

TODAY A READER TOMORROW A LEADER

# JIM CONNECT

E-Newsletter



## FORMING RESPONSIBLE LEADERS

**Volume 4 Issue 5**

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## **Cura Personalis – Well Being for Well Being**

Our talents, abilities, physical attributes, personalities, desires, hearts, faith, and minds are all equally worthy of care and attention. In the present era of corporate culture employee well being has been considered as pivotal for organisation success. St. Ignatius of Loyola, the founder of Jesuits has discovered many Ignatian values of which he accentuated Cura Personalis principle which means “care for the whole person” nurturing all aspects of an individual's life—physical, mental, emotional, and spiritual. Cura Personalis is promoting the holistic wellbeing of an employee.

### **Statistical Research showing poor wellbeing in Indian workplace in 2024**

- According to Quixy, only one out of every four workers is engaged. According to Gallup's Global Workplace Report, 86% of Indian employees are either struggling or suffering in their work environments.
- According to a report by MediBuddy and Confederation of Indian Industry, 62% of Indian employees experience burnout, which is three times higher than the global average of 20%.
- A quarter of all employees struggle to voice mental health issues at work.
- Majority of 71% of employees spend an average of 5% of their annual income on out-of-pocket healthcare expenses.

**Originally a call for the kind of care Jesuit superiors were to give to their subordinates, cura personalis is a call for you and me to love ourselves and others: the entire person, the entire gift of life from God given to us.**

Owing to these predicaments the focus on employee wellbeing in workplace has become the need of the hour. In organisational setting it enables the employer to view employees not as a mere resource or profit makers but as an individual with needs, values, goals and obstacles. Employers must shift from a transactional to a transformational approach, enabling a positive organizational culture that prioritizes personal development alongside professional productivity.

Recognizing the interplay between an employee's family responsibilities, physical and mental health, and their work performance is crucial. St. Ignatius's belief that “all human beings are capable of divine action,” hence, organizations can respect and honor employees' family and personal responsibilities. By addressing these interconnected aspects and offering regular support, organizations can enhance employee satisfaction and engagement. This approach not only reduces turnover but also drives organizational excellence, creating a more resilient and committed workforce.



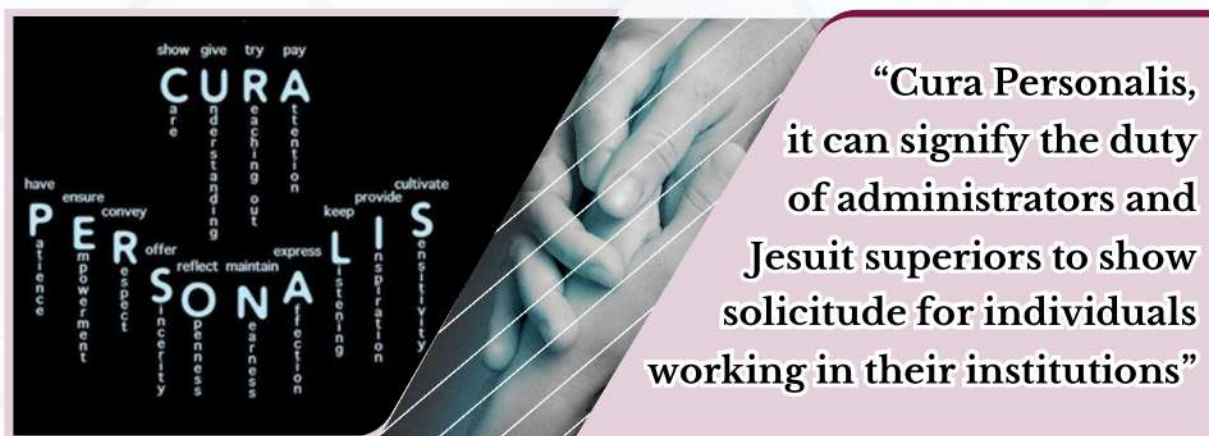
## Analogy between Cura Personalis and Employee well being

**Physical Wellbeing :** Organisations that prioritizes and cares for employee physical health must provide health care benefits, fitness programs, nutrition programs, ergonomic office design and promote a healthy work environment with reasonable working hours and adequate breaks. According to a 2021 Gallup report, organizations that promote physical well-being witness a 21% increase in profitability due to reduced absenteeism and increased employee engagement.

