

NIRAN

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From the Desk of,

Dean – SOExE and Placements & Industry Relations, NICMAR, Hyderabad.

As we enter FY 2024-25, we celebrate NICMAR Hyderabad's tremendous accomplishments with pride. Our team's cohesion, devotion, and commitment have once again propelled us to newer peaks. Firstly, I'd like to congratulate the entire NIRMAN team for their exceptional efforts in crafting another outstanding edition of our in-house newsletter. A special acknowledgement is due to Dr. Vimlesh Prabhudesai, our Chief Editor, whose visionary leadership has been instrumental in shaping NIRMAN into a platform that truly reflects the spirit and essence of NICMAR Hyderabad.

I am thrilled to have been a part of the NICMAR family for over 17 years, connecting with a vast alumni network globally and contributing to nation-building. NICMAR's commitment to sustainable goals, evidenced by our Platinum-Rated campus, speaks volumes about our leadership's dedication to net zero compliance. On the academic front, we are delighted to share the outstanding placement records achieved by our graduating students. This demonstrates our students' industry-ready abilities and high quality education. In addition to our placement success, NICMAR Hyderabad has excelled in delivering a wide array of Executive Development Programs. With over 100 training days clocked, our programs have been instrumental in shaping the leaders of tomorrow. We extend our gratitude to esteemed clients such as M/s Voltas, M/s Greenko, M/s NCC, M/s Welspun, and many others in the domains of Construction, Engineering, and Architecture. Their trust in NICMAR speaks volumes about the quality and relevance of our programs.

Looking ahead, we anticipate impressive job openings in the coming year. The 2024 Union Budget offers positive prospects for the Indian construction industry, with increased infrastructure spending (Rs.11.11 lakh crores in FY 25) and continued focus on affordable housing (Rs. 81,000 crores for FY 25). This presents opportunities for domestic and international companies to participate in India's growth story, leading to enhanced skills, innovation, job creation, foreign investment, and technology transfer. Situated in Hyderabad, NICMAR – Hyderabad stands ready to assume a significant role in advancing workforce skills, re-skilling, and upskilling endeavours. The Telangana government's ambitious master plan for 2050 outlines a strategic blueprint for the city's development encompassing areas within the outer ring road (ORR), peri-urban zones between ORR and the regional ring road (RRR), as well as rural expanses beyond the RRR. Among the plan's highlights is the extensive 55-kilometre Musi riverfront development scheme, promising many attractions, including amusement parks, waterfalls, children's water sports facilities, street vendors, commercial zones, and shopping malls.

As I conclude, let's celebrate NICMAR Hyderabad's success! I wish all readers a joyful, warm, and successful year ahead.



**Prof.
Sarbesh
Mishra**

Events



NICMAR Hyderabad Achieves Platinum Certification from IGBC

NICMAR Hyderabad has been honored with Platinum Certification by the Indian Green Building Council (IGBC) in recognition of its outstanding dedication to mitigating environmental impact and advancing sustainable practices across campus facilities. On January 8, 2024, Prof. Anil Kashyap, Director General of NICMAR Hyderabad, along with Prof. Poonam Kashyap, Director of Strategic Planning and External Partnerships, was presented with the prestigious accolade by Mr. Shekar Reddy, Chairman of IGBC Hyderabad and CII Telangana, and Mr. Uttam Reddy, Managing Director of Northstar Homes & Spaces.

NICMAR extends gratitude and acknowledges the unwavering commitment of its students who played integral roles in the rigorous IGBC certification process.

NICMAR Hyderabad Awards Scholarships to Outstanding Students

On February 7, NICMAR Hyderabad hosted its Scholarship Award Ceremony for the even semester, celebrating academic prowess and dedication among its student body. The following scholarships were conferred:

- **NICMAR Merit Scholarship:**

Awarded to students from the PGP ACM 36th and 37th batches who ranked in the top 10% of their class based on term-end exam results of the third semester.

Six students from the ACM 36th batch and seven from the ACM 37th batch were recipients of this esteemed scholarship.

• **NICMAR Top Rankers' Scholarship:**

Presented to PGP students across various programs based on their grades (SPI) in the respective academic semester.

Eight students from the ACM 37th batch, eight from the QSCM 20th batch, one from the HSEM 21st batch, and five from the ACM 36th batch were honored with this scholarship.

Recipients were selected based on eligibility criteria, including SPI above 8 points and class attendance exceeding 80%.

The ceremony served as a testament to NICMAR Hyderabad's commitment to fostering academic excellence and supporting deserving students in their educational pursuits.







NICMAR, Hyderabad Hosts Three-Day Meditation Program for Community Well-being

From December 20 to December 22, 2023, the Business Club orchestrated a comprehensive meditation program at NICMAR's Hyderabad campus. With objectives ranging from introducing meditation to showcasing diverse approaches, establishing relaxation zones, and fostering community well-being, the initiative aimed to enrich the college experience.

Led by licensed instructors Mr. K. Srinivasulu and Ms. Aishwarya, the sessions delved into meditation fundamentals, various techniques, and practical integration into daily routines. Mr. Srinivasulu, a seasoned meditation trainer affiliated with Shri Ram Chandra Mission since 2003, imparted insights into mindfulness meditation.

Participants lauded the program, highlighting heightened awareness, improved stress management, and overall well-being enhancement. The workshop's success underscores its significance in cultivating mental wellness and mindfulness within the college community.



NICMAR Hyderabad Unites for Blood Donation Drive

On January 31, 2024, the collaborative efforts of the Business Club, NSS Club, and NTR Trust culminated in an impactful blood donation event at NICMAR Hyderabad. A total of 61 donors, comprising faculty, staff, and students, came forward to contribute.

The NTR Trust commended the altruistic spirit demonstrated by the NICMAR community and expressed gratitude towards all participants for their invaluable contributions, which played a pivotal role in ensuring the event's success.



