



INSTITUTE OF ENGINEERING & MANAGEMENT  
Good Education, Good Jobs

# HRDC

HUMAN RESOURCE DEVELOPMENT  
CENTER

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I am happy to launch the second issue of the HRDC magazine of IEM. This issue covers the events conducted and attended by faculty members from IEM during January and June 2018. We have shared the various faculty recruitment drives at different reputed institutions as well as FDPs held at our institute. It will serve as a tool to keep everyone updated about the HRDC activities of IEM.

-- Dr. Mohuya Chakraborty

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# RECRUITMENT





## Faculty Recruitment



*Glimpses of Recruitment at Jadavpur University*

The Faculty Recruitment drive initiated by the IEM-UEM Group as recruiters was organized at Jadavpur University for appointment of faculty members on Feb 26, 2018. We received good response from the Institutions and we hope that with the stringent screening and interview process will yield good results. A written test was conducted for the first round; selected candidates were called for the personal interview round followed by a demo class and HR round. Interview panels consisted of senior and experienced faculty members from different departments with the hope of bringing in the best in terms of technical knowledge and hands-on experience. The domain for which the drive was conducted included Engineering subjects, Physics and Mathematics. Out of 146 candidates who have appeared for the job 15 are selected.

# TRAINING PROGRAMS & OTHER ACTIVITIES



## DEPARTMENT OF INFORMATION TECHNOLOGY

### Conference International Conference on Ethical Hacking (eHaCON 2018)

eHaCON 2018 - International Ethical Hacking Conference was organized by the Department of Information Technology, Institute of Engineering & Management (IEM), Kolkata held at Gurukul campus of IEM on April 6 – 7, 2018. The aim of eHaCON 2018 was to give an open platform where people were able to discuss the implication of new technologies for secured society. The conference was a balanced mix consisting of technical paper presentations, live demonstrations, workshops and online coding competitions on hacking. The goal was to kick-start efforts to fully automate cyber defense. The most substantial new findings about computer network attacks and defenses, commercial security solutions and pragmatic real world security experiences were presented in a two-day informative workshop, research paper presentations and invited talks. Research papers were submitted from 8 different countries around the world.



eHaCON 2018 consisted of four keynote addresses, 8 technical sessions in the area of ethical hacking, network security and recent trends in ICT, two-day work shop and two-day online coding competition on ethical hacking. Keynote speakers, Dr. Yuri Borisov from Institute of Mathematics and Informatics, Bulgarian Academy of Sciences, Sofia, Bulgaria and Dr. Debdeep Mukhopadhyay from Secured Embedded Architecture Laboratory, Department of Computer



Science and Engineering, Indian Institute of Technology, Kharagpur, delivered speeches on various cutting edge topics of applications of cryptography and hardware monitoring of malwares respectively. Mr. Sandeep Sengupta from Indian School Of Ethical Hacking and Arijit Bhattacharyya from Virtualinfocom delivered outstanding speeches on various aspects of security solutions of the industry.



Around 100 technical papers were received from industry and academia of different parts of India and abroad. Only 42 full papers of high quality were accepted for the conference proceedings to be published in Springer series “Advances in Intelligent Systems and Computing”.

120 teams comprising of 3 members per team, from all over the world, participated in the online coding competition “De-Cipher” and 110 Participants from various schools, colleges and industry were benefited from the two-day workshop on ethical hacking.



eHaCON 2018 was sponsored by IEM, Springer, Computer Society of India, ACM Chapter, IEEE ComSoc Student Branch of IEM, IEEE Computational Intelligence Student Branch of IEM, Indian School of Ethical Hacking, HackCieux, ITOrizon, State Bank of India and HDFC Bank.

### **Professional Development Program by Dept. of IT**

A Two-day work shop on Ethical Hacking was conducted by dept. of Information Technology during 6th to 7th April 2018 where Indian School of Ethical Hacking, HackCieux and ITOrizon provided excellent workshop sessions on ethical hacking where participants from various industries, schools and colleges were benefited.





### Faculty development program on “Awareness of Competitive Coding”

The faculty development program on “**Awareness of Competitive Coding**” was organized in 3rd May, 2018. The speakers were Prof. Dr. Satyajit Chakrabarti, Prof. P. K. Banerjee, Prof. Dr. A. K. Nayak, Prof. Subhabrata Sengupta, Prof. Sayantan Rana.





### Three day workshop on Nanofabrication Technologies

Prof. Dr. Amit Kumar Mandal attended INUP Familiarization workshop on “Nanofabrication Technologies” conducted at Center for Nanoscience and Engineering(CeNSE) , Indian Institute of Science, Bangalore from 14th March to 16th March,2018.



# DEPARTMENT OF ELECTRONICS & COMMUNICATION ENGINEERING

## Conference 2nd International Conference on Electronics, Materials Engineering and Nano-Technology (IEMENTech 2018)

VENUE: IEM Gurukul Campus

DATE: May 4th-5th, 2018

TARGET AUDIENCE: Faculty members, Technical Assistants, students and researchers on Electronics, Materials Engineering and Nano-Technology.

The 2<sup>nd</sup> International Conference on Electronics, Materials Engineering and Nano-Technology (IEMENTech 2018) was organized by Electronics and Communication Engineering Department of IEM, Kolkata, at IEM Gurukul Campus, College More, Saltlake, Kolkata, West Bengal during May 4th-5th, 2018. The scientific deliberations of the conference covered diversified topics on Electronics, Materials Engineering, Nano Science and Technology.



The dignitaries of national and international repute addressed the faculty members, reserachers and the students. The keynote speakers whose presence made the conference a grand success were Dr. Masahiro Fujita (University of Tokyo), Dr. Samit Kumar Ray (SN Bose National Centre for Basic Sciences), Dr. Subhash Bhalla (University of Aizu) and Dr. Nil Ratan Bandyopadhyay (IEST , Shibpur).



About 101 papers were accepted out of 180 submitted papers and all the contributed papers were presented in the technical sessions which were published in the conference compendium. The accepted papers will be published in IEEE digital explore. The valedictory session was graced by



Dr. Saikat Maitra (Vice-Chancellor, MAKAUT) who awarded the best paper award for national and international category to the deserving authors.

### **Seminar:**

#### **Guest Lecture on Modern Networking Trends**

VENUE: Seminar Hall

DATE: 22 March, 2018

TIME: 4PM TO 5 PM



#### **TARGET AUDIENCE:**

Faculty members,  
Technical Assistants and  
B.Tech 3rd year, M.Tech  
1st and 2<sup>nd</sup> year (ECE)

The audience was  
addressed by Mr. Avik  
Bhattacharya, Software

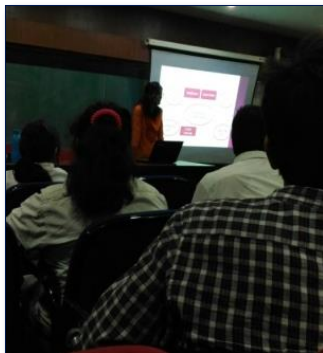
Engineer of Ixia. He delivered a talk on Modern Networking Trends (with focus on Automotive/Industrial Ethernet and Hyper-scale Data Centers). After the session, there was a questionnaire followed by tea.

### **One Day workshop on “IoT and Mobile Sensing”**

VENUE: Seminar Hall

DATE: 14<sup>th</sup> March, 2018

**Target Audience:** 2<sup>nd</sup> Year (ECE) ,3<sup>rd</sup> Year(ECE) ,Technical Assistants and Faculty members



The audience was addressed by Prof. Chandreyee Choudhury Assistant Professor, Computer Science and Engineering, Jadavpur University. Prof. Choudhury delivered a talk on importance of IoT and Mobile Sensing. The students were made aware of the different applications of IoT and how the smart phone may be used specially in health care. After the session, there was a questionnaire session followed by high tea.

# DEPARTMENT OF COMPUTER SCIENCE & ENGINEERING

## **Industrial Training and FDP on Principles of Management and Project Management by Mr. Saikat Dutt, PMP, PMI-ACP, CSM Director Cognizant Technology Solutions on 17.02.18, 24.02.2018 and 10.03.2018**



Mr. Saikat Dutt, PMP, PMI-ACP, CSM is author of three books 'PMI Agile Certified Practitioner- Excel with Ease', 'Software Engineering' and 'Software Project Management' published by PEARSON. Two of these books - 'Software Engineering' and 'PMI Agile Certified Practitioner- Excel with Ease' are text book in IIMC for PGDBA class.

Saikat is a 'Project Management Professional (PMP)' and 'PMI Agile Certified Professional' certified by Project Management Institute (PMI) USA and a Certified Scrum Master (CSM). He has more than Nineteen years of IT industry experience and has expertise in managing large scale multi-location and mission critical projects. He has worked as the Agile coach for several clients and helped establishing the Agile principles to the large engagements.

Saikat holds a B.E degree from Jadavpur University, Kolkata and is working as Director in Cognizant Technology Solutions. He is a guest lecturer in IIMC since 2016 for Software Engineering course in PGDBA class. He is also an active speaker on Agile Best Practices and Project management methodologies in MDP classes in IIMC, PMI West Bengal Chapter and several other forums. He is actively working with IIMC to develop management case studies which are taught in global business schools like Harvard Business School and Richard Ivey School of Business (The University of Western Ontario).

In his professional career Saikat has extensively worked on various cutting- edge technologies including C, C++, Java, VB, VC++, CORBA (Orbix), Rational Rose, RougeWave, Purify (Rational), Seagate Crystal Report and various project management streams like MS-Project, FPA effort estimation tool – COSMOS, CMM Process, Requirement Engineering, Software Design Patterns, Testing process. Saikat has expertise and practical knowhow in different Project and Program management topics and Agile methodologies and frameworks, such as:

### **Project and Program Management:**

- ♣ Program and portfolio management
- ♣ Estimation
- ♣ Budgeting

- ♣ Scope, Time, Cost and Quality planning
- ♣ Planning and monitoring techniques
- ♣ Quality management
- ♣ Risk management

**Agile Methodologies:**

- ♣ Agile Manifesto Values and Principles
- ♣ Agile Frameworks and Terminology
- ♣ Agile project governance model
- ♣ Agile Analysis and Design
- ♣ Agile planning and Estimation techniques
- ♣ Agile project tracking
- ♣ Building and coaching Agile teams

**Technical:**

- ♣ Object Oriented Concepts
- ♣ UML notations

Saikat has been passionate about grooming new talents in the areas of project management and Agile project execution and handling. His book on PMI ACP certification - “PMI Agile Certified Practitioner- Excel with ease” is one of the most recognized books for preparing for the PMI ACP certification.

Saikat has worked with big multinationals in the software industry like Cognizant Technology Solutions, Ushacomm, CSGi and have been instrumental in percolating the Project and Program management knowledge and coaching Agile methodologies in these organizations.

**Topic:** Basic Concept of Management and the role of Leadership & Decision Making

Duration: 10:10 AM to 12:40 PM on 17th& 24th February

**Topic:** Quality & Risk Management 4:00 – 5:00 PM on 10th March

**IEMCO, IEM Coding Olympiad and Workshop on 21.04.2018**

**Time:** 20:00 hrs - 23:00 hrs IST **Platform:** CodeChef **Link:**  
<https://www.codechef.com/IEMCO5>



Contest Ended

Have a look at our upcoming contests:

Contest	Date	Duration
BCSR2018	28th Apr 2018 05:30 pm IST	3 Hrs
LOCAPR18	28th Apr 2018 12:00 am IST	2 Days

Want to try the problems of this contest or similar ones? Visit our [Practice Section](#)

Registered Teams

868

Contest Ranks

[Go to Contest Ranks](#)

Recent Activity

Name	Code	Successful Submissions	Accuracy
The Show Must Go On	IEMCO5A	543	47.53
Rohit and CakeWalk	IEMCO5B	137	27.65
Shubham and His Garden	IEMCO5C	125	18.18
God Bless Saurav	IEMCO5E	76	19.45
Wake Up Sid	IEMCO5D	49	14.93
Harshit Goes To Disney!	IEMCO5F	6	10.34

Contest Ended

RANKS - IEMCO5

ACM Style Ranklist

You did not solve a problem in this contest.

Type to search and press enter

25

Institution

e.g. Indian Institute of Technolo

Apply

#	NAME	SCORE	IEMCO5A	IEMCO5B	IEMCO5C	IEMCO5D	IEMCO5E	IEMCO5F
1	karma Mistral Nehru National Institute ...	6 - (3)	1 - (0)	1 - (0)	1 - (0)	1 - (3)	1 - (0)	1 - (0)
2	datuic Mistral Nehru National Institute ...	6 - (8)	1 - (0)	1 - (0)	1 - (0)	1 - (1)	1 - (3)	1 - (4)
3	THE HUMAN Indian Institute of Information T...	6 - (4)	1 - (0)	1 - (1)	1 - (0)	1 - (3)	1 - (0)	1 - (0)
4	Mutability Pearl Communications Co., Ltd	6 - (5)	1 - (0)	1 - (0)	1 - (0)	1 - (3)	1 - (1)	1 - (1)
5	80nine	5 - (0)	1 - (0)	1 - (0)	1 - (0)	1 - (0)	1 - (0)	-

## Statistics:

Total No. of Teams: 868 (2200 participants) No. of teams from IEM: 337

No of teams from UEM: 22

Total no. of foreign countries participated: 19

## Distinguished Lecture on Research Methodology on 12.05.2018

### Speaker:

**Dr.Jyotsna Kumar Mandal**

B.Sc. (Physics), M.Sc. (Physics), M.Tech. (Computer Sc.), Ph.D.

Position: Professor, Dean (Faculty of Engineering, Technology and Management)

## Devaprasanna Sinha

M.Sc., P.G.D.C.S. – Jadavpur University

Formerly, Executive Director, CAD CAM Consultants Pvt Ltd. Worked in Price Waterhouse, Regional Computer Centre, Computer Centre, Jadavpur University. Worked, for over 40 years, in areas Administration of IT organizations, Design & Development of Scientific and Commercial Systems,



Supervision of Software Maintenance of Computer & IT projects, IT consultancy and training. Organised and Faculty Member of courses on different aspects of Computer Science & Engineering, Information Technology etc. since 1976

including

DOEACC (now NIELIT) levels and schools. Associated with activities of CSI for over three decades and contributed in various capacities

at the international, national, regional and local level. Fellow of CSI, Patron, Regional Student Coordinator, Chapter Chairman and Chairman, Nominations Committee, CSI Kolkata Chapter etc. Currently, Regional Vice-President, Region 2. A member of the Team in writing history of CSI.



### **Title: Research Methodology**

Research methodology is the specific procedures or techniques used to identify, select, process, and analyze information about a topic. In a research paper, the methodology section allows the reader to critically evaluate a study's overall validity and reliability. The methodology section answers two main questions: How was the data collected or generated? How was it analyzed?

A research method is a systematic plan for conducting research. Sociologists draw on a variety of both qualitative and quantitative research methods, including experiments, survey research, participant observation, and secondary data. Quantitative methods aim to classify features, count them, and create statistical models to test hypotheses and explain observations. Qualitative methods aim for a complete, detailed description of observations, including the context of events and circumstances.

## DEPARTMENT OF ELECTRICAL ENGINEERING

### Technology Awareness Programme on “Power Grid Management in India”

Venue- CII Auditorium, Management House

Date- 24.04.2018

Technical Awareness Programme has been scheduled on 28.04.2015, schedule of which has been given below. All faculties are attended the programme. April 28,2018 was an important day in the history of Electrical Engineering Department, IEM Kolkata. Eminent speakers from POSOCO, Kolkata and academicians from IEST Shibpur were present to enlighten the students on “Power Grid Management in India”. This technology awareness program was first of its kind hosted by Dept. Of Electrical Engineering. It was attended by 2nd Year, 3rd Year and 4th Year Electrical Engineering students and professors of IEM and UEM. The event started at 10:45 AM sharp with inaugural speech by Prof. Dr. A. K. Nayak, Principal, IEM Kolkata and Prof. P.K.Mishra, Director, School of Management Studies, IEM Kolkata. Next Mr.Pritwish Mukhopadhyay, Executive Director, POSOCO, Kolkata; gave students a brief overview of Indian Grid, its evolution and regulatory framework. In the process, he discussed about the stages of development of a central grid in India and also mentioned about the grid connections with countries like Nepal, Bhutan, Bangladesh, Myanmar and a possible future connection with

Sri



Lankan

Grid. Mr.Chandan Kumar, Senior Engineer, POSOCO,Kolkata; was next invited to the dais to speak about “Challenges in Indian Grid Management.” He explained the students the problem faced due to adverse weather conditions (like flood, drought, earthquake, etc) which results in tripping of power supply, breakdown of the transmission towers and so on. Thus, the operator has to be prepared for every difficulty. The monitoring of data is mainly done through SCADA



(Supervisory Control and Data Acquisition) or WAMS (Wide Area Monitoring System). The uncertainty of availability of renewable energy and reliability and protection related (maximum due to bus fault) challenges were also discussed. After this, Prof. Dr. Gautam Bandyopadhyay, IEST Shibpur explained in details how GPS (Global Positioning System) is used to monitor various parameters for managing grid using PMU (Phasor Measurement Unit). He also introduced the students the procedure of performing Contingency Analysis in Power System so that stability of the grid can be studied by manually injecting disturbances and making a note of the results using reliability indices like SAIFI ( System Average Interruption Frequency Index), SAIDI (System Average Interruption Duration Index), CAIDI (Customer Average Interruption Duration Index), CAIFI (Customer Average Interruption Frequency Index), etc. Post lunch session was taken by Mr. Prithwish Mukhopadhyay who described in details the change that occurred in organizational structures of State Electricity Boards after the introduction of Indian Electricity Act 2003. He introduced the audience about the Pillars of Electricity Market(Imbalances, Congestion Management, Ancillary Services and Scheduling & Dispatch). He made the audience aware about Transaction Settlement Time (which is of about 15 minutes now) and how efforts are being made to bring it down to 5 minutes . How the scheduling of industries is done and how a Power Generation Plant plans its schedules accordingly was explained very efficiently by him. Last but not the least, we had Mr.Surajit Banerjee, Deputy General Manager, System Operations, POSOCO,Kolkata; who spoke about how Government's ambitious National Solar Mission(NSM) was being carried out throughout the country. He mainly focused on availability of Renewable Energy resources in India, the Tariff Policy,2016 , regulatory intervention, forecasting renewable energy generation, current practice of load forecasting, prerequisites for large grids ( like demand forecasting, frequency control, resource adequacy, performance metrics for control area, etc). He also informed the students about REMC architecture ,functions and background. A vote of thanks was extended by Prof.T.K Datta, H.O.D, Department of Electrical Engineering ,IEM Kolkata to the speakers on behalf of the audience. The seminar proved to be a great boon in enriching the technical know-how of both the students and professors present.

# DEPARTMENT OF ELECTRICAL & ELECTRONICS ENGINEERING

## SEMINAR On "Introduction to IOT"

Venue: IEM Management Campus (Auditorium)

Date: 19/Feb/2018

Time: 9:30a.m.

Speaker(s): Mr. Praveen Baheti (Founder and Managing Director, Alien Brains Pvt. Ltd.)

The main objective of the seminar was to introduce students with M2M communication and its relevance to automation on large scale in industry. Introduction to Embedded Systems and Microcontrollers helped the students with practical simulations. Basic networking - Socket Programming, TCP,UDP,MQTT Protocol. ESP8266 pin configuration and pin setup were discussed briefly in the session.

During the session students have developed sensor circuits with OP-Amps and Transistors as hands on session regarding Arduino Programming.



## **SEMINAR On "Current and Future Trends in Mobile Communication"**

Venue: IEM Management Campus (Auditorium)

Date: 13/Feb/2018

Time: 9:30a.m.

Speaker(s): Dr. Kaushik Ray

The main objective of the seminar was to introduce students with the “Current and Future Trends in Mobile Communication”. The session began with Dr. Kaushik Ray from IDEA, Cellular Limited, Kolkata.

During the seminar he talked about the theoretical aspects of the mobile communication system. Knowledge about BSC (base station controller ) and MSC (mobile switching center ) and ISP servers were given. The main focus of the lecture was the process of making calls and stages in between, CDMA, TDM, FDM, Control channels, traffic channels and mobile networks. Students were offered the Industrial visit to Idea cellular limited after seeing the interest of students in the communication system.





## SEMINAR On "Software Engineering"



Venue: IEM Management Campus (Seminar Hall)

Date: 9/March/2018

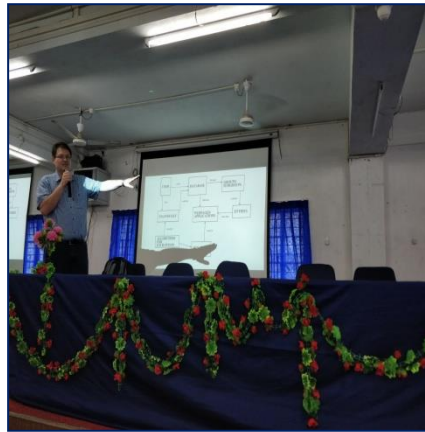
Time: 9:30a.m.

Speaker(s): Dr. Detlef Streitferdt, Faculty, Department of Software Architectures and Product Lines Group, Ilmenau University of Technology, Germany

The main objective of the seminar was to introduce students with "Software Technology". The session began with speaker Dr. Detlef Streitferdt, from Ilmenau University of Technology, Germany. He is working as a faculty in the Department of Software Architectures and Product Lines Group. This session introduce the students with the new trends in Software Engineering and the application of engineering to the development of software in a systematic method. Students were introduced to the process of defining the architecture, components, interfaces, and other characteristics of a system or component. The detailed creation of working, meaningful software through a combination of programming, verification, unit testing, integration testing, and debugging were also introduced in the session.

Students get knowledge about Software engineering professional practice which is concerned with the knowledge, skills, and attitudes that software engineers must possess to practice software engineering in a professional, responsible, and ethical manner.

The session concluded with questionnaire of students regarding Software Engineering as a Profession after which students were satisfied with the knowledge obtained in the session.



## SEMINAR On "Power Electronics and Electrical Drives"

Venue: IEM Management Campus (Auditorium)

Date: 12/April/2018

Time: 9:30a.m.

Speaker(s): Dr. Sujit Kumar Biswas (Chair, IEEE KOLKATA Section)



The main objective of the seminar was to introduce “Power Electronics and Electrical Drives” to the students. It basically dealt with control, conversion and conditioning of electrical power and evolution of power electronics over the years.

So why Power electronics? Why all this hype about it and why does it never go out of style?

The answer to that is COMPATIBILITY.

Imagine you having a laptop but you don’t have the adapter to charge it! What’s the use?

All the electrical & electronic loads (such as lighting, motors, electrical heaters, laptops, mobiles etc.) that you see in the modern world have different specifications such as operating voltage, current, frequency, power factor, etc which might not be compatible with a single type of supply we have (single phase AC 220v) .Thus by deploying suitable power electronic devices, we can make our loads run on any type of supply.