**Mental and Emotional Wellbeing :** Taking care of mental health of the employees has become imperative especially in the wake of Covid-19 pandemic. Mitigating stress, anxiety, burnout, depression of the employees has become challenging for the employers. Organisation can implement initiatives like counselling services, employee assistant programs, wellness programs, mental health days, flexible schedules and stress management activities. This increases the employee retention rate in the long run.

**Spiritual Wellbeing :** Spiritual wellbeing doesn't infer to the religious practices followed but it signifies the sense of belongingness, aligning with the employee values and emphasises a culture of integrity and respect. Training on mindfulness and reflection which fosters a supportive and inclusive culture can be provided. Personal development programs can enable the employees to connect with their professional goals and find inner peace within themselves.

Thus organizations can honor the dignity of each individual, encouraging an environment where employees can bring their full selves to work. This approach not only enhances engagement and satisfaction but also fosters a sense of purpose, belonging, and shared success.



Dr D Allen Rose Shamini  
Assistant Professor, JIM



## Growth through Resilience

Mr. Yoagandran, Director of Kuviyam Mediaworks, Heeds AdTech Solutions, and Kuviyam Infra Developers, shared about his entrepreneurial journey, which is very much about strategic growth as it is about navigating challenges.



**Mr. Yoagandran,**  
Flimmaker,  
MD - Kuviyam  
Mediaworks

A.R. Yoagandran emphasized leveraging MBA connections to access industry experts. He says "Your MBA is not just a degree- it's an access point to industry experts who can shape your career," he noted. By building relationships during MBA studies, first-generation entrepreneurs can overcome initial challenges and open doors to vital industry networks and resources. He exemplified this by choosing a lower-paying job, passing up a higher salary, to establish a foundation for his own business. This strategic decision, though uncertain, ultimately drove his growth and success.

Yoagandran underscored how staying adaptable and embracing new technologies have been key in his ventures. He shared insights into the rapid changes in media and advertising, drawing comparisons to major industry disruptions, such as the fall of Kodak due to its failure to adapt to digital photography. In his own company, he has already started using AI tools and emphasizes that MBA students should be proactive in learning emerging technologies. A.R. Yoagandran's philosophy emphasizes that success goes beyond financial gains, stressing the importance of building a trustworthy brand. His ethics-driven approach attracted loyal support during COVID-19, demonstrating that integrity and hard work can drive long-term success.

He says staying humble and building professional networks during academic years will help a lot. He states that "Your mates today could be the key industry contacts tomorrow.

He also said that resilience is crucial for aspiring entrepreneurs. Understanding one's strengths and weaknesses is fundamental. When you recognize and document them, you can turn them into your strengths. Thus he ends the interview saying -

**"Adaptation isn't optional; it's survival."**

Interviewed by  
Janice Hemila  
24PBA155





## Fiscal Quarter Analysis

### Lessons from Q2 and Projections for Q3

Fiscal quarters are crucial for the financial year as they help structure financial activities and provide regular insights into a company's performance. Financial reporting produces statements for stakeholders, highlighting the company's economic status, while budgeting organizes resources for upcoming projects. Taxation collects yearly revenue from businesses and individuals, and investor relations foster transparency by keeping investors informed each quarter.

As we are currently in the third quarter of the financial year, let us reflect on Q2.

The decline in revenue growth in Q2, analyzed by Crisel market intelligence and analytics, indicates that India's 435 companies, which account for half of the market's total capitalization, experienced a fall of approximately 6% compared to 8.3% in Q1. This drop in Q1 is mainly attributed to reduced revenue generation from state governments. Between July and September, a decrease ranging from 5% to 7% marks the lowest performance in the past four financial years.



The above-normal monsoon in Q2 caused significant disruptions, leading to a 20%–22% revenue drop in fertilizers, affecting industrial commodities, investments, and construction-linked sectors, and resulting in flat revenue growth for the petrochemicals sector.