Department of Student Affairs Organizes Cancer Awareness Session

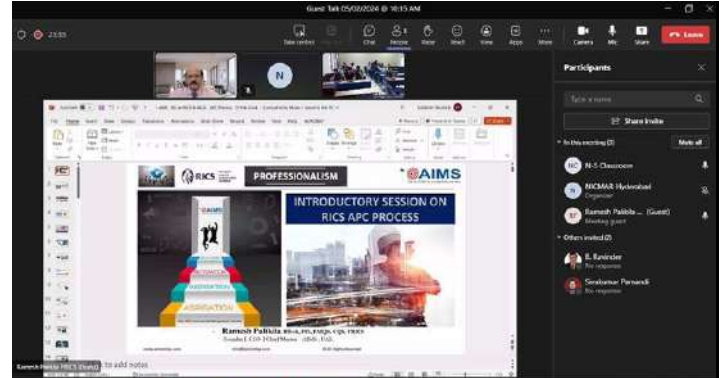
On December 13, 2023, the Department of Student Affairs at NICMAR hosted a crucial Cancer Awareness session intending to equip attendees with the essential knowledge to mitigate cancer risks, advocate for early detection, and enhance community health.



Renowned expert Dr. Chaturvedi Vasudev, General Secretary of Swastava Cancer Care Society in Hyderabad, India, and a distinguished Member of the Rotary Club of Hyderabad Pearls shared insights gained from over 50 years of experience in cancer awareness. Participants were enlightened about the origins, symptoms, risk factors, prevention methods, and early detection strategies for cancer.

AIMS CEO Shares Insights on RICS-APC Certification

Mr. Ramesh Palikila, Founder and CEO of AIMS in Dubai, UAE, brought his expertise to NICMAR on February 5, 2024, delivering a session focused on the Royal Institution of Chartered Surveyors (RICS) - Assessment of Professional Competence (APC). With over 24 years of techno-commercial experience in the UAE, Malaysia, and India building sector, Mr. Ramesh provided invaluable guidance on achieving professional proficiency and certification in Quantity Surveying.



A member of esteemed professional organisations including RICS (UK), AIQS (AU), and IOS (India), Mr. Ramesh's insights were highly appreciated. The session, coordinated by Dr. B Ravinder, Program Director (QSCM), served as a platform for aspiring professionals to delve into the intricacies of RICS-APC certification and gain valuable industry insights.

Pongal Celebrations Light Up NICMAR Hyderabad Campus



On January 10, 2024, NICMAR Hyderabad campus buzzed with vibrant energy as Pongal, also known as Makar Sankranti in Northern and Western India, was joyously observed. Prof. Anil Akashyap, DG NICMAR and Chancellor of NICMAR University, Pune, and Prof. Poonam Kashyap, Director of Strategic Planning and External Partnerships, graced the occasion with their presence.

The festivities were marked by a spirited Rangoli competition and an exhilarating kite-flying event, bringing together students and faculty in a jubilant atmosphere. The traditional Sankranthi dish, Pongal, was served to all members during lunch, adding a delicious touch to the celebrations.

Under the supervision of the Department of Student Affairs, the Students' Council took charge of organising and executing the festivities, ensuring a seamless and memorable experience for all. Dr. Vikrant Yadav, Head of Student Affairs, was pivotal in overseeing the programme and ensuring its success.

Saksham-2024' Ignites Energy Awareness at NICMAR-Hyderabad

On January 24, the Department of Student Affairs at NICMAR-Hyderabad hosted 'Saksham-2024', an event orchestrated by the Ministry of Petroleum and Natural Gas to promote energy consciousness. Spearheaded by the Indian Oil Corporation, this initiative targets educational institutions, including schools and universities, through its Youth program.

The highlight of 'Saksham-2024' was the insightful discourse delivered by Professor K. R. Ramana, former Dean of NICMAR Hyderabad and Adjunct Professor at the National Construction Academy, Hyderabad. Professor Ramana shared invaluable insights on energy sources, the imperative of conservation, and effective techniques for energy preservation.

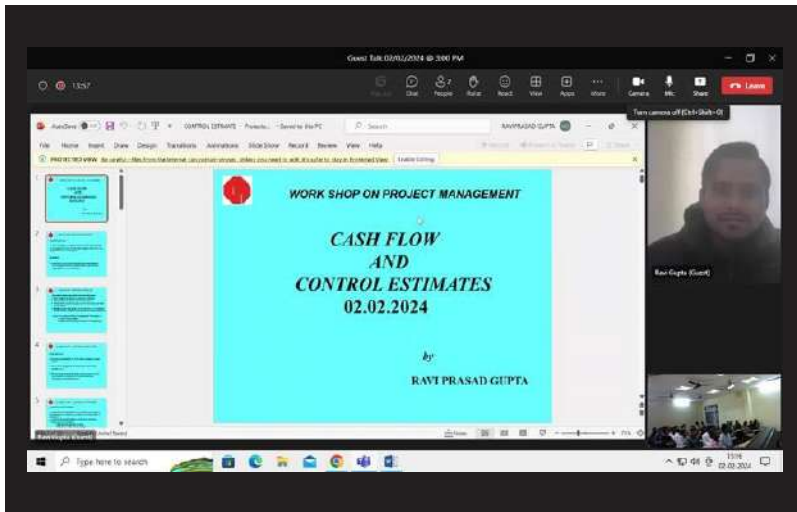
To engage participants further, a quiz was conducted, adding an element of excitement to the program. Mr. Sandeep Kumar Sahoo, HSEM 21, clinched the coveted first prize. While, Ms. Poorva Ram Khabade, QSCM 20, and Nischitha B. H. of ACM 36 emerged as deserving runners-up, showcasing their knowledge and enthusiasm for energy conservation.



Mr. Ravi Prasad Gupta Shares Expertise on Cash Flow and Estimation

On February 2, 2024, students of the QSCM program at NICMAR Hyderabad had the privilege of learning from Mr. Ravi Prasad Gupta, Project Manager at Gammon Engineers and Contractors Pvt Ltd. His session, centered on 'Cash Flow and Cash Estimation', provided valuable insights from his extensive field knowledge and experience.

A Civil Engineer from the esteemed National Institute of Technology, Agartala, Mr. Ravi further honed his skills through post-graduate studies in Quantity Surveying and Contracts Management at



NICMAR Hyderabad. With a diverse portfolio spanning highways, bridges, and tunnels, he brings expertise in project management, contract administration, contractual claims, and negotiations.

Mr. Ravi's session proved enlightening, offering students practical perspectives on cash flow management and estimation techniques essential for success in the industry.

Mr. Rahul Samadhiya Delivers Keynote on Cost Monitoring and Control



On January 12, 2024, students enrolled in the QSCM program were privileged to hear from Mr. Rahul Samadhiya, Senior Manager - Cost Control at Larsen & Toubro. With an illuminating session focused on "Cost Monitoring and Control," Mr. Rahul shared his wealth of knowledge and experience of over more than 14 years in the construction sector.

A chartered member of the prestigious Royal Institution of Chartered Surveyors and an alumnus of NICMAR Hyderabad, Mr. Rahul's professional journey is marked by significant roles at renowned companies. From his tenure as a Senior Quantity Surveyor at Terrazzo Dubai Co. L.L.C to his roles at Larsen & Toubro Ltd, Shapoorji Pallonji & Co Ltd, and Gammon India Ltd, he has consistently demonstrated expertise in commercials, cost management, quantity surveying, contract administration, and estimation.

Mr. Rahul's keynote address provided invaluable insights into effective cost-control strategies, drawing from his rich and diverse experience in the field.

Mr. Rajesh Uba Inspires NICMAR Hyderabad Students with iBultup Innovation



On February 2, 2024, Mr. Rajesh Uba, an Esteemed ACM Alumnus from the 23rd Batch, graced the NICMAR Hyderabad Campus with his presence. During his visit, Mr. Uba unveiled iBultup, his pioneering startup, revolutionising construction planning through web-based automation. Sharing invaluable entrepreneurial

wisdom and industry potential, Mr. Uba captivated the audience with his journey. Currently operational in India, iBultup is poised for a US launch. Demonstrating the tool firsthand, Mr. Rajesh provided students with practical insights into its functionality, leaving a lasting impact on all attendees.

NICMAR Hyderabad Pioneers Project Management Institute - Pearl City Chapter (PMI-PCC) Student Club

January 10, 2024, marked a significant milestone for NICMAR Hyderabad by establishing the PMI-PCC Student Club. The inauguration ceremony, graced by Dr. Anil Kashyap, Director General of NICMAR, and Mr. Manohar Yerraguntla, Vice President of Project Management Institute (PMI) Pearl City Chapter (PMIPCC), marked the official launch of the club. A record-breaking 77 students enrolled, setting a new benchmark in PMIPCC's zone.

The event, attended by esteemed guests including Dr. Poonam Kashyap, Director of Strategic Planning, and Ms. KVSN Lata, Director of Academic Outreach at PMIPCC, witnessed the ceremonial lighting of the lamp and a warm welcome address by School Dean, Dr. Raju Sathish Kumar. Prof. Prashanth Kumar Sreram set the tone for the event, emphasising the collaborative efforts of both organisations in forming the Student Club.



In his address, Dr. Anil Kashyap underscored NICMAR Hyderabad's commitment to student growth and industry readiness. Dr. Poonam Kashyap encouraged students to leverage the platform for their benefit, highlighting the relevance of project management across various fields.

The event also recognised the contributions of student volunteers Mr. Tadimarri Adesh Babu, Mr. Sheetal Kumar N A, and Ms. K S Roopali, who were presented with certificates of appreciation. Prof. Ravindranadh Chowdary Kamma delivered the vote of thanks, concluding the event on a high note. The PMI Student Club promises to be a vital platform for students to engage with industry professionals and promote project management in the construction, real estate, infrastructure, and project management sectors. By collaborating with PMI, NICMAR Hyderabad aims to enrich students' educational experiences and prepare them for successful careers in the industry.

NICMAR NSS Students Demonstrate Commitment to Community; Cleans Sri Kanyakaparameshwari Temple on Ram Temple Pran Pratishtha Day



On January 20, 2024, in observance of the Ram Temple Pran Pratishtha event, students from the NICMAR Social Services (NSS) Club showcased their unwavering dedication to service by participating in a thorough cleaning of the Sri Kanyakaparameshwari Temple. Approaching the task with reverence and a collective spirit of community well-being, the students exemplified the values of social responsibility and cultural sensitivity instilled

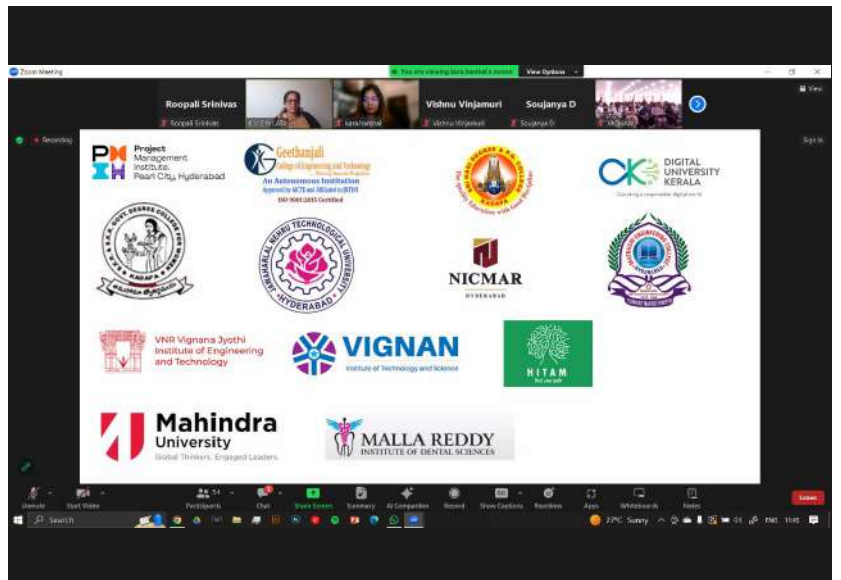
by educational institutions. Under the guidance of Prof. Onkar Chothe, the NSS officer, the collaborative efforts of the NSS club members not only contributed to the upkeep of the sacred temple but also fostered social harmony and mutual respect within the community. Their participation on this symbolic day served as a testament to the importance of preserving cultural heritage and promoting inclusivity..



PMI-PCC Hosts ‘International Student Leadership Day’

The Project Management Institute – Pearl City Chapter (PMIPCC) successfully conducted its flagship event, the ‘International Student Leadership Day’, online on February 17. The event aimed to enlighten students about the critical importance of leadership in their future endeavors. Over ten colleges participated actively, with students engaging in various activities and discussions.

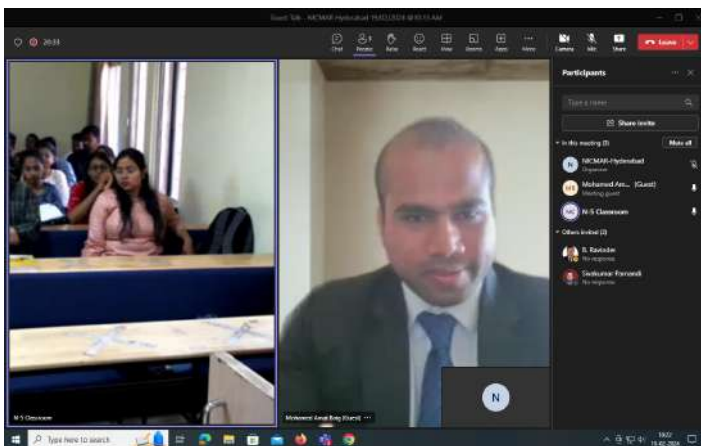
Students from different institutions were invited to nominate speakers to address "How to foster leadership among students." Among the 16 nominees, Ms. K S Rooplai from NICMAR, Hyderabad, was chosen as one of the two students to share insights with the audience. Her participation added significant value to the event, inspiring fellow students to embrace leadership qualities.



Mr. Mohamed Amar Baig Shares Insights on Procurement & Tendering with QSCM Students

On February 19, 2024, Mr. Mohamed Amar Baig, Executive Cost Manager-MEP at M/s. Gleeds Consulting India Pvt Ltd, delivered a comprehensive session to the students of the QSCM program on the topic of 'Procurement and Tendering'. Mr. Amar, equipped with a B.Tech in Mechanical Engineering and a post-graduation in Quantity Surveying and Contract Management from NICMAR, Hyderabad, brought extensive expertise to the discussion.

As a member of esteemed organisations such as the Royal Institute of Chartered Surveyors and the Indian Institute of Quantity Surveyors (MIIQS), Mr. Amar boasts over 9 years of hands-on experience. His professional journey spans various domains including cost planning, procurement, tendering, quantification, costing, commercial management, contract administration, and change control management, culminating in final account settlement. His insights proved invaluable to the aspiring quantity surveyors and contract managers in attendance.



Civil Engineering Graduates from Methodist College Visit NICMAR Hyderabad for Insightful CRIP Sector Sessions

On December 28, 2023, graduating civil engineering students from Methodist College of Engineering and Technology, Hyderabad, along with their Head of Department (HOD) and faculty members, embarked on a visit to the NICMAR Hyderabad campus. The visit, facilitated by Dr. T Seshadri (Dean, Campus), Dr. Indrasen Singh (Dean, Academics), Dr. B Ravinder (Programme Director, QSCM), Prof. Saurabh Jindal (Programme Director, REDM), and Dr. Mahesh Balasubramani (Programme Director, ACM), aimed to enlighten students about the diverse opportunities available for engineering graduates in the Construction, Real Estate, Infrastructure, and Project Management (CRIP) sector. Through informative sessions, campus tours, and workshops, students gained valuable insights into their potential roles and contributions to the industry.

SoCET Hosts Lecture on Accident Investigations for Health, Safety, and Environmental Management Students, Featuring Expert Dr. K.R. Ramana

On January 3, 2024, the School of Energy and Clean Technology (SoCET) organised a lecture on 'accident investigations' tailored for students enrolled in the Post Graduate Program in Health, Safety, and Environmental Management. Renowned safety specialist Dr. K.R. Ramana served as the keynote speaker for the event, providing invaluable insights gleaned from extensive professional experience.

Cyborg Student Club Hosts Lecture on Concrete 3D Printing: Exploring Construction 4.0

On February 16, 2024, the student club Cyborg organised a captivating lecture titled 'Concrete 3D Printing Technology - Construction 4.0,' with Mr. Hrithik Thakur as the guest speaker. Mr. Thakur, an esteemed alumnus of NICMAR Hyderabad

currently serving as an Associate in Project Management at Tatsva Manufacturing Solutions Pvt Ltd., delved into the evolution, opportunities, and challenges surrounding concrete 3D printing technology.



NICMAR Hyderabad Library Commemorates Saraswathi Puja on Vasanth Panchami

NICMAR Hyderabad Library celebrated Saraswathi Puja on the occasion of Vasanth Panchami on 14th February 2024. Faculty and students attended the puja and sought the divine blessings of the GODDESS.



Academic Outreach Activities

NICMAR Faculty Leaders Unite for MBA Connect: Bridging Engineering and Non-Engineering Paths into the CRIP Industry

On December 15, 2023, at the Park, Somajiguda, Hyderabad, Dr. Hanumantha Rao, Programme Director of APM, along with Prof. Rambabu Mukkamala, who heads Admissions & IT, Prof. Saurabh Jindal, Programme Director of REDM, and Dr. Mahesh Balasubramani, Programme Director of ACM, showcased NICMAR's expertise at the MBA Connect event. Their presentation engaged both engineering and



non-engineering students, offering invaluable insights into the opportunities within the CRIP industry. Moreover, they highlighted the distinctive programs available at NICMAR, Hyderabad.

Exploring Architectural Graduates' Potential in CRIP Sector: Insights from Vaishnavi School of Architecture and Planning



On December 27, 2023, at Vaishnavi School of Architecture and Planning in Hyderabad, Dr. Sathish Kumar, Dean of the School of Computing and Technology, Dr. KV Prasad, Programme Director of the School of Executive Education, and Dr. Mahesh Balasubramani,

Programme Director of ACM, conducted a series of sessions on the theme "Scope of Architecture Graduates in CRIP Sector." The sessions were aimed at enlightening architecture students about the burgeoning CRIP sector and the emerging job opportunities it offers.

Engineering Graduates Explore Techno-Management Sector at St. Thomas College of Engineering and Technology

Dr. R. Sathish Kumar, Dean of the School of Construction and Technology, and Prof. Vishnu Namboodiri, Program Director of HSEM, joined forces on January 25, 2024, to address the students of St. Thomas College of Engineering & Technology in Kerala. Together, they delved into the scope of engineering graduates within the techno-management sector, shedding light on potential career pathways and opportunities.

Engineering Graduates Explore Opportunities in the CRIP Sector at TKR College of Engineering and Technology



On December 20, 2023, at TKR College of Engineering and Technology (Autonomous) in Hyderabad, Dr. T Seshadri, Dean- Campus, Dr. KV Prasad, Programme Director of the School of Executive Education, and Dr. Mahesh Balasubramani, Programme Director of ACM,



led a series of sessions focused on the theme "Scope of Engineering Graduates in CRIP Sector." These sessions were designed to raise awareness among graduating engineering students about the rapid growth and promising job opportunities available within the CRIP sector.