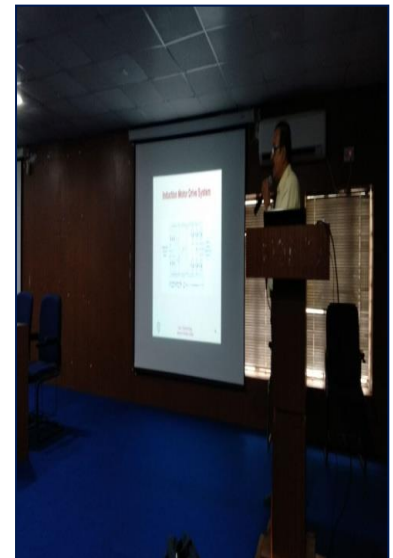
Today’s scenario in development of high power semiconductors:

- IGBT : 1.2kV, 1400A to 6.5kV, 750A
- IGCT : 4.5kV, 2100A to 6.5kV, 1290A
- GTO : 2.5kV, 3000A to 4.5kV, 4000A

The discussion would be incomplete without listing out the importance of Power electronics.

- High reliability of the controlling system.
- Compact size.
- High efficiency.
- High speed response.
- Permits controlled energy for use as and when required.

So overall the seminar was a really fruitful one and helped the students to gain an insight into global and modern technological trends.



## **SEMINAR On “Recent Technologies Adopted by CESC (Calcutta Electric Supply Corporation)”**

Venue: IEM Management Campus (Auditorium)

Date: 5/May/2018

Time: 9:30a.m.

Speaker(s): Mr. Susovan Patra (DGM,CESC, Kolkata)

The main objective of the seminar was to aware students about the Recent Technologies Adopted by CESC.



The session began with Mr. Susovan Patra, DGM, Calcutta Electric Supply Corporation. He begins the session with the introduction of recent work culture in CESC. The detailed practical knowledge about the system involved in electrical supply was introduced to the students. Students clear doubts about various components and systems utilized in electric supply. The basics of generation



and transmission of electricity and the need of efficiency of the machines were the key aspects of the session. The session continues with the recent technologies on which CESC is currently working and how it has increased the efficiency of generation unit. Mr. Susovan Patra also discussed about the reasons of blackout in India that took place on 30 July 2012. He told students how CESC helped other generating stations to recover from the situation. Finally he talked about the benefits that CESC provides to his employees. After the session students were able to correlates the theoretical knowledge with the practical implementation.

## **INDUSTRIAL VISIT**

Venue: IDEA Cellular Limited, Kolkata

Date: 24/Feb/2018

Time: 9:30a.m.

Industrial visit was carried out at IDEA cellular limited, Kolkata. The main objective behind the visit was to make student aware about the process involved in communication through cellular. Students were told about various modes of communication and were made acquainted with devices and setups like BSC (base station controller) and MSC (mobile switching center) and ISP servers. Students was





shown how data was stored and accessed and were told about the software and operating system used by IDEA cellular.

At the end students asked questions about modes of data transfers, call transfers etc, this question answer session continued for half an hour approximately.



## INDUSTRIAL VISIT

Venue: Tega Industries Limited, Kolkata

Date: 9/April/2018

Time: 9:30a.m.



Industrial visit was carried out at Tega Industries limited. The main idea for the visit is to make students aware about the design & production of mining & bulk solids handling industry. Tega offers a range of abrasion and wear resistant products and services required for mining, mineral processing, screening, grinding, material handling and beneficiation of minerals. Starting with the development and manufacture of specialized wear resistance rubber lining, Tega today offers a range of rubber, polyurethane; Abrasion resistant steel & ceramic based lining products, which have been

incubated in R&D center. The company's products have meet with approvals from all major mining & mineral processing companies globally.

The company offers value added consultancy services and solutions in the areas of mineral beneficiation and material handling, which are tailored to suit specific customer needs.





## DEPARTMENT OF MECHANICAL ENGINEERING

### Symposium:

IEM, Salt lake & UEM (K) conducted its first ever 3D Printing Olympiad & International Symposium on 3D Printing Technology on 21<sup>st</sup> Apr 2018. Participants spread across the globe. Eminent speakers from IIT (KGP), IIST, NIT (Durgapur) & SSKM Hospital delivered invited speech on latest trends in the area of 3D Printing applications. Researchers from different domain presented papers on additive manufacturing technology and its applications. Students show cased their work on Prosthetic Arm development with 3D Printing. The event got wide acclamation from the audience and participants. Prof Shibendu Sekhar Roy, NIT (Dgp) Presenting his paper on Additive Manufacturing in Macro and Micro Level Application. Prof Amit Roy Choudhury, IIST, Shibpur Presenting his paper on Application of Additive Manufacturing in Biomedical Engineering.



Dignitaries on Dias



Audience – students, Industry delegates, paper presenters



Prof Amit Roy Choudhury



Prof Shibendu Sekhar Roy, NIT (Dgp)



Dr Sandip Basu, SSKM, Dr Kalyan Das, SSKM, Prof Subhasis Bhaumick, IEST, Prof CS Kumar IIT (Kgp) In afternoon session.



Prof CS Kumar, IIT(Kgp) delivering his lecture on **Digitization of Manufacture**.



Show casing of 3D Printed Product – Prosthetic Arm



One of the winners of 100 USD.



1<sup>st</sup> Prize Winner of 1000 USD



Group Photo of the Event

## Workshop in 3D Design & 3D Printing (22 – 27 Feb 2018)

Dept of Mechanical Engineering IEM, Salt lake & UEM (K) conducted 5 days workshop in 3D Design & 3D Printing from 22 – 27 Feb 2018. Participants were around 120 in nos. from across the state. Primary objective was to make awareness about 3D printing and its pre-requisite necessities amongst the students. Workshop helped the students to develop 3D model in suitable software and to make 3D Printable product.



Mr. Niloy Guha, RHS conducting 3D Design workshop



Mr Pratim Bhattacharya, 4DS conducting 3D Printing workshop



## DEPARTMENT OF BASIC SCIENCES & HUMANITIES

### **International Students' Conference on 'Emerging Trends in Science and Technology' organized by Institute of Engineering & Management, Kolkata in association with IEEE AP-MTT Joint Chapter, Kolkata Section**

Date : 17th February, 2018

Venue: IEM, Management House, Kolkata-91

'Spectrum – 2018' - International Students' Conference on 'Emerging Trends in Science and Technology'- has been organized by Institute of Engineering & Management (IEM) in collaboration with IEEE AP-MTT Joint Chapter, Kolkata Section on 17th February, 2018, at Management House, IEM, Kolkata, India. The event comprises of keynote lectures on various topics by eminent personalities of different domains, technical paper presentation competition, technical poster presentation competition, model making competition and Quiz competition on 'Emerging Topics in Science and Technology'. Unlike many other conferences this conference is an initiative taken by IEM exclusively for the students. The aim of this venture is to motivate young minds especially undergraduate and postgraduate students to pursue research in their higher studies. The conference will provide a global platform for undergraduate, postgraduate and PhD students, young scientists and budding engineers to showcase and deliberate their innovative ideas on new concepts in the field of science and technology. The best- paper, paper presentation – oral and poster, model will be awarded in the conference. Contributory papers presented in the technical sessions will be published by Narosa Publishing House Pvt. Ltd in the form of conference proceedings with ISBN no.





Speech in Inaugural session by Mr. S.N.Laha, CEO and Founder, Natasha Ceramic and Consultancy Services



### **Seminar:**

#### **One Day Seminar on “Digital Marketing”**

**DATE:** 5<sup>th</sup> January, 2018

**Target Audience:** Prof. Prabir Kumar Das, Prof. Chetna Singh and 1<sup>st</sup> year students

The audience was addressed by Mr. Arijit Bhattacharya. He delivered a talk on Digital marketing. The students were made aware of what is digital marketing.

#### **One Day Seminar on “Design Thinking”**

**DATE:** 6<sup>th</sup> January, 2018

**Target Audience:** Prof. Prabir Kumar Das, Prof. Chetna Singh and 1<sup>st</sup> year students

The audience was addressed by Prof. Ambarish Chatterjee and Prof. Manoj Pain. They delivered a talk on Digital Thinking.

#### **One Day Seminar on “How to generate funds for new start ups”**

**DATE:** 5<sup>th</sup> January, 2018

**Target Audience:** Prof. Prabir Kumar Das, Prof. Chetna Singh and 1<sup>st</sup> year students

The audience was addressed by Mr. B. Hari, founder of Ontrack Systems Limited. He delivered a talk on How to generate funds for New start ups.

