



Special Lecture on “Dynamics of Organizational Transformation and Executing Change”

The Department of Management, Sikkim University, invited Dr. K. Jaya Kumar, Principal



Dr. K. Jaya Kumar, Principal Secretary delivering Special Lecture

Secretary, Department of Labour, Govt. of Sikkim, to deliver a Special Lecture on “Dynamics of Organizational Transformation and Executing Change” on Wednesday, the 2nd of March, 2016, at 2.30 in the afternoon. The Speaker discussed the challenges for organizational transformation and projected some of the emerging trends in systems design. He emphasized the need for developing a vibrant culture and energizing the organization, by

building trust, in order to create a high performance environment. The lecture highlighted various organizational deterrents towards accomplishing goals, namely, past legacy, growing complexity, inadequate knowledge, analytics, unsupported intuitions, restrictive rules and policies, to mention a few. Enabling system design by leveraging ICT and knowledge management was emphasized, and various strategic interventions were discussed in detail. Dr. Jaya Kumar was of the opinion that improvement could best be measured through analytics and performance trends. Various processes and practices that could possibly facilitate improvement, were also deliberated upon. Dr. Jaya Kumar concluded his presentation by highlighting the intricacies involved in the design of CSIR transformation- ICT interventions project and its outcome.

Special Lecture on “Indian Banking System – Emerging Issues”



Shri. M. Misra, General Manager, RBI, Gangtok delivering Special Lecture

Shri M. Misra, General Manager, RBI, Gangtok, Sikkim, at the invitation of the Department of Management, Sikkim University, delivered a Special Lecture, titled, “Indian Banking System – Emerging Issues” on the 31st of March, 2016. Banks are the lifelines of the economy and play a

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Joint Workshop on Human Survivability

Kyoto University and Sikkim University organized a two day joint workshop on Human Survivability from the 21st-22nd of March, 2016 at Barad Sadan, 5th Mile, Gangtok. The Japanese delegation, headed by Professor Masao Mitsuyama, Director, Hakubi Center for Advanced Research, Kyoto University, along with nine other senior research scholars and Associate Professors, visited Sikkim University, and interacted with faculty members and students, in order to establish firm ties of bilateral cooperation. The main objective of this workshop was to explore possible avenues of future collaborative research between faculty members of both the universities, discuss future prospects of student exchange programme and create awareness amongst researchers at Sikkim University about various fellowships and scholarships available under the Hakubi Center for Advanced Research, Kyoto University. The workshop focused upon three broad areas of research, namely, Buddhist Philosophy, Indology, and Culture, Sustainability and Education.

The inaugural session on the 21st of March was presided over by the Hon'ble Vice-Chancellor, Professor Dr. T.B. Subba and graced by Professor Masao Mitsuyama, as the Chief Guest for the occasion. Hon'ble Vice-Chancellor, Professor Dr. T. B. Subba, in his welcome address, gave an overview of the academic milestones of the university. Professor Masao Mitsuyama delivered his lecture on “Kyoto University's new

approach for bringing up the researcher and the research of new generation”. During the two day workshop, faculty members from both the universities made presentations on their respective areas of specialization. Dr. Krishna Ananth (Associate Professor, Department of History), Ms. Sangmu Thendup (Assistant Professor, Department of History), Dr. SonamYangchen Bhutia (Assistant Professor, Department of Law), Ms. Denkila Bhutia (Assistant Professor, Department of Law), Dr. Pradyut Guha (Assistant Professor, Department of Economics), Dr. Pradip Das (Assistant Professor, Department of Management), Dr. Sandhya Thapa (Associate Professor, Department of Sociology), Ms. Kikee Doma Bhutia (Research Associate, Namgyal Institute of Tibetology) and Dr. Dhriti Roy (Assistant Professor, Department of Chinese) participated in this workshop and presented tentative project proposals for future collaboration. Venerable Dr. Ringu Tulku, Dr. Nawal Kishor Paswan and Dr. Pradyut Guha were the chief moderators for the parallel sessions.