Expert Sessions Illuminate CRIP Sector Opportunities at TKR Engineering College, Hyderabad

On December 20, 2023, at TKR Engineering College (Affiliated to JNTU) in Hyderabad, Dr. T Seshadri, Dean of the Campus, Dr. KV Prasad, Programme Director of the School of Executive Education, and Dr. Mahesh Balasubramani, Programme Director of ACM, conducted a series

of sessions centered on the theme "Scope of Engineering Graduates in CRIP Sector." These sessions were organised to raise awareness among graduating engineering students about the significant growth and abundant job opportunities within the CRIP sector.

NICMAR Programme Directors Enlighten Chennai's MBA Aspirants on CRIP Industry Opportunities

On January 23, 2024, Dr. Hanumantha Rao, Programme Director of APM, and Dr. Mahesh Balasubramani, Programme Director of ACM, engaged in the MBA Connect event at the Park in Chennai. Their participation aimed to guide prospective students regarding the opportunities within the CRIP industry and to showcase the distinctive programs offered by NICMAR, Hyderabad.



Guest Speakers Illuminate Guru Nanak Institutions Technical Campus on Construction Sector Advancements and Urban Development Innovations

On January 6, Dr. T Seshadri, Dean-Campus, and Dr. B Ravinder, Program Director of QSCM, were invited as guest speakers at Guru Nanak Institutions Technical Campus (Autonomous). Dr. Seshadri spoke on "Building Futures: Advancements and Careers in the Construction Sector," while Dr. B Ravinder

addressed "Innovations in Urban Development: Evolving Real Estate & Infrastructure Projects." These sessions aimed to enlighten students about the opportunities within the CRIP industry and to showcase the distinctive programs offered by NICMAR, Hyderabad.

Exploring Engineering Graduates' Potential in Techno-Management: Carmel College Hosts Experts

On January 23, 2024, Dr. R. Sathish Kumar, Dean of the School of Construction and Technology, and Prof. Vishnu Namboodiri, Program Director of HSEM, delivered a talk at Carmel College of Engineering & Technology, Hyderabad. The session focused on the "Scope of Engineering Graduates in the Techno-Management Sector," providing insights into diverse career profiles, learning avenues, key industry developments, and growth prospects within the sector.

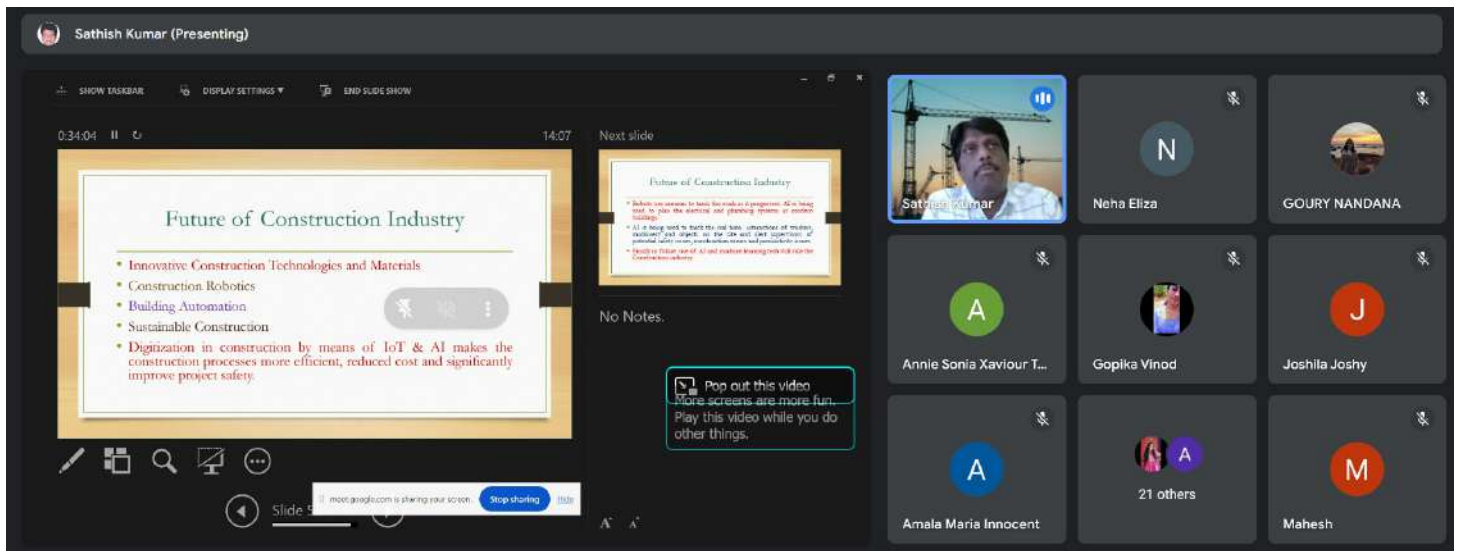
Experts Guide Sri Venkateswara College of Architecture Students in Hyderabad

On December 27, '23, Dr. V. Pramadha and Prof. Prashanth Kumar Sreram engaged students at Sri Venkateswara College of Architecture, Hyderabad, shedding light on the developments within the CRIP sector. The sessions delved into crucial details concerning diverse job roles, educational pathways, notable advancements, and the industry's promising growth potential in the future.

NICMAR Experts Address Students at Vasavi College of Engineering and St. Ann's College

On February 2, 2024, Dr. V. Pramadha and Prof. Ravindranadh Chowdary Kamma engaged students at Vasavi College of Engineering and St. Ann's College in Hyderabad. They discussed NICMAR's academic programs, student life experiences, and job opportunities within the CRIP sector, providing valuable insights for aspiring professionals.

Experts Guide Toc H Institute Graduates on Opportunities in CRIP Sector



On February 19, 2024, Dr. Sathish Kumar, Dean of the School of Construction & Technology, Dr. KV Prasad, Programme Director of SoExE, and Dr. Mahesh Balasubramani, Programme Director of ACM, addressed graduating students at Toc H Institute of Science and Technology in Cochin. Their discussion focused on the "Scope of Engineering and Architecture Graduates in the CRIP Sector," providing valuable insights into career opportunities for the future professionals.

Faculty/Student awards/Recognitions/Achievements

Prof. Rambabu Mukkamala Earns Silver Elite Certificate in Industry 4.0 and IIoT Programme

Prof. Rambabu Mukkamala has been awarded a Silver Elite Certificate for completing the 'Introduction to Industry 4.0 and Industrial Internet of Things' Faculty Development Programme provided by NPTEL-AICTE.