## **One Day Seminar on “Global Entrepreneurship Scenario”**

**DATE:** 7<sup>th</sup> January, 2018

**Target Audience:** Prof. Prabir Kumar Das, Prof. Chetna Singh and 1<sup>st</sup> year students

The audience was addressed by Mr. Tarun Mullick, the Founder and Managing Director of Club International Private Limited. He delivered a talk on the present scenario of global entrepreneurship.

## **One Day Seminar on “Steps to form new start ups”**

**DATE:** 8<sup>th</sup> January, 2018

**Target Audience:** Prof. Prabir Kumar Das, Prof. Chetna Singh and 1<sup>st</sup> year students

The audience was addressed by Mr. Deepak Khaitan. He delivered a talk on the steps to form a new start up.

## **One Day Seminar on “Story behind the success”**

**DATE:** 9<sup>th</sup> January, 2018

**Target Audience:** Prof. Koyel Ganguly, Prof. Samapika Das Biswas, Prof. Santanu Das, Prof. Ayan Kumar Panja, Prof. Tina De, Prof. Mayurakshi Dev and 1<sup>st</sup> year students.

The audience was addressed by Ms Kirti Bhautika, successful entrepreneur and the winner of Masterchef India Season 5. She delivered a talk on how she become a successful entrepreneur and a winning story of Masterchef Season5.

## **One Day Seminar on “How to motivate Angel Investors”**

**DATE:** 9<sup>th</sup> January, 2018

**Target Audience:** Prof. Prabir Kumar Das, Prof. Amartya Mukherjee, Prof. Soumyadipto Pal, Prof. Tina De, Prof. Saswati Barman and 1<sup>st</sup> year students

The audience was addressed by Mr Dipankar Chakrabarti, Executive Director of Pricewaterhouse Coopers. He delivered a talk on how to motivate angel investors.

## **One Day Seminar on “Challenges for a new start ups”**

**DATE:** 9<sup>th</sup> January, 2018

**Target Audience:** Prof. Chetna Singh, Prof. Ayan Kumar Panja, Prof. Arnab Basu, Prof. Kakoli Dutta, Prof. Rittika Chaudhuri, Prof. Ruchira Mukherjee and 1<sup>st</sup> year students.

The audience was addressed by Mr. Kalyan Kar - Co-Founder & Director of InQube Innoventures Pvt. Ltd. He delivered a talk on the challenges for the new start up.

### **One Day Seminar on “Opportunities for the new Entrepreneurs”**

**DATE:** 9<sup>th</sup> January, 2018

**Target Audience:** Prof. Prabir Kumar Das, Prof. Samapika Das Biswas, Prof. Chetna Singh, Prof. Koyel Ganguly, Prof. Uma Devi Sharma, Prof. Mousumi paul, Prof. Biswadip Basu Mallik and 1<sup>st</sup> year students

The audience was addressed by Mr. Raghav Kanoria – Founder and Partner of Neoleap Accelerator. He delivered a talk on the opportunities for the new entrepreneurs.



# DEPARTMENT OF MASTER OF BUSINESS MANAGEMENT

## The Achiever's Mindset—Peak performance & Personal Productivity

We organized Management Development Program (MDP) for continuous development of managers and our team members. The skill of effective management begins with the understanding and application of appropriate managerial principles. Hence, it is very important for them to keep abreast of modern concepts. We design our MDP to broaden knowledge and understanding of contemporary management issues for the managers so that they can think beyond existing frameworks. The recent MDP was organized on 12th May, 2018. The program was named at “The Achiever's Mindset—Peak performance & Personal Productivity”. The objective of this intense one day programme is to enable manifold increase in personal and professional and provide custom tools and strategic insights on how to develop a more satisfied and enabling lifestyle.

Speakers of this MDP Program were:

- Mr. Tapandhar Mazumder, CXO Coach, Licensee Leadship Management International Inc., Texas, USA
- Mr. Kaushik Bhattacharya, Strategy Consultant & Sales Coach, Ex- Country Head, Alterian Solutions India Pvt. Ltd.
- Mr. Abhiroop Banerjee, Certified Life Coach and NLP Practitioner, Author and Co-founder, Grip Consulting.
- Mr. Abhishek Datta, Entrepreneur featured in Young Story, Author and Peak Performance Enthusiast.



## SRJAN 2K18

'Management fest' is the waits for. Apart from the offers to students to also an acid test of

SRJAN is the annual by students of MBA at Management, campus every year was inception in the year minds from b-schools their business mettle. The challenging tasks, best in class SRJAN 2K18 had a spectacular three



event that every student eagerly fun, frolic and platform that it exhibit their talents, the fest is students' managerial skills.

Management fest celebrated Institute of Engineering & Management House during February- March. It 2009 and since then, the best across Kolkata compete to test Fest is famous for its creative hospitality and unlimited fun. day buzz of enthusiastic participants on 17



th, 18 th & 19 th of March 2018. It was filled with ideas, innovation, creativity, enjoyment and enthusiasm contributed by the best minds from all across the city. Some



of the most notable colleges & Universities who participated include:



St. Xavier's College, Heritage Institute of Technology, ILEAD, Guru Nanak Institute of Technology, ViswaBharti University, Adamas University, University of



Engineering & Management Notable participants from Bosco, Liluah, Sri Aurobindo Saltlake among others. all started! SRJAN 2K18 began big bang where eminent the event with their presence.



(UEM) among others. school include: Don Institute of Education, Welcome, that's how it on March 17, 2018 with personalities honoured



## **2 Day Management Development Programme (MDP) on Emerging Trends in E-Business & E-Retailing on January 19 & 20, 2018**

**Department of Master of Business Administration (MBA) of Institute of Engineering & Management (IEM), Saltlake, Kolkata conducted 2 Day Management Development Programme (MDP) on Emerging Trends in E-Business & E-Retailing on January 19 & 20, 2018.**

This MDP has been designed to address the need of business organizations to steer the strategic move in digitally dynamic environment. This intensive 2 Day Management Development Programme encompassed problem based solutions, experience and interactive presentations by a galaxy of eminent personalities. This programme unveiled the roadmap for the participants in the landscape of retailing, consumers' shopping experiences, channel strategies, business processes, and consumer engagement through integrated marketing communication to ensure seamless performance of the organization.







The distinguished keynote speakers were Mr. Abraham Stephanos, Tata Steel Processing & Distribution Ltd, Mr Sandip Sen, Ex President, BNCCI, Ex Chairman, EDI, Kolkata & Founder Member, Technocon Services, Kolkata, Mr. Alope Mukherjea, Ex Chairman, FlaktWoods India Ltd, Jimmy Tangree, Head, 91.9 Friends FM, Mr. Anamitra Chatterjee, Executive Coach, Leadership facilitator, Faculty, i-IMPACT Consulting & Coaching (Founder), Kolkata, Mr. Sumit Ray, COO, AllIndia Technologies Limited, Kolkata.

Dr. Satyajit Chakraborty, President, IEM Group delivered the Host remarks and dwelt on the importance of Management in every spheres of life. While on January 19, 2018, the distinguished speakers, Mr. Abraham Stephanos & Mr. Sandip Sen spoke on 'Innovative strategies to be undertaken by Medium & Small-scale Industries', the other speakers, on January 20, 2018, Mr. Alope Mukherjea, Jimmy Tangree, Mr. Anamitra Chatterjee and Mr. Sumit Ray delivered talks on 'Managing workforce from various Management perspectives such as consumers' shopping experiences, channel strategies, business processes, and consumer engagement through integrated marketing communication to ensure seamless performance of the organization.



The Chief advisors of the MDP were Prof. (Dr.) Sujit Dutta, HOD, Department of Management (MBA) and Prof. Asok Kumar Banerjee, Department of Management (MBA), IEM.

About 15 participants from various Industrial sectors (including DVC, Jute Corporation, University of Calcutta, Titan Group, Techno India Group) attended the highly interactive MDP at Board Room, College of Management, IEM along with many Professors, other delegates, guests, and consultants. It was a grand success.

## Workshop on Data Analytics and SAS

Data Science & It's Career Scope: About Data Science, Various scopes of, Data Science, Demand of Data Science, Basic of SAS (Workshop)

### Instructors' Profile

**Arnab Majumdar**, Sr. Data Scientist in Ideal Analytics

### In-house Faculty/Consultant (SAS, Python)

Arnab Majumdar, Data Scientist Consultant, is a physicist, researcher and educator. He completed his Integrated M.Sc. in Physics from the Indian Institute of Technology, Kanpur before moving to Boston, USA, where he did his Ph.D. and post-doctoral work at Boston



University. During his seventeen years in academic research, primarily in the domain of statistical physics, Econophysics and Biomedical engineering, he has published over forty research papers in international peer-reviewed journals including Nature, Physical Review Letters and Proceedings of the National Academy of Sciences USA.

**AnindyaKundu**, Sr. Data Scientist in Ideal Analytics

#### **In-house Faculty/Consultant (SAS, Python, R)**

AnindyaKundu is into qualitative and quantitative analytics consultancy for more than half a decade. He has been involved in both analytics as a service and analytics product development projects. Anindya is a data obsessed person who loves generating insights from large quantities of data – clean, process, harness data to get hidden truth. He uses his SAS/R/SPSS/Python tool implementation capability to analyze data, and also perform automation. He is involved in analytics innovation, specializing in product development for population health management, health economics, insurance and mortgage, healthcare analytics and transportation – supply chain management. He was also extensively involved in functional development of CRM (Customer retention module) application tool for a Fortune’s Best 100 Companies. He has received his post graduate certification from IIM Ranchi.

**Tania Chakraborty**, Data Analyst in Novel Research & Development India Pvt Ltd

#### ***In-house Faculty (R & SAS)***

Tania, with a background in engineering, have 3+ years of hands on working experience on various Analytics tools, mainly SAS & R. She played a major role in the student data analysis of two entire countries, Dominica & St. Kitts, on a popular student management software “openSIS”. Other than that she has worked on various other data analysis projects like, Data Analysis on US Economic Indices, Twitter Sentimental Analysis, GDP rates etc. Simultaneously with project work, she provides training on Big Data analytics using Hadoop and R, Base SAS & Advanced SAS. She has already educated over hundred high profile MNC professionals on Data Analytics. She is the most junior but most appreciated faculty of our team.

**DebajyotiChakraborty**, Sr. Data Analyst in Novel Research & Development India Pvt Ltd

#### ***In-house Faculty (R & SAS)***



Debajyoti, a Statistical Analyst, Member of Actuarial Society of India, Analytics Trainer on Statistical Softwares – SAS,R,Ms Excel with basic query language knowledge on SQL. Graduate in Statistics with

Math and Computer Science as other subjects. Having over 3yrs of work experience as Data Analyst. In Statistical Analyst role he has worked on multiple industry projects including dashboarding and analytics implementation for Retail and Healthcare projects. Also, as an Actuarial Analyst he assisted in Claim Analytics. As an Analytics Trainer, he is providing Analytics training to Industry Professionals and Academic Students on Statistical Software packages – SAS, R, MS Excel (Beginner to Advance) and SPSS, and overseeing Data Analysis projects undertaken by students and knowledge sharing for successful completion of projects on time.

## **Distinguished Lecture Session 1: The Evolving Patterns of Global Economic Activity: An Analytical Overview by Dr. SrikantaChatterjee, Emeritus Professor, Massey University, New Zealand**

### **A Brief Profile**

A Bengali from the district of Hooghly in West Bengal by birth, Professor SrikantaChatterjee is an Emeritus Professor in the School of Economics and Finance of Massey University in New Zealand. A Ph. D. from the London School of Economics, Professor Chatterjee has lived and worked in Australia, India, Japan, Fiji and the U.K. and held visiting positions in a number of other countries, most recently in China, Japan and Germany. He has been awarded the Fulbright Travelling Fellowship, twice, to attend conferences and visit and speak at universities in the USA. His areas of academic specialisation are international trade and finance, taxation, income distribution and inequality, the NZ economy and the comparative performance of the



Indian and Chinese economies. Now, in his retirement, Professor Chatterjee has been able to return to his “first love”, Bengali history, literature and culture. He has been reading widely in these areas and writing, as an amateur, essays on subjects including the lives and works of eminent Bengalis. His essays have included Rabindranath Tagore, Najrul Islam, Ashutosh Mukherjee, Dwijendralal Roy, Swami Vivekananda and Sri Chaitanya. He is currently working on the life and works of the Bengali polymath AcharyaBrajendranathSeal. In 2016,

several Japanese universities celebrated the centenary of Rabindranath’s first visit to Japan. As part of these celebrations, Professor Chatterjee was invited to speak at Sophia University and

Tokyo University in Japan. He spoke on Tagore's thinking and practice in the areas of education and rural reconstruction and how he was influenced by Japan in these areas.

## International Academic Tour 2018



Administration, Chulalongkorn University, Bangkok, Thailand on 21-22 March. Around 25 number of students participated in this convention. The theme of the convention was **Innovation, Entrepreneurship, Markespace**. A number of students presented paper in the convention.

The objective of the international academic program is to acquaint students in the international academic and corporate culture. In order to enhance cooperation and achievement, the Institute has been continuously trying to explore the possibilities of enhancement of future collaborations in the areas of certification program, seminars, workshop, internship, industry visit, research and other possible areas. This year the Department of Management had organized 3rd International Convention at the Sasin Graduate Institute of Business



23rd march 2018: a special workshop on “digital marketing” was organised for the management students. the workshop was taken by eminent professor ian fenwick and it took place at the sasin international guest house. The student visited singapore also. 25th march 2018: the entire iem team went on a city tour visiting the famous spots of

singapore like the merlion park, the chinese pagoda.

## TITAN, Goa visit

Titan Time Products Limited offers a wide range of electronics manufacturing services to companies in the Medical, Automotive, Industrial Controls, Instrumentation and Aerospace Industries.







It is a fully owned subsidiary of Titan Company Limited a TATA Enterprise and a leading Watch and Jewellery brand in India.

They manufacture high quality circuit assemblies to leading companies in Europe and USA from their state-of-the-art facility in Goa. Their quality systems are accredited to ISO/TS 16949 since 2003.

We are shown the practical application of Quality control using Kaizen method. We were explained step by step of every part of documentation followed to improve the productivity and quality. Through Quality exercises like TPM as per Kaizen, they have improved the productivity significantly.

The students learned “Time Management”, “Adjustment”, “Leadership”, “TATA CULTURE”, “Team work”, “Networking”, “Coordinating” and “Managing an Event”.

It was a life time experience of all the students and the faculties as well.

### **TATA MOTORS , Pune visit**

We reached the TATA MOTORS, Pune unit at 9:30 AM, on 31st January, 2018 where we had a warm welcome from the employees of the company.

Then students were given a short presentation about the Tata Group of companies, the history of the Tata Group, Tata Motors and pioneering work done by the company in the field of automobiles and locomotives. Then the speaker informed us about the Pune campus which is spread over 1200 Acres.

The Tata Motors coordinators guided the students to various workshop and assembly centers and provided the information about the same. The various parts of the plant that we visited included:

1. Training and Apprenticeship Centre
2. Dye Workshop
3. Gear Factory





4. Assembly of heavy vehicles
5. Manufacturing of Commercial vehicles
6. Car Plant
7. Painting section
8. Testing of vehicles
9. Hexa Assembly
10. Research and Development department
11. Fully Robotized plant

While visiting the departments we were explained about the various activities taking place in the particular departments. And step by step manufacturing of vehicle was explained. Apart from manufacturing cars and trucks, various military vehicles are also manufactured. Everyday 1400 vehicles are dispatched from the plant.