The concluding session was chaired by the Hon'ble Vice-Chancellor, Professor Dr. T. B. Subba, where common areas of interest between Kyoto University and Sikkim University were jointly explored, followed by the signing of a Memorandum of Understanding.

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Editor-in-Charge's Note

Dear friends, once again reaching out to all of you, after almost over a month. The last few weeks have been rather eventful. And one of those recent events, I must admit, has introduced fresh insights about life, in general, and each of our purpose, role and goal in it, in particular. Sikkim University family deeply mourns the untimely demise of one of its very dear and distinguished scholars, Professor Sameera Maiti, Dean of the School of Human Sciences and Professor at the Department of Anthropology. On behalf of all our editorial team members of Sikkim University Chronicle, we sincerely pray, that may her departed soul rest in the abode of eternal peace. We also express our sincerest condolences to the bereaved family members, and all of her near and dear ones. Although Professor Maiti is physically not present with us anymore, her indomitable spirit and ardent zeal finds expression in her academic achievements and engagements. Sikkim University Chronicle is in the process of bringing out a special commemorative issue, as tribute to our most beloved Professor Sameera Maiti, in a few days from now. As always, this March issue once again brings to you, glimpses of academic events and activities organized across various departments, as well as innovative approaches to learning. As Professor Maiti would often emphasize upon broadening the horizon for learners and making them choose their own trajectory of seeking knowledge, this issue of Sikkim University Chronicle portrays few of those alternative avenues of learning, attempted both by teachers and students alike. In the path of learning, may we all find and follow our inner voice. Until next time, wish you all peace and joy amidst learning and teaching.

Dhriti Roy

Publication

Ms. Hera Fatima Iqbal (student of MBA I year) published a research paper, entitled, **“Nestle Two Minute Noodles (MAGGI): The Rise and Fall Saga”**. International Journal of Pharmacy & Biomedical Research, 3 (1): 21-29.

Ms Kriti Ghatani (PhD scholar, Department of Microbiology) and **Dr Buddhiman Tamang (Assistant Professor, Department of Microbiology)** published a research paper, titled, **Indigenous rearing practices of Yak and its multipurpose uses in the Sikkim Himalayas** in IOSR Journal of Agriculture and Veterinary Science (IOSR-JAVS) e-ISSN: 2319-2380, p-ISSN: 2319-2372. Volume 9, Issue 3 Ver. I (Mar. 2016), pp 01-08. Impact factor of the journal is 1.739.

Paper Presentation

In Doctoral Colloquium by Ph.d Scholars

Ms. Anjana Sharma (Ph.D scholar, Department of Management) attended Management Doctoral Colloquium (MDC 2016) at Vinod Gupta School of Management, IIT Kharagpur on Feb 10-11, 2016 and presented a paper on **“Employees' Perception Towards the Motivation and Job Satisfaction : A Case Study on Neotia Getwel Health Centre”**.

Ms. Geeta Shree Roy (Ph.D scholar, Department of Management) presented Ph.D research proposal on **“Talent Management Strategies in Pharmaceutical Industry, Sikkim”** at Management Doctoral Colloquium (MDC 2016) at Vinod Gupta School of Management, IIT Kharagpur on Feb 10 – 11, 2016.

Baithak:

A Monthly Musical Performance Session

The afternoon of the 25th of February, 2016 witnessed the inauguration of the monthly musical performance session at the Department of Music, Sikkim University.

This unique initiative was envisioned by the Head of the Department for Music, Dr. Krishnendu Dutta, with the objective of nurturing technical musical skills, sharpening the self confidence of all the students at the Department, and grooming them for professional performance in the near



future. The musical session began with a western classical performance by Mr. Siddhant Rai and Mr. Abel Lepcha, students of semester VIII. This was followed by a *thumri* presentation by Semester IV students, namely, Ms. Snehshree

Thapa on vocal and Mr. Binod Darjee on the tabla. Mr. Chabilal Pradhan of the same batch performed *Raag Yaman* and a nepali *dhun* on flute and was accompanied by Mr. Dibyajyoti Baraily on the tabla. Mr. Manoj Rai, the guest artist for the evening, performed *Raag Puriya Dhanashree*. A *Lalon Geet* and a *Rabindrasangeet* was performed by Mr. Jayanta kr. Barman, Assistant Professor at the department. Accompanying him on the table was Dr. Krishnendu Dutta, Mr. Nanda Kishore Das, on the violin and Mr. Dibyajyoti Baraily on the guitar. This was followed by a fusion of Indian classical and western music, performed by Mr. Nanda Kishore Das and Dibyajyoti Baraily on the violin and guitar respectively. Mr. Yash Ramawat, a semester II student was the Master of Ceremonies for the occasion. The department plans to host this musical performance session regularly, almost every month, and this decision has been warmly welcomed by all.



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Special Lecture on “Indian Banking System – Emerging Issues”

critical role in activating and sustaining the economic growth of the country. In his lecture, Sri Misra, highlighted the role played by the Indian Banking system, which is also, at the moment, witnessing different challenges. He presented the system-wide issues, prevalent in the Indian banking system. Sri Misra's lecture captivated the audience, and the interactive session which followed soon after, was vibrant.

National Seminar on

“Samakalin Sahitya: Sambhedana Aur Abhivyaktika Praroop”

The Department of Hindi, Sikkim University organized a two day national seminar on “Samakalin Sahitya: Sambhedana Aur Abhivyaktika Praroop” on 20th-21st of March 2016 at Raap Jyor Cauvery Hall, 5th Mile Gangtok. The seminar was organized in association with Kendriya Hindi Sansthan, Agra. The inaugural session was presided over by the Hon'ble Vice-Chancellor, Professor Dr. T. B. Subba, while Prof. Irshad Gulam Ahmed, Dean, School of Languages and Literature, graced the occasion as Chief Guest. Prof. Hemaraj Meenas, Regional Director, Kendriya Hindi Sansthan, Agra, delivered the inaugural lecture as one of the distinguished guests,

while the delivered by Head of the Hindi, West University. session was eminent distinguished



keynote address was Prof. Arun Hota, Department of Bengal State Each technical presided over by scholars and resource persons from various universities across the country. Prof. Mukteswar Nath Tiwari (Visva Bharati, Santiniketan), Prof. Jang Bahadur Pandey (Ranchi University), Dr. Sunil Kumar Dwivedi (North Bengal University), Dr. Sandhya Singh (Darjeeling Govt. College), Shri Om Prakash Pandey (litterateur, Siliguri) were amongst the leading scholars present here at the seminar. There were twenty four paper presenters who attended this seminar from all over the country and more than seventy participants. The concluding session was chaired by Prof. Pratap Chandra Pradhan, Head of the Department of Nepali, Sikkim University. Prof. A.S. Chandel, Librarian, Sikkim University graced the concluding session as Chief Guest.

Meet the Artiste

The Department of Music, Sikkim University, organized 'Meet the artiste' programme on the 28th of February, 2016. This programme was initiated to



help students interact with renowned musicians and artists of international repute. The other objective was to promote Indian classical music and expose students to the rich diverse musical heritage and tradition of this country. The

invited guest artists for the occasion were Pt. Chetan Joshi (flutist), Shri Vidwaan A. Chandan Kumar (Carnatic flutist), Pt. Somnath Roy (Ghatam player) and Pt. Biswajeet Pal (Tabla Player) from Delhi, Mysore and Kolkata respectively. The guests performed a *Jugalbandi* in *Raag Bhupali* in the north Indian and Carnatic style. This was followed by an interactive session, where the invited guests and members of the audience discussed and deliberated upon the similarities and differences between north Indian classical music and Carnatic music. The programme witnessed enthusiastic participation from students and faculty members from across all departments of Sikkim University. The one hour programme was concluded with a practical session, where the artists taught the students to deliver a musical performance on a short piece of their individual compositions.



Precepts of Alternative Justice Delivery Mechanism vis-à-vis Dzumsas of Lachen and Lachung in Sikkim

Mr. Subhajit Debnath
Semester X
Department of Law

Every culture necessitates opinionated political agenda of some sort, to maintain social harmony. Contemporary societies, around the world, are all equipped with strong central governments, which determine the behaviour of assorted populations, inhabiting their respective geographical territories. Indigenous politico-jural systems, were once, numerous and varied, allowing social groups, isolated from the centre of power, to organize themselves according to their particular needs and circumstances. Today, these confined organizations, are gradually dwindling, due to decentralization policies of the nationalist governments around the world. The stratum of indigenous people, in the international sphere, is amongst the most marginalized and vulnerable, and hence, seek due consideration towards their human rights in today's faltering scenario. Placed against the evolving social and physical setting of contemporary times, the Dzumsas of Lachen and Lachung in

Sikkim, offer a new dimension and approach in research initiatives about an indigenous politico-jural institution, which has managed to endure and acclimatize itself to the altering state of affairs. Ethnically, diverse doctrines on the aboriginal social practices of Sikkim, have culminated in the creation of indigenous folk traditions, associated with religion and faith. The historic events have also played a pivotal role in creating such a social mosaic in Sikkim, as this, which have subsequently led to ramifications in the cultural domain as well. Since primeval times, indigenous knowledge, of the conventional custom based panacea, has been conceded to the present day. Despite advancements in the administrative, justice delivery mechanisms, faith of the people in the primordial traditions, still stands firm. The prevailing indigenous religious juridical system of Dzumsas in Lachen and Lachung, in Sikkim, include judicial, legislative and procedural aspects. Disputes, being an integral part of social life and prevalent customs, appear to

exacerbate these conflicts, while in doing so, customs also restrain the disputes from destroying the existing social order. The common local wellbeing is reciprocated by a distinct category of arbitrators, such as the Pipons, who are called upon to help settle the dispute between the aggrieved parties. The underlining precept, here, is to maintain harmony amongst members of the community, based upon the principles of collective indemnity and communal solidarity. The system coexists with other contemporary developments, with the objective of working towards preserving cultural identity through tribal self governance. Even today, the Sikkimese populace, dwelling in the hamlets of Lachen and Lachung, approach the traditional functionaries, such as Dzumsa, for settling their disputes. It might be rightly pointed out that, the main objective pertaining to any social, cultural and judicial arrangement, is to, after all, cultivate harmony, prosperity, and peaceful coexistence amongst

members of the community. Further progress can be achieved, by incorporating some changes, if required within the practice in these systems, in order to strike a balance with the fast changing times around. However, modern interface between indigenous political institutions with the state has brought about few problems. In the changing times and situations, there is a requirement of resolving system of conflicts caused by modern or State impositions over the traditional, more so, where an amalgamated system such as Dzumsa exists. It is dominated by men therefore, reluctant to support changes to norms that are unfair to women. Such prolonged usages have catered substantially to the prevailing socio-cultural spheres thereby providing absolute independence. However, the Dzumsa being a "traditional" feature may shrink in the face of competition from the locally elected bodies.

Training on Self Defence Organized at Sikkim University by SUSA & NSS

Sikkim University Students' Association (SUSA), in association with NSS Cell, Sikkim University, organized a Training Programme on "Self Defence for SU Students" on the 10th of April, 2016 at 10:00 a.m. at Raap Jyor Cauvery Girls Hostel Hall, 5th Mile. It was the first programme organized by Sikkim University Students' Association. The programme was graced by the presence of Dr. S. Manivannan, Dean of Students' Welfare, Sikkim University, Dr. Sujata Upadhyay, Programme Coordinator, NSS, Sikkim University and invited resource persons, Ms. Sushmita Rai and Ms. Phurba Sherpa. Ms. Sushmita Rai from Mazitar, Rangpo, one of the esteemed resource persons for the occasion, holds the honour of being Karate second Dan Black Belt and