Dr. Ammani P Wins First Prize for Paper on NEP 2020 Impact on Research Landscape

Dr. Ammani P was honoured with the first prize for her paper titled "Igniting Minds, Fuelled by Innovation: How NEP 2020 is Reshaping India's Research Landscape" at a two-day national conference on National Education Policy for Developing Quality

Education and Research-A Way Forward. The conference, organised by the Telangana Tribal Welfare Educational Institutes Society on January 30th and 31st, 2024, aimed to explore the implications of NEP 2020 on education and research quality enhancement.

NICMAR Students' Proposal for Greater Kochi 2035 Initiative: A Strategic Approach to Urban Sustainability and Tourism Enhancement"

Mr. Muhammed Hashim P A, Ms. Svetha S and Ms. Fasna Sherine .K from ACM36th Batch successfully submitted the Detailed Project Report (DPR) for the **Greater Kochi 2035** initiative - a significant endeavour focused on the **transformation of Kochi's urban landscape** with a steadfast commitment to sustainable development and tourism enhancement. Their proposal outlines a comprehensive strategy incorporating innovative solutions such as the development of efficient public transportation systems, the implementation of a **Ring Road System**, and the promotion of non-motorised transport options. These measures are strate designed to address pressing urban challenges, including traffic congestion and air quality, while fostering a higher standard of living for Kochi's residents.

Additionally, the sustainable tourism development strategies aim to position Kochi as a premier global destination, balancing growth with the preservation of its unique cultural and environmental heritage.



NICMAR extend its sincere appreciation to **P.Rajeev - Minister For Industries, Law And Coir, Government of Kerala** and **Greater Cochin Development Authority (GCDA)** for the opportunity to present the students' vision and findings

Faculty publications

1 Murali Jagannathan, Vijayeta Malla, Venkata Santosh Kumar Delhi, **Venkatesan Renganaidu** (2024), "Application of lean for early identification and avoidance of disputes in construction projects", Construction Innovation, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/CI-04-2023-0073>. (ABDC-'B', SCOPUS Q1)

2 **Ajay Sinha & Hanumantha Rao. P.** (2023). Analytical Research on Operational Issues of the Remanufacturing Process in India, Management and Production Engineering Review, Vol.14, No.4. (SCOPUS Q2)

3 **Saurabh Jindal** & Veruval Devadas (2023), Urban land Development Policies in India: A Comparative Analysis, Journal of the Institute of Town Planners, India. <https://www.itpi.org.in/uploads/journalfiles/journal%2020%C3%974.pdf> (UGC)

Papers at Scopus indexed / select reputed conferences

1 **Ajay Sinha** & Tanmoy De (faculty at SIBM Hyderabad), presented a paper titled "Analysis of Reverse Logistics Issues in India: Challenges in the Remanufacturing Process" at the International Conference on Global Business Transformation: Now, Next and Beyond held at Symbiosis Institute of Business Management, Hyderabad between 30th – 31st January 2024.

2 Anil Singh, Vikram Bhadauria, Lyseth D'Souza and **Vimlesh Prabhu Desai**; paper titled "Modelling ERP Back Order Processing in Spreadsheets" at Decision Science Institute's 54th Annual conference on 'Responsive, Relevant, Responsible: Decision Making in the Age of Transformation' at Houston, USA. 18th -20th Nov'23

Events attended by Faculties

1 Dr. Vimlesh Prabhudesai (Sr. Associate Professor), Prof. Rajasekar Mamillapalli (Head, Centre for Continuing Professional Development), Dr. Mahesh Balasubramani (Programme Director, ACM), Mr. Pradeep Kumar Ojha (Placement Officer) and students from the senior ACM batch Ms. Charna, Ms. Fasna and Mr Apoorv represented NICMAR, Hyderabad at the CII Telangana Real Estate and Infrastructure Summit 2023 held on January 25, 2024 at ITC Kakatiya, Hyderabad.



2 Dr. Ammani P & Dr. Amit Hedau represented NICMAR, Hyderabad at the Career Bridge Connect 24-College interaction and Branding session on February 1 2024. While Dr. Ammani addressed the students of Little Flower Degree College, Uppal, Hyderabad, Dr.Amit was a panellist in a panel discussion at St.Mary's Degree College, Hyderabad.

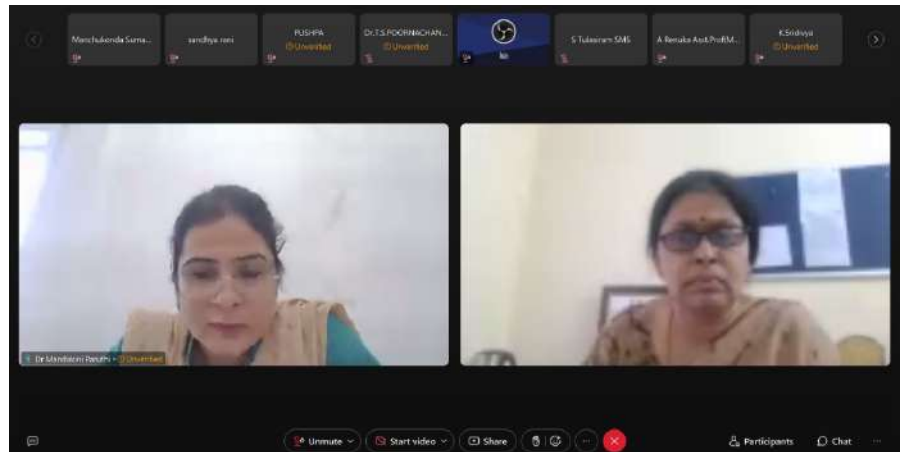
3 Dr. B. Ravinder (Program Director- QSCM) and Mr. Pradeep Kumar Ojha (Placement Officer) represented NICMAR, Hyderabad at ACETECH24 in HITEX, Hyderabad on January 21 2024

4 Dr.V. Pramadha, Head – Alumni Relations represented NICMAR, Hyderabad at ASPIRE (Annual Symposium for Professionals in Infrastructure and Real Estate) 2024 organised by Association of Global Nicmarians (AGNI) on January 20, 2024, at Sahara Star, Mumbai.

