

UPDATE LRC TOC VOLUME



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LRC TOC VOLUME UPDATE

April 2024 | Issue – 4

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Anusandhan

NDIM's Journal of Business and Management Research

Vol. VI, Issue 1, February, 2024

ISSN No.: 2581-8120

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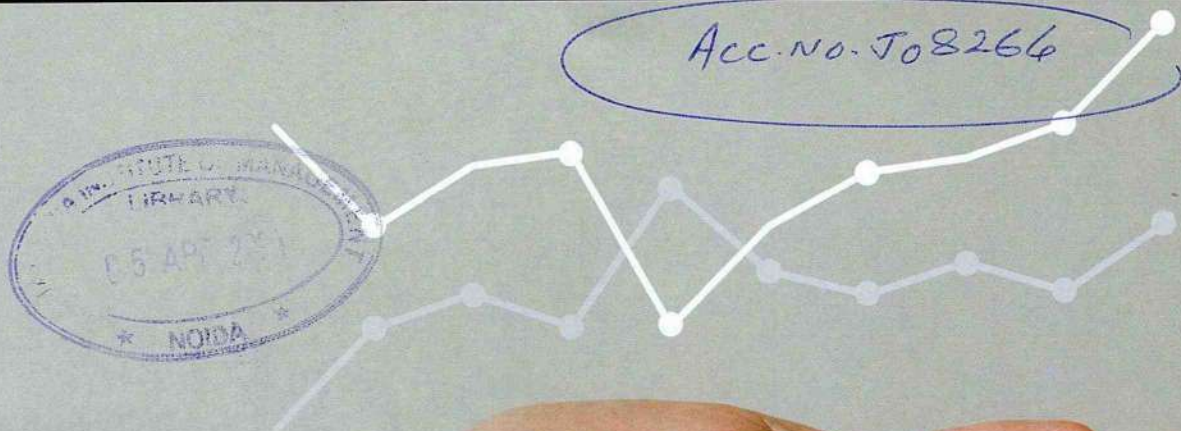
Dr. Priyanka Arora



Business Manager

Vol. 26 No. 10 April, 2024 Single Copy Rs. 125/-

Making HR People Complete



Subir Verma

Bimal Rath

Dr. Aman Jain

Simantika Mukherjee

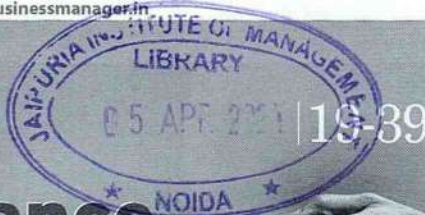
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Divya Bajpai

A Thirunavukkarasu

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**PERFORMANCE
MANAGEMENT
of the FUTURE**



Performance Management of the Future

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Performance Management or Perception Management?

Subir Verma



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Bimal Rath



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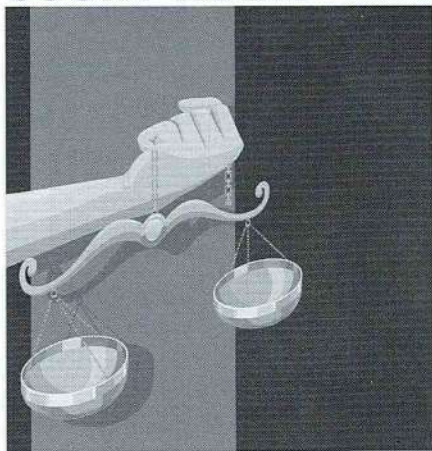
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**G.M. Saini**

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LAMBORGHINI
CHAIRMAN & CEO
STEPHAN
WINKELMANN

VIJAY SHEKHAR
SHARMA
FOUNDER &
CEO, ONE 97
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WHERE DOES PAYTM GO FROM HERE?

THE RBI HAS PUNCTURED VIJAY SHEKHAR SHARMA-LED PAYTM'S BANKING AMBITIONS. SHARMA HAS TO GO BACK TO THE DRAWING BOARD TO GET PAYTM BACK ON TRACK. WHAT WILL HE DO NOW?

PHOTO: ANAND K. SINGH/REUTERS; ACC. NO. 509302; PAYTM; SHARMA; WINKELMANN; LAMBORGHINI; ONE 97 COMMUNICATIONS; THE WALL GROUP

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WHERE DOES PAYTM GO FROM HERE?

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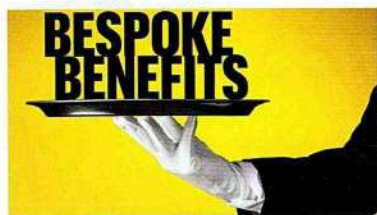
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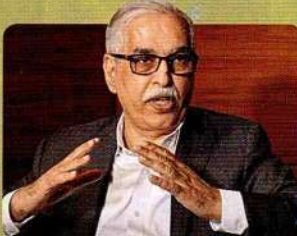
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COVER PHOTO BY **HARDIK CHHABRA**



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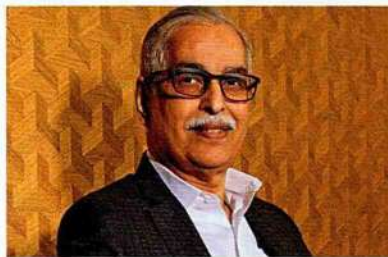
Meet tempeh, the protein powerhouse your vegetarian diet needs



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(FROM LEFT)
RAJEEV JAIN,
MD, BAJAJ FINANCE;
UDAY KOTAK,
FOUNDER & DIRECTOR,
KOTAK MAHINDRA BANK;
SASHIDHAR JAGDISHAN,
MD & CEO, HDFC BANK;
AND **SANDEEP BAKHSI**,
MD & CEO, ICICI BANK

SPECIAL ISSUE

INDIA'S BEST BANKS

THE 28TH BT-KPMG SURVEY OF INDIA'S BEST
BANKS AND NBFCs

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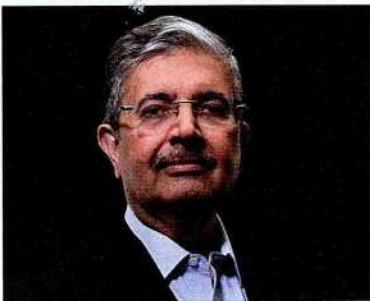
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THE 28TH BT-KPMG SURVEY OF INDIA'S BEST BANKS AND NBFCs

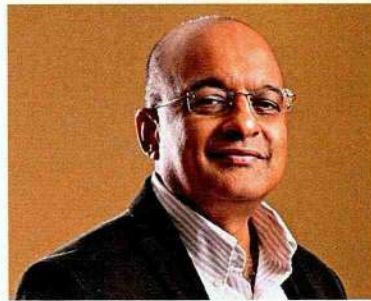
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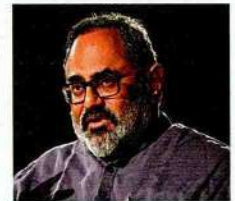
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COVER BY BANDEEP SINGