tests are 87, 79 and 98. What is the approximate percentage difference between his actual average and his incorrect average?

a) 0 b) 1 c) 2 d) 3

18. Joke is faster than Paul, Joke and Paul each walk 24 KM. The sum of their speed is 7 Km per hour. And the sum of times taken by them is 14 hours. Then, Joke speed is

a) 3 KM/Hr b) 4 KM/Hr c) 5 KM/Hr d)7 KM/Hr

19. The crew of a rowing team of 8 members is to be chosen from 12 men (M_1, M_2, \dots, M_{12}) and 8 women (W_1, W_2, \dots, W_8), such that there are two rows, each row occupying one the two sides of the boat and that each side must have 4 members including at least one women. Further it is also known W_1 and M_7 must be selected for one of its sides while M_2, M_3 and M_{10} must be selected for other side. What is the number of ways in which rowing team can be arranged.

20. In a certain city, 60% of the registered voters are congress supporters and the rest are BJP supporters. In an assembly election, if 75% of the registered congress supporters and 20% of the registered BJP supporters are expected to vote for candidate A, what percent of the registered voters are expected to vote for candidate A?

a) 53% b) 45% c) 70% d) 47%

21. Anusha, Banu and Esha run a running race of 100 meters. Anusha is the fastest followed by Banu and then Esha. Anusha, Banu and Esha maintain constant speeds during the entire race. When Anusha reached the goal post, Banu was 10m behind. When Banu reached the goal post Esha was 10m behind. How far was behind Anusha when the latter reached the goal post.

option

a) 70 b) 81 c) 90 d) 80

22. Seven different objects must be divided among three persons. In how many ways this can be done if at least one of them gets exactly one object.

a) 196 b) 240 c) 296 d) 256

23. George while driving along the highway saw road markers which are at equal distances from each other. He crosses the markers every 20 seconds. If he increases his speed by x meters per second, he crosses the markers at every 15 seconds. But if he increases his speed by y meters per second, he crosses the marker at every 10th second. If $y - x = 40$ meters per second, then what is the distance between two markers.

(a) 1200 (b) 2400 (c) 3600 (d) 4800

24. How many different 9 digit numbers can be formed from the number 223355888 by re-arranging its digits so that the odd digits occupy even position?

(a) 45 (b) 60 (c) 90 (d) 75

25. In a vessel, there are 10 litres of alcohol. An operation is defined as taking out five litres of what is present in the vessel and adding 10 litres of pure water to it. What is the ratio of alcohol to water after two operations?

a) 1 : 5 b) 2 : 3 c) 1 : 6 d) 3 : 2

Programme Specific Outcomes

SOFT SKILLS FOR PROFESSIONALISM

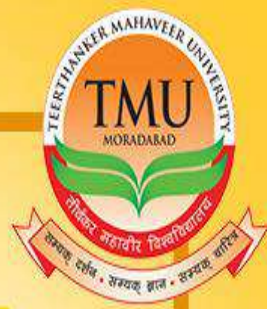
On completion of this program, the students will be:

- PSO-1 Achieving a balanced personality with correct perception, positive attitude, high self motivation and confidence, high morals and right value system.
- PSO-2 Understanding the need for goal setting and action planning, using skills like effective communication, decision making, time management, risk taking and achieving goals happily.
- PSO-3 Understanding the value of creativity and innovation in modern organizations and achieving results by working in teams and understanding self and others, using proper feedback system.
- PSO-4 Realizing the importance of change management, stress management, conflict management, and negotiation and developing cordial relations with all the stakeholders.
- PSO-5 Applying the skills of Resume building, group discussion, effective interview, proper manners and etiquettes to attain suitable jobs.

QUANTITATIVE APTITUDE SKILL ENHANCEMENT

On completion of this program, the students will be:

- PSO-1 Applying calculating skills to solve mathematical problems.
- PSO-2 Operating proficiently in mathematical skills.
- PSO-3 Implementing reasoning and thinking skills.
- PSO-4 Executing their data management skills.
- PSO-5 Solving problems related to analytical skills in logical and critical thinking.



TMU MORADABAD

BEST PRIVATE UNIVERSITY IN UP



Why so?

23000+ ALUMNI | 12000+ STUDENTS | 800+ FACULTY

200+ GUEST FACULTY | 78% PLACEMENT | 140 ACRE CAMPUS