Then we were taken to the house where Mr. Ratan Tata stays when he visits the plant. After which we were taken back to the seminar hall where they spoke about the research and developments made by the company in the recent time and also gave a brief idea about the new technologies testing. After a question-answer session was conducted.



taken to the Mr. Ratan Tata visits the plant. were taken seminar hall spoke about developments company in also gave a new they are which a small answer session

We also saw the artificial lake made from waste waters. We saw how waste water can be recycled and an artificial lake can be made eco friendly. We saw various species of birds, which came from various parts of the world including Siberia, Africa and Man Sarovar.

The hospitality throughout the visit was great. The Environment, Safety and Health standards are well maintained in the whole plant. Overall, it was a great learning experience for us and visit was extremely informative.





## DEPARTMENT OF BUSINESS ADMINISTRATION

March 21-23, 2018    Venue: Sasin Graduate Institute of Business    Time: 10 AM-4 PM  
Administration, Chulalongkorn University, Bangkok, Thailand The objective of the Convention is to create a platform inducting corporate seniors, entrepreneurs, faculty members and students which can show a direction in the role of innovation in entrepreneurial development to capture the marketplace in the hypercompetitive business world. It is the process by which entrepreneurs convert opportunities into marketable offerings, it is a combination of the vision to create a good idea and the perseverance and dedication to remain with the concept through implementation and it is a key function of the entrepreneurial process. In first two days of the Convention, BBA and MBA students enthusiastically participated and presented their papers under the guidance of concerned faculty members. On 3<sup>rd</sup> day, students successfully completed their one day workshop on 'Digital Marketing', where all faculty members were voluntarily participated. The entire programme was completed successfully with the help of all the stakeholders of the Institute.



- **Inaugural Speeches (21/03/2018)**



**Dr. Shamindra Nath Sanyal, Convener, 3<sup>rd</sup> IEM Convention** is delivering his inaugural address



**Prof. P. K. Banerji**, is giving his address on the theme of the Convention

- **Interactions (21/03/2018)**



With the delegates



With the delegates



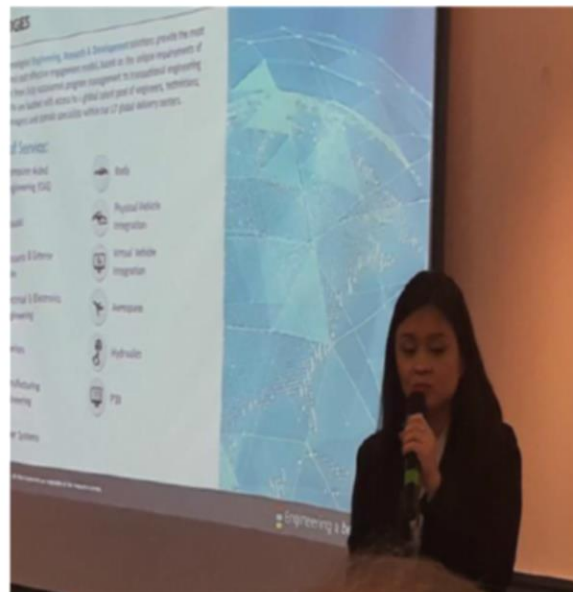
- **Keynote Speakers (21/03/2018)**



**Mr. John Knipfing**, Intercultural Expert and Cross-cultural Trainer & Coach, Cultural Intelligence Consulting, Bangkok

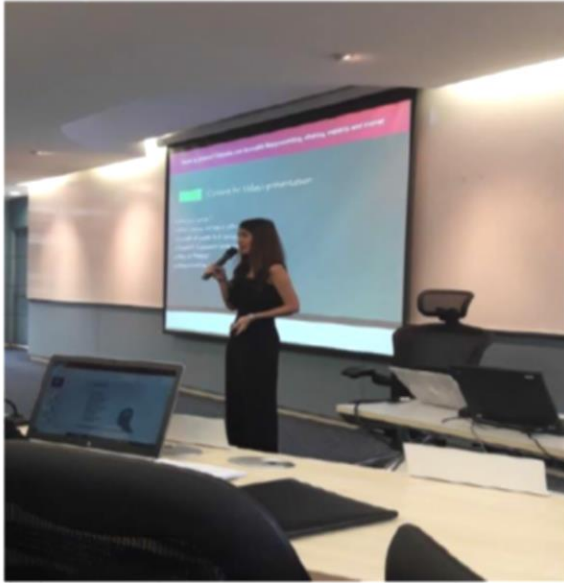


**Mr. Luca Bernardinetti**, Chairman & CEO, Mahanakorn Partners Group Co. Ltd. & Director, Thai-Italian Chamber of Commerce (TICC), Bangkok



**Ms. Wanwisa Boonmema**, Managing Director, Tata Technologies, Bangkok

- **Keynote Speakers (22/03/2018)**



**Ms. Siraporn Jane Chuensanguan**, Country Manager, Viagogo.com, Thailand



**Mr. Alan Johnston**, Director, Netmedia Edge Ltd., Thailand

- **Interactions**



- **Certificate Course on Digital Marketing (23/03/2018)**



**Professor Ian Fenwick**, Professor of Marketing, Sasn Graduate Institute of Business Administration is about to start the Workshop on Digital Marketing



Professor Ian Fenwick is offering the course



Students are participating in the Digital Marketing Course



The Group, after winning the first prize in the Quiz Contest

Students are participating in the Digital Marketing Course

The Group, after winning the first prize in the Quiz Contest



## DEPARTMENT OF COMPUTER APPLICATION

### Guest Lecture on Reliability in Context Big Data: New Concerns and Challenges

VENUE: Sarojini Naidu Auditorium, Ashram DATE: 20 March, 2018 TIME: 10.30AM TO 4 PM

TARGET AUDIENCE: Faculty members

The audience was addressed by **Dr. Florin Popentiuo Vladicescu** Associate Professor Dept. Of



Automatic Control & Computer Science, Director of the “UNESCO Chair in Information Technologies Department” at University of Oradea, University of Politehnica, Bucharest, Romania. He delivered a talk on Reliability field data such as that obtained from warranty claims and maintenance records has been used traditionally for such purposes as generating predictions for warranty costs and optimizing the cost of system operation and maintenance. In this talk, he reviewed

some applications where field reliability data are used and explore some of the opportunities to use modern reliability data to provide stronger statistical methods to operate and predict the performance of systems in the field. He also provided some examples of recent technical developments designed to be used in such applications and outline remaining challenges.



### INTERNATIONAL CONFERENCE ON EMERGING TECHNOLOGIES IN DATA MINING AND INFORMATION SECURITY (IEMIS 2018)

DATE: February 23rd-25th, 2018

Attended by 300 delegates and researchers from 24 countries

Continuing with the earlier success of International Conferences been hosted by IEM Group, School of Information Technology of IEM have hosted International Conference on Emerging Technologies in Data Mining and Information Security (IEMIS2018) during the period 23 - 25 February, 2018 at University of Engineering & Management, Kolkata. IEMIS 2018 is a major conference organized with the objective of bringing together researchers, developers and



practitioners from academia and industry working in the area of Data Mining, Machine Learning, IOT and Information Security.

All Selected and presented papers will be published with Springer in Advances in Intelligent Systems and Computing



(AISC) along with IEEE Kolkata Section (Record No. 43844) as Technical Sponsor, and Science and



Engineering Research Board (SERB), Govt. of India as Financial Sponsor. The conference has received more than 500 research articles from 21 countries across the globe like USA, Australia, Bangladesh, Canada, China, Cuba, Czech Republic, Finland, Germany, Jordan, Macedonia, Malaysia, Myanmar, Nigeria, Portugal, Russia, Saudi Arabia, Singapore, South Korea, Spain, Sri Lanka, Taiwan, Uganda, Vietnam and Zimbabwe etc.