Ms. Sushmita Rai, resource person demonstrating Karate techniques to the students



three times National level Gold Medallist, Asian Silver Medallist 2015, and quarter finalist in world championship. The other eminent resource person, Ms. Phurba Sherpa, an international player from Upper Sumin is specialized in kick boxing and is a National level Gold Medallist. In the inaugural session, Ms. Sushmita Chhetri, Secretary for Social Service, SUSA introduced all the eminent guests to the audience, while Mr. Neeraj Adhikari, President, Sikkim University Students' Association welcomed and felicitated the guests. Dr. S. Manivannan, Dean of Students' Welfare wished the programme all success and thanked the resource persons and NSS Cell for rendering their kind support. Resource persons Ms. Sushmita Rai and Ms. Phurba Sherpa introduced "Karate" to the students and guided them on various techniques by demonstrating various punches and kicks. The programme was attended by students from various academic departments of the university. The formal vote of thanks was delivered by Mr. Amar Toney Minz, General Secretary, SUSA and Mr. Mrigankadeep Bharadwaj, Secretary for Sports, SUSA.

Sikkim University Chess Championship, 2016

Sikkim University Sports Board organized Sikkim University Chess Championship at Raap Jyor Cauvery Hall, 5th Mile Tadong, Gangtok, from March 29th until April 1st, 2016. The Chess tournament for the students and staff of the university witnessed an overwhelming participation of a large number of players. The event was suspended on March 30th to mourn the sad demise of Professor Sameera Maiti, Dean of the School of Human Sciences and Professor of the Department of Anthropology, after observing a minutes' silence as a mark of respect to her departed soul. The games, which were



Participants at the Sikkim University Chess Championship

played for five rounds each, in the Swiss format, ensured that all participants played against players of a similar standard. The winners and participants were handed out trophies and certificates of participation by the organizers of the event. In the staff category, Dr. Amit Kumar Gupta, Assistant Professor, Department of Political Science was declared the Winner, while Dr. Vijay Kumar Thangellapali, Associate Professor, Department of History and Dr. Krishnendu Dutta, Associate Professor, Department of Music were declared the First and the Second Runners Up respectively. In the students' category, Pankaj Kumar Sahani, Department of Mathematics was declared the Winner, while Phulkan Chetia, Department of Political Science and Bikash Thakuri, Department of Mathematics won the prize for the First and Second Runners Up.

Workshop for Young Volunteers to Volunteer for Constructive Work

The workshop for “Young Volunteers to Volunteer for Constructive Work” was organized by Gandhi Smriti and Darshan Samiti, Ministry of Culture, New Delhi in association with NSS Cell, Sikkim University, Gangtok, from the 15th - 16th of March, 2016 at Raap Jyor Cauvery Girls Hostel Hall, 5th mile, Gangtok. There were altogether one hundred and eighteen participations from various academic departments and affiliated colleges of Sikkim University, having their own NSS units namely Damber Singh College, 6th Mile, Sikkim Govt. College, Tadong, Sikkim Govt. College, Namchi, Loyola College of Education, Namchi, Sikkim Govt. College, Geyzing and SRM University, 5th Mile. Dignitaries from Sikkim University and invited guests were felicitated at the inaugural function. Dr. S.K. Gurung, Registrar (Officiating), Sikkim University, Shri Puran Chettri, District Youth Coordinator, Nehru Yuva Kendra Sangathan, Gangtok (Chief Guest), Shri N.K. Naik, Zonal Director, Nehru Yuva Kendra Sangathan, Gangtok (Guest of Honour), Dr. Sujata Upadhyay, Programme Coordinator, NSS and Dr. Jigmie W. Bhutia, Programme Officer, NSS inaugurated the workshop by lighting the lamp.

The formal welcome speech was delivered by Dr. Sujata Upadhyay, Programme Coordinator, NSS. Dr. S.K. Gurung, Registrar (Officiating), Sikkim University addressed the gathering and gave a brief introduction about Gandhi Smriti and Darshan Samiti, Ministry of Culture, New Delhi. He declared the workshop open and also encouraged volunteers to participate actively in the workshop. Shri Puran Chettri, District Youth Coordinator, Nehru Yuva Kendra Sangathan, Gangtok (Chief Guest) and Shri N.K. Naik, Zonal Director, Nehru Yuva Kendra Sangathan, Gangtok (Guest of Honour) also extended their warm support and cooperation to all the participants and encouraged them to contribute significantly for the welfare of society. The formal vote of thanks was delivered by Dr. Subhash Misra, Programme Officer, NSS.