5 Dr. Amit Hedau (Programme Director, Research & Publications), Dr. Mahesh Balasubramani (Programme Director, ACM), members of student council 2022-23 Ms. ChanduPriya (General Secretary), Mr. Dwaraknath (Treasurer) and Mr. Chandan (Technical Coordinator) represented NICMAR, Hyderabad at the International Conclave on “EU-India as Strategic Partners for the Future of Higher Education” at Woxsen University campus, Hyderabad on January 9 '24 (Tuesday)

Faculty external engagement

1 Dr. Ammani P was invited as a resource person at Faculty Development Program on Research Methodologies and Publication Strategies Organised by CBIT, Hyderabad from 12-16th Feb 2024. Dr. Ammani delivered a lecture on 'Hypothesis testing and Statistical Analysis'



2 Dr. Ammani P was appointed as a Chairperson for reviewing a course "Horti-Business Management", by Indian Council for Agricultural Research (ICAR). This course is offered as part of UG program developed by ICAR.

3 Dr. V.Pramadha was invited as a resource person at Entrepreneurial Development Program, hosted by CMR Technical Campus, on February 9 2024. Dr. Pramadha delivered a session on "Design Thinking, Critical Thinking and Innovative Design"

4 NIRMA University, Ahmedabad extended an invitation to Dr. Vimlesh Prabhu Desai to deliver a session titled "Design Thinking" to the MTech in Construction Technology & Management students. January 30 session was a part of University's "Expert Talk" series.

5 Dr. Mahesh Balasubramani was invited as a resource person to participate in a Faculty Development Program on Digitalization in Civil Engineering hosted by Rajiv Gandhi Institute of Technology, Kottayam, The program held between 15-21 Jan'24 was funded by the DTE - Government Of Kerala.



6 Dr. Mahesh Balasubramani was invited to participate as a resource person in the AICTE sponsored ATAL Faculty Development Program on Modern Construction Materials and Technologies. The Department of Civil Engineering at Guru Nanak Institutions Technical Campus, Hyderabad sponsored the FDP from December 11-16, 2023.



7 Dr. B. Ravinder was invited to deliver a talk on 'Quality management in Construction domain' at Centre for Continuing Education Services, National Council for Cement and Building Materials, Gachibowli, Hyderabad on December 22.



8 Prof. Prashanth Sreram was invited as a guest speaker by TATA Steel for an event titled "Converse to Construct: Building Blocks for Tomorrow" on 23.02.2024 at Trident Hotel in Hyderabad. Prof. Prashanth spoke on "Sustainable Construction & Green Steel". The talk emphasised on importance of sustainability in construction, legislative requirements, awareness of sustainable practices at construction sites, and the role of green steel in promoting sustainability.



Over 100 individuals from the CRIP sector from Telangana and Andhra Pradesh attended the event. The event featured two guest lectures on cutting-edge building technologies, followed by the virtual opening of the Steel Service facility in Vijayawada, developed in partnership with the Company's channel partner Samrat Irons Pvt. Ltd.

The event was covered by media.

The Avenue Mail on 24.01.2024

<https://avenuemail.in/tata-steel-inaugurates-3rd-fully-automated-construction-service-centre/>

TOWNPOST 24.01.2024

<https://townpost.in/2024/01/24/tata-steels-vijayawada-service-centre-boosts-construction-solutions/>

Article

FLEXI WORK!!! WHAT ON EARTH ARE YOU SAYING?

"Ms. Madhu, you left the office 30 mins before the scheduled time on Friday 13th Feb. Can you explain this?" HR Manager

The world is advancing so are the machineries, equipment, hardware, software. While we debate on topics like I4.0, I5.0, robots, AI, ML, digital technologies, sustainability etc. it's equally crucial to deliberate on managing and supporting our people effectively and efficiently. Significant progress in handling employees has been made in different sectors such as IT, Finance, and Consulting, with advancements gradually extending to other industries as well. However, there is still much room. This article delves with a specific part of managing people – 'shift from rigid 9-to-5 work schedules to flexible work arrangements that prioritize individuals over attendance clocking'.

Traditional employment meant, being present at your desk for eight hours every day, five days a week. To expect each employee to perform at their best during 9-5 is unrealistic as every individual's peak energy level differs as per internal biological clock. In such a scenario the typical 9-to-5 work schedule puts most out of sync. When bound by rigid timing, employees spend more time checking the clock than working. One of the possible fallout of this is that employees refuse to stay beyond working hours sarcastically citing reason that doing so means going against office norms. This hampers deadlines and work quality plummets. In response to the dynamic nature of the business the traditional 9-to-5 work schedule is being replaced with a more flexible and employee-centric practice - Workplace flexibility

or Flexi work. Workplace flexibility believes that **employees are most productive when they have control on their work environment.** It's about the flexibility to manage your time and resources in a way that is most effective to you. The change is more than just being able to choose one's hours.

As reported in Economic Times (July 2023), even manufacturing sector known for rigid work hours and culture is now opting for a flexible approach, in terms of relaxations in working days/hours, attendance punching and uniforms. This not only provides employees with autonomy over their work hours but also signifies a pivotal shift towards a more agile and employee-focused industry.

Modern organizations must eliminate outdated practices from the industrial age, such as rigid working hours (9-to-5) to perform standardized duties at a single workplace.

Being able to set your own hours at work does not mean you are lazy or don't care about meeting goals. Rather it **implies greater freedom to choose your own hours, workspace, and place** to achieve best results. This helps one to be most productive, complete work of the highest quality, remain motivated and maintain a healthy work-life balance. Nothing matters more than work-life balance and mental wellness.

Flexibility at work isn't about letting people work from home or relaxing office hours or coming late to work or leaving early from work but it's about providing them space to decide where, how and when to work in a way that fits their persona with a win-win scenario for all. Fostering creative and innovative thinking is crucial for advancing. Efficient, professional, trustworthy and people oriented leader let their team operate in ways best for them. Waseem John, researcher from Aligarh Muslim University, observed that implementing proactive flexi work hours' practices and taking into consideration employee preferences and demands can boost productivity and efficiency. Although there has been several research on the advantages of a flexible work culture, there is still reluctance to embrace this approach. For an organization to benefit from this phenomena, it requires a fundamental change in firms' thinking and operations.

Traditional work culture praises 'early comers' and those who put in 'extra hours' and brands 'late comers' or 'early goers' as less conscientious and undisciplined, regardless of job performance. Surprisingly supervisors fail to think differently; it could be that the former requires more hours to finish same amount of work which the latter does in less hours which makes the latter more efficient than the former.