The third quarter of the fiscal year (October to December) is critical for economic sectors in India and globally, with festive celebrations driving consumer activity and GDP growth to around 8.4%. Companies often increase spending on employee gifts during this period, which should be recognized as a valuable form of remuneration rather than merely an expense. Key sectors like retail, IT, healthcare, and automotive benefit from higher sales, while strategic planning around gifts and incentives can enhance company performance. This phase also involves essential financial activities like reporting, tax planning, and budgeting, with November often seeing robust coal and oil production, though other core sectors may contract.

The transition from the third to the fourth quarter should focus on managing expenses and debts as increased growth in the automobile, shipbuilding, and FMCG sectors.

Kalaiarasi A  
24PBA108



## Shorts

### Breaking Barriers - The Remarkable Story of Prithika Yashini

While we often celebrate the accomplishments of men and women, the inspiring stories of transgender individuals deserve greater recognition. Prithika Yashini, India's first transgender woman police officer, stands as a beacon of hope, breaking barriers and reshaping societal norms.

Years after her groundbreaking achievement, Yashini's journey remains a powerful testament to resilience and perseverance. Despite immense societal challenges and prejudice, she pursued her dream of joining the Tamil Nadu Police Force, even taking her case to the Madras High Court when her application was initially rejected due to her gender identity. The court's ruling in her favor set a precedent for transgender inclusion in public service, paving the way for greater opportunities for the community.



On November 6, 2015, Yashini officially became a sub-inspector, demonstrating that no dream is unattainable with courage and resolve. Her success not only led to the Tamil Nadu Police recognizing transgender people as a "third category" but also continues to inspire others to break societal barriers and pursue their dreams.

Kaviyaashri G  
24PBA144



## Let's think

### True Joy – Are we seeking it right?

True fulfillment rarely comes from endless leisure or a life without purpose, as a lack of meaningful engagement can lead to boredom, frustration, and dissatisfaction. Although rest and relaxation are essential, their true value is only appreciated after putting in effort and achieving goals. What initially feels like a welcome escape from responsibility often becomes an invisible weight, with idleness slowly eroding motivation and leaving us longing for more.

Humans are wired to pursue, create, and contribute. Without something that challenges or inspires us, our days may feel empty, even if they are free from stress or obligations. True pleasure arises not from aimlessness but from purpose—knowing that our actions matter. If we reflect, we see that fulfillment is often hidden in the work, the journey, the growth. In a life without goals, where would we truly find joy and purpose?



Let's know what you think @ [jimconnect@jim.ac.in](mailto:jimconnect@jim.ac.in)



## The Untold Story of an Ever-Sung Falling Kingdom

*Is it truly falling?*

### The Bubble Era

Japan's economic recovery was truly a miracle. Skyscrapers of the giants—Mitsubishi, Hitachi, Sony, reached for the heavens as if to mirror the limitless aspirations of people. The country's economy was growing at a breakneck pace, fueled by investments, exports, and a strong bullish stock market. The entire world watched in awe as Japan transformed into an economic superpower as threatening as China's growth to the U.S.

The growth of Japan was not just about the economic statistics; it was more like a cultural phenomenon. As Wingfield, a BBC journalist recalls,

“If Hong Kong and Taipei were Asia's raucous teenagers, Japan was the grown-up.”

They were, indeed!

Does Ikigai, the 5 S framework, and Kanban (just-in-time) ring a bell? Japan was the birthplace of all these philosophies. The Japanese were so focused on rebuilding and were setting global trends, celebrating their culture in every corner of the planet. But what they failed to notice today, is that their cutting edge has become the norm today.



### The Lost Decade

The tall towers that stood high was not built on strong foundations. In the early 1990s, the bubble burst leaving the banks insolvent, plummeting land values, crashing indices and several dozens of other economic concerns. The government started pouring money which however failed to stabilize the nation as the corporates were not ready to invest and the customers weren't willing to spend either. The political landscape crumbled as well, as the Liberal Democratic Party lost in the prime ministership. As if this wasn't enough, divorce and delinquency rates rose, and suicides surged, followed by the Aum Shinrikyo sarin gas attacks and the Great Hanshin Earthquake.