The conference has also hosted technical Keynote talks/Plenary talks from several distinguished dignitaries such as:

Dr. Ajith Abraham, Machine Intelligence Research Labs (MIR Labs), USA

Dr. Sheng-Lung Peng, National Dong Hwa University, Hualien, Taiwan

Dr. Anowarul Shaikh Fattah, Editor, IEEE Access & CSSP (Springer), Bangladesh

Dr. Detlef Streitferdt, Technische Universität Ilmenau, Germany

Dr. Bimal Kumar Roy, Indian Statistical Institute, Kolkata, India

Dr. Dewan Md. Farid, United International University, Bangladesh

Dr. Swagatam Das - Indian Statistical Institute, Kolkata, India

Dr. Niloy Ganguly - Indian Institute of Technology Kharagpur, India

Dr. K K Shukla, IIT (B.H.U.), Varanasi, India

Dr. Florin Popentiu Vladicescu, City University, Romania

Dr. Celia Sehnaz, senior member of IEEE, fellow member of Institution of Engineers, Bangladesh

The conference was inaugurated by Dr. Saikat Mitra, Hon'ble Vice Chancellor, MAKAUT and

Dr. Basab Chaudhuri, Hon'ble Vice Chancellor; West Bengal State University was Guest of Honour.



## Doctoral Symposium

Doctoral Symposium Chairs:

Date: 24.02.2018

Dr. Padmalochan Bera, IIT Bhubaneswar

Dr. Bivas Mitra, IIT Kharagpur

IEMIS 2018 hosted a Doctoral Symposium, to encourage research scholars to share their research proposal, practices and methods, and to promote networking and collaboration with peers in their fields. The Symposium is an opportunity for students to obtain helpful feedback of their research from leading academics and practitioners from industries. PhD students working in any area addressed by one or more topics mentioned below submitted a write-up describing their research proposal.

Doctoral symposium papers described the problem addressed as part of the PhD work, explained its importance, discussed the shortcomings of existing solutions and gave some indication of steps taken towards a solution. Students both at early and late stages of their doctoral work were encouraged to submit their works. Students, whose submissions were accepted, had the opportunity to present their work during the symposium. Supervisors of those students attended the symposium too. Distinguished scientists from around the world, in both academic and industrial research, were present to give feedback and advice to the students. Total 6 papers were presented during Symposium. A Book is being prepared containing those six papers as chapters and the book will be published by Springer.

## One Day workshop on “IoT and Cyber Security”

**DATE:** 2<sup>nd</sup> February, 2018

**Target Audience:** 2<sup>nd</sup> Year (BCA) and Faculty members

The audience was addressed by KernelSphere Technologies Pvt. Ltd., an esteemed & emerging organization in training & implementation. They delivered a talk on importance of IoT and Cyber Security. The students were made aware of the different applications of IoT and how the cyber security is related in this scenario.

## Two Day workshop on “Data analytics with R”

**DATE:** May 24<sup>th</sup>-25<sup>th</sup>, 2018

**Target Audience:** 2<sup>nd</sup> Year (BCA) and Faculty members

The audience was addressed by Tania Chakraborty, Analytics Consultant/Instructor. She delivered a talk on working of Data analytics with R. The students were made aware of the R language and used in data analytics.



## EVALUATION PROCESS





## EVALUATION PROCESS

Teachers are needed to provide guidance, mentorship, knowledge and assessment for students enrolled in educational institutions. Quality teachers provide students with a role model, an advocate and a resource while they pursue an education. Self-evaluation is a part of continuing professional development and has been suggested as an indicator of the Career Advancement Scheme (CAS). As per UGC regulations 2010, on minimum qualifications, for appointment of teachers and other academic staff, it is mandatory for all Universities and Colleges to prepare the Performance Based Appraisal in the prescribed format.

In accordance with this dictum, the IEM UEM Group has left no stone unturned implementing the Self-Appraisal evaluation for its teachers. The purpose of applying the Self-Appraisal Performance Index (API) is to enable the teacher identify his/her strengths and weaknesses and work upon them. It allows the teacher to make an honest assessment of his responsibilities and determine his/her level of self-efficiency.

The Academic Performance Indicator (API) score measures the performance of a faculty/researcher in academics and research. Some of the objectives of the performance indicator are:

- ✓ To evaluate and document one's own performance
- ✓ To facilitate career advancement for teachers
- ✓ To set goals, expectations-Benchmark against your goals
- ✓ To helping new teachers achieve their full potential and promote professional growth
- ✓ To provide fair, effective and consistent teacher evaluation in every educational institution

Keeping these objectives in mind and in an effort to bring out the best in their teachers, IEM periodically engages in the healthy practice of evaluating its faculty through the API scores. The evaluation criteria for the Self API focus on:

- ❖ Employment history of the teacher,
- ❖ Teaching load/hours per faculty (theory and practical classes), tutorial classes,
- ❖ Project supervision
- ❖ Books published
- ❖ Journal and conference papers published
- ❖ Patents applied, published and granted
- ❖ Academic and research progression in terms of
  - Research Orientation Programmes
  - Refresher Courses
  - Faculty Development Programmes attended /organized
  - Teaching methodologies adopted
  - Organizing examinations

Apart from the self-evaluation process, faculty members are measured on their performance by feedback from students. As per norms a teacher is expected to score 7 out of 10 in this kind of feedback. Increments and incentives are provided to all faculty members of the institute based on feedback, research activity, submission of papers in national and international, recognized journals, conferences, seminars, conducting workshops and attending training programmes, publishing books with national and international publishers.

## PROMOTION & INCENTIVE



## PROMOTION

Promotions are based on norms followed by the University with emphasis on PhD, relevant work/teaching experience and industry exposure.

## INCENTIVE SCHEME POLICY

i. Faculty Development Programmes - Faculty taking courses from the SWAYAM portal, upon taking courses approved by the Department HOD, the course fees will be reimbursed by the institute.

ii. Patent :

a. Revenue Sharing: 50% of patent revenue will be retained by the institute and 50% will be shared amongst the inventors.

b. Reward: Rs. 10,000 after a patent is granted.

iii. Consultancy Revenue Sharing - 30% of consultancy revenue obtained by faculty will be retained by the institute and 70% will be disbursed to the faculty members.

iv. Incentive for Externally Funded Research - The Institute shall pay the research team an incentive equivalent to 5% of the research grants received from external funding agencies (in case of a team, the amount shall be shared equally among team members). The timing of the disbursement of the incentive (by cheque or transfer to the bank account) will be linked to the actual receipt of research funds. Conditions for incentive are :

a. Submission of project report to library.

b. Publication of the project in a reputed journal/conference or filing patent.

c. For every 7 days delay from deadline of submission, 1% will be deducted from incentive.

v. Reputed Journal Incentive - The institute will give an incentive of Rs 8,000 for publications by faculty members in SCI journals and list of IIM recognized Management journals. (In case of a team, the amount shall be shared equally among team members) and for publications by faculty members in SCI(E) Journal an incentive of Rs 5,000 will be given.

vi. Book Publication Incentive: Award will be given for Publications of text books in relevant engineering discipline on submission of a complimentary copy of book to the library.

a. Rs. 15,000/- if the text book is published by an international publishers like McGraw Hill, Prentice Hall, Oxford University Press, IEEE Press, USA, Springer, Germany or other internationally reputed publishers.

b. Rs. 10,000/- if the text book is published by a national publisher like TataMcGraw Hill, Prentice Hall of India, MacMillan India, Sage.

c. Rs. 5,000/- if the text book is published by Regional / Local publishers.

vii. External Exam Co-ordination: 30% of revenue will be retained by the institute and 70% will be disbursed to the faculty and staff.

viii. Conference Incentive : Each staff member are eligible, twice per year, towards registration and travel expenses for institute recognized list of Conference / Journal and subject to each paper having at least 5 student co-authors :

a. Rs 5000 reimbursement for attending National conferences for presentation of paper/s.

b. Rs 20,000 for attending International Conferences for presentation of paper/s/ publication of papers

ix. Medical Reimbursement: Rs 50,000 will be reimbursed to each staff member and/or their children, spouse and parents for medical expenses from organization under MOU with the institute.





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