"The most inspiring, most dedicated, most proficient, most hardworking individual is not the one who cloaks 60 hours a week to complete the tasks. It's the individual who finishes the same in 30 hours."

Second, superiors often look down on employees who ask for or use flexible schedules. Third, seniors feel one of the best way to exercise

authority and control is by having a tab on employees' check-in and check-out. Fourth, most of the firms feel 'if they cannot see you, they think you are not working'.

Flexi work hours require a significant change in the mind-set of employee and employer. Flexibility only works in high-trust workplaces. Management should trust people to operate in a non-traditional framework and offer the resources and atmosphere to do so. Trust employees to autonomously manage their time and tasks, regardless of whether they at office or home at 9.00 am. If you are not within my eyesight you are probably watching a movie or idling - this mentality and lack of trust defeats the point of working flexibly. Trust the people at work, as you did when you hired them. If you don't trust people, why hire them? **Enhancing trust levels and redefining productivity metrics** are crucial for establishing a sustainable flexible work culture.

Equip leaders with the necessary abilities to manage hybrid teams for ensuring operational flexibility. Old fashioned supervisors and those with age old mind-set should unlearn old practices and relearn new practices. Provide training to the leadership team on managing hybrid teams to achieve successful flexibility.

Face-to-face engagements, departmental/ important meetings, tasks requiring interaction with colleagues physically etc. can be planned in advance while the balance time can be kept for the employees to work flexibly in order to deliver efficiently. Such prior scheduling, in one way, instil discipline in planning in the entire office setup. In odd occasions when meetings happen outside these designated times employees could be asked to join online. They

will certainly follow the requirement. But these occasions have to be kept to minimum else the purpose of flexible work hours is lost.

Supervisors' focus should **move away** from being a **time-keeper** to being a **facilitator** of efficiency and productivity. Are the organisations remunerating the employees for the work they perform or the number of hours they clock? Rather than supervising over employees' heads second-by-second, minute-by-minute, hour-by-hour; make them accountable for their work, output and time management rather than the hours clocked. Focus on deliverables.

Provide employees with necessary resources, facilities and empower them. If required, **train them adequately.**

Developing a high-trust culture where people feel free to speak out, to fail, and feel trusted by management regardless of when or where they work, is paramount.

Natalie McKnight, Dean of the College of General Studies at Boston University, *"Very few faculties come to work five days a week, eight, nine hours a day around the calendar year. Most faculty, unless they run a research lab, come to campus when they have classes and office work, and very few faculties have classes five days a week. I'd say three to four days is pretty typical for faculty"* (courtesy: www.insidehighered.com)

In conclusion, firms can be at cutting edge of innovation if they embrace best practices in employee welfare.



Vimlesh Prabhu Desai

(PhD, MBA, BE)

Sr. Associate Professor,
NICMAR, Hyderabad

The views and opinions expressed are those of the author and do not necessarily reflect that of the Employer.

Bidding Adieu to Dr. Vinay Agrawal

As NICMAR bids farewell to Dr. Vinay Agrawal after about a decade of dedicated service, it's with a heavy heart yet immense pride that we extend our gratitude and best wishes to him.



Since joining NICMAR's Goa campus in June 2014, Dr. Agrawal has effortlessly blended his academic prowess with remarkable administrative acumen. His tenure has been marked by unwavering commitment, evident in his tireless efforts to uphold the institute's values and standards.

Dr. Agrawal's no-nonsense approach coupled with his unwavering righteousness has left an indelible mark on all those fortunate enough to work alongside him. His integrity and dedication have been a source of inspiration, setting a high bar for professionalism and ethics within our institution.

As Dr. Agrawal embarks on a new chapter in his journey, we extend our heartfelt wishes for continued success and fulfillment. While his absence will be keenly felt, the legacy of his contributions will endure, serving as a guiding light for future generations.

Thank you, Dr. Vinay, for your invaluable service and unwavering commitment. May your path ahead be filled with prosperity, happiness, and fulfillment.

NICMAR Family

Admissions

NICMAR, Hyderabad - ADMISSIONS OPEN 2024



Applications are invited from dynamic and enthusiastic aspirants:

One Year Post Graduate Programme in Real Estate Development and Management (PGP REDM)

Two Year Post Graduate Programme in Advanced Construction Management (PGP ACM)

Two Year Post Graduate Programme in Advanced Project Management (PGP APM).

One Year Post Graduate Programme in Logistic in Supply Chain Management (PGP LSCM)

One Year Post Graduate Programme in Quantity Surveying and Contract Management (PGP QSCM)

One Year Post Graduate Programme in Health, Safety and Environment Management (PGP HSEM)

Programmes	Eligibility
Two-Year PGP in Advanced Construction Management	Bachelor's degree in Engineering / Architecture / Planning with minimum 50% aggregate marks from a recognised Institution / University.
Two-Year PGP in Advanced Project Management	Bachelor's degree in any discipline with minimum 50% aggregate marks from a recognised Institution / University.
One-Year PGP in Quantity Surveying and Contract Management	Bachelor's degree in Engineering / Architecture / Planning with minimum 50% aggregate marks from a recognised Institution / University.
One-Year PGP in Health, Safety and Environment Management	Bachelor's degree in Engineering with minimum 50% aggregate marks from a recognised Institution / University.
One-Year PGP in Logistics and Supply Chain Management	Bachelor's degree in Information Technology / Computer Science / Architecture / Planning / Management / Economics / Mathematics / Statistics / Agriculture / Engineering with minimum 50% aggregate marks from a recognised Institution /University.
One-Year PGP in Real Estate Development and Management	Bachelor's degree in Engineering / Architecture / Planning / Commerce / Finance / Banking / Management / Economics / Mathematics / Statistics with minimum 50% aggregate marks from a recognised Institution/ University.
<i>Note: Final-year eligible Graduating students can also apply.</i>	

Admission is in progress and the process consists of PG-NCAT admission test followed by Group Discussion and Personal Interview. Programmes for 2024 batch shall commence from 15th July, 2024 (Monday).

Important Note: Admission process will be conducted online and the detailed Information will be shared with the applicants.

PG Programmes: Scores of the aspirants appearing for CUET PG / TS-CET / AP-CET/CAT / MAT / XAT / NMAT / ATMA will be considered as an alternative for PG-NCAT (Written Test) for PGP .