### Is Their Culture Killing Them?

Japan, a country known for its rich traditions and technological prowess, seems to be stuck in a cultural warp. The biggest hurdle? They're not exactly the champions of change.

Let me paint you a picture.

Take immigration, for instance. Japan's got a fortress-like policy that would make even the most stringent bouncer raise an eyebrow. And get this - if you're a Japanese kid with a foreign parent, you might as well have a target on your back. "Halves," they call them, and it's not a term of endearment. It's like the whole country is giving the side-eye to anything that doesn't fit their mold.

Now, let's talk business. Japanese companies? They're like our dads who refuse to update their twenty-year-old moped. When they do decide to shake things up, it's with all the speed and grace of a sumo wrestler doing salsa. Toyota, for example, didn't just slap a luxury label on their cars. Oh no, they went and created a whole new brand - Lexus. It's like they needed a separate identity just to try something new!

Meanwhile, across the sea, you've got Indian brands like TVS. These guys? They're like quick-change artists. New product line? Bam! Overnight, they're rolling out RR & RTR models for competing with Japanese brands like Honda Big Wing (again, Honda needed an all-new-division to try something that doesn't fit into the #HondaIndianMold).

Now, here's where things get really interesting. Japan's culture is all about being a jack-of-all-trades, master of... well, everything. Picture this: Japanese executives and managers hop from department to department every three years. From a bird's eye, sounds cool, right? I mean, by the time they reach the big boss chair, they've basically seen it all. But hold on, there's a catch.

Let me throw you a curveball. Remember Suzuki in MotoGP? They zoomed in, snatched the world champion title, rewrote the racing rulebook, defined new benchmarks and then... poof! They vanished into the thin air. Why, you ask? Well, maybe the big cheese's "MotoGP phase" was over. It's like they got bored and decided to play with a different toy.

So, here's the million-yen question: Is Japan's own culture giving it a karate chop to the gut? Are they so busy switching gears that they're stalling their own engine?

Stick around, folks! In our next issue, we'll dive deeper into the rabbit hole of Japanese cultural practices. We'll uncover the good, the bad, and the downright puzzling aspects that are shaping (or should I say, reshaping?) Japan's future. Trust me, you won't want to miss this cultural rollercoaster ride!

**Sudhersan S**  
**23PBA138**



## Teacher - First Management

by Joel M. Abel

"**Teacher-First Management**" by Joel M. Abel focuses on redefining how educational leaders approach management by putting teachers at the centre of leadership strategies. The book introduces practical frameworks to help educational administrators, directors of business Schools, foster a supportive environment for teachers, faculty of business school which in turn, could lead to improved student outcomes.

Abel's insights are drawn from his extensive global experience in education and major organizations like Disney, bringing a unique perspective to managing educators.

**Key takeaways that one can get from this book are :**

**Practical Leadership Tools :** Abel offers actionable strategies for building cohesive teams and effective communication within educational organizations.

**Teacher-Centered Approach :** The focus is on creating a supportive culture for teachers, which helps reduce burnout and improves retention.

**Global Insights :** Abel draws from international experiences, providing a broad view of effective leadership across diverse educational systems.

**Focus on Student Outcomes :** Ultimately, better teacher management leads to enhanced learning experiences for students.

**Cultural transformation :** Abel emphasises on the shift in cultural transformation within the organisation

This book is ideal for educational leaders, aspiring managers, and administrators in schools who want to improve their management skills and foster a positive, teacher-focused culture in their institutions.

It is also relevant for anyone interested in education reform and leadership best practices. You should read **Teacher-First Management** if you are involved in educational leadership or seeking to improve the dynamics within educational institutions.

**Joel M. Abel's** book offers innovative strategies that place teachers at the core of management decisions, fostering environments where educators feel supported and valued. The benefits include reducing teacher burnout, improving retention, and creating a more engaged and motivated teaching workforce. For those managing schools, this approach promises better outcomes for students as well.



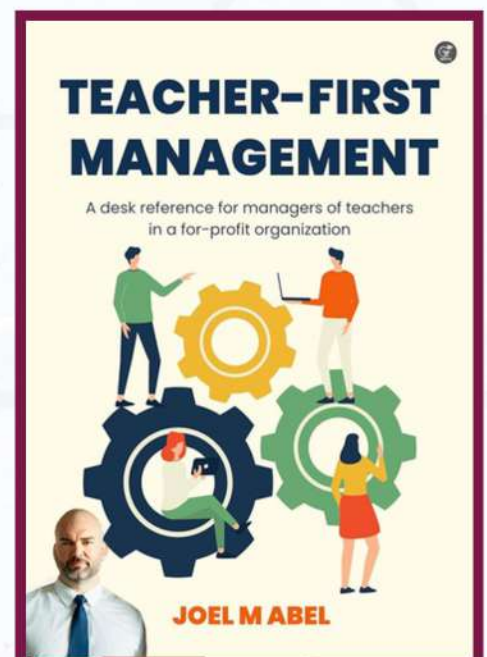
**It is a must book for management faculty** - Management faculty would benefit greatly from reading this book. Although it is targeted toward educational leaders, the principles Abel outlines—such as effective communication, team building, and leadership practices that emphasize employee well-being—are applicable to any management context. Faculty in business schools could also use Abel’s frameworks to analyse leadership in educational settings or even apply these principles to broader management theories.

Abel brings forward a unique perspective on organizational leadership that centers on the analogy of a teacher-student relationship. His style is approachable, using plain language to demystify concepts and draw readers into his vision of management that values empathy, development, and guidance above authority or hierarchical power. Rather than leaning heavily on academic jargon, Abel’s style is conversational, which makes the text accessible to readers who may not have extensive management or business experience. His tone is collaborative, almost as if he is inviting readers into a discussion rather than presenting a lecture, which aligns with the teacher-student dynamic he advocates for in management.

Abel’s perspective is rooted in the belief that leaders should act as mentors and educators, prioritizing the growth and well-being of their team members just as teachers do for their students. He argues that managers who embrace a “**teacher-first**” mindset can foster a more motivated and capable workforce by focusing on guidance, patience, and a commitment to employee development. Instead, he proposes that managers who adopt a teaching approach can create a supportive environment where employees are encouraged to learn, experiment, and grow, ultimately leading to greater innovation and resilience in the organization.

Abel’s commitment to a teacher-like management style highlights his belief in human potential and the transformative impact of empathetic leadership. Through his insights, he underscores the notion that a manager’s role should not be merely operational but educational, shaping the organization not just by overseeing tasks but by fostering a culture of continuous learning and personal development.

**Book Reviewed by**  
**Dr S Suresh**  
Assistant Professor, JIM





The Faculty Development Program (FDP) tailored exclusively for the faculty of St. Joseph's Institute of Management (JIM) was held from October 21st to 23rd, 2024, at Xavier Institute of Social Service (XISS) in Ranchi. This enriching three-day event had intriguing topics such as Industry 5.0, the infusion of Jesuit values in business education, and the transformative role of generative AI in higher education for discussion. JIM faculty explored the application of business intelligence tools, best practices for accreditations like NBA and OBE, and effective social media strategies for brand building.



A standout aspect of the FDP was the opportunity for the faculty to visit the prestigious XLRI campus in Jamshedpur on the final day, broadening their professional perspectives. This program hence exemplifies the collaborative spirit of Jesuit institutions like XISS and JIM, coming together to empower educators with the latest tools and insights. Such partnerships are vital for fostering professional growth and ensuring that faculty remain at the forefront of academic innovation and excellence.



# தீருக்குறள்

குறள் 467

எண்ணித் துணிக கருமம் துணிந்தபின்  
எண்ணுவம் என்பது இழுக்கு

செய்யத் தகுந்த செயலையும் வழிகளை நன்றாகச் சிந்தித்த  
பிறகே செயலில் இறங்க வேண்டும். இறங்கிய பிறகு  
சிந்திக்கலாம் என்பது தவறு.

## TRANSLATION

Think, and then dare the deed! Who cry,  
'Deed dared, we'll think,' disgraced shall be.

## EXPLANATION

Consider, and then undertake a matter; after having  
undertaken it, to say "We will consider," is folly.

Shobhana S | 24PBA133

Jeya Christy Selvam E C | 24PBA134

Merlins Ruskin A | 24PBA156

Janani S | 24PBA234

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