Lighting of the lamp by Dr. S.K. Gurung, Registrar (Officiating), Shri N. K. Naik, Zonal Director, NYKS and Dr. Jigmie W. Bhutia, Programme Officer during the inaugural session of the Workshop for Young Volunteers

The following technical sessions were held during the workshop:-

- Perspectives on volunteering and concept of service- Dr. Sujata Upadhyay, Programme Coordinator, NSS
- Traits of an effective volunteer- Ms. Viveka Gurung, Master trainer
- Group activity on national level themes- Session moderators: Dr. Sujata Upadhyay, Ms. Viveka Gurung and Mr. Hemant Kr. Yadav
- Practical examples of volunteerism- Mr. Hemant Kr. Yadav, Ph.D Scholar, Dept. of Peace and Conflict Studies and Management, Sikkim University, IG NSS Awardee and Master trainer
- Brief talk on Importance of effective communication & ICT and volunteerism - Shri Shailesh Shukla, Hindi Officer, Sikkim University
- Brief talk on “Team Building, Leadership and Time Management” followed by exercise- Dr. P.K. Das, Assistant Professor, Dept. of Management, Sikkim University
- Brief talk on “Moral values and ethics” followed by an activity-Dr. Sujata Upadhyay, Programme Coordinator, NSS
- Brief talk on “Conflict Management” followed by activity- Mr. Hemant Kr. Yadav, Master trainer
- Brief talk on “Health Model of Volunteering” – Ms. Viveka Gurung, Master trainer

In the group activity on national level themes the participants were divided into eleven groups and were given time of twenty minutes to make their presentations. The topics were “Volunteerism for Digital Literacy”, “Volunteerism for Natural and Man made Disaster”, “Volunteerism for Environment Protection and Preservation”, “Volunteerism for Swachh Bharat Mission”, “Volunteerism for Health”, “Volunteerism for Nationalism”, “Volunteerism for Peace and Brotherhood”, “Volunteerism for Women Empowerment”, “Volunteerism for Garbage Management” and “Volunteerism for Improving Bad Road Condition”. In the valedictory session, feedback was received from all the participants. Dr. S. Manivannan, Dean of Students’ Welfare, Sikkim University graced the valedictory session as Chief Guest. He gave practical examples to volunteers on how thinking and approach motivates our own life and those of others. He congratulated the NSS Cell of Sikkim University and all participants for the success of the workshop. Mr. Neeraj Adhikari, President, Sikkim University Students' Association addressed the gathering and informed the house on initiatives being taken by SUSA. Dr. Rakesh Basnet, Provost, Sikkim University, appreciated the initiatives undertaken by the NSS Cell of Sikkim University. The formal vote of thanks was delivered by Dr. Jigmie W. Bhutia, Programme Officer, NSS.

Commune – Management Fest

MBA students of Sikkim University participated at various events at 'Commune – Management Fest' organized by SRM University on the 16th of March, 2016 and secured three prizes. The members of the winning team for the Quiz competition included Monica Payal and Pem Lhamu Sherpa, both students of MBA I year. Members of the runners up team included M.Com students, Karma Tamang and Rohit Kumar Gupta. The winning team members for the Collage Competition were students of MBA I and II year, namely Anupama Subba, Adarsh Rai, Neha Ramudamu, Shiva Shankar Kumar Bhagat.



Prize winners of Quiz Event



Prize Winners of Collage Competition



Prize winners of Adzap Event

Winners – Team Members

1. Abishek Darnal, M.Com
2. Parikchit Thapa, M.Com
3. Newang Choden Bhutia, M.Com
4. Shelina Rai, M.Com

Runners – Team Members

1. Kikam Bhutia, MBA
2. Yangchan Dolma Bhutia, MBA
3. K. Surya Deepika, MBA
4. Nilima Thapa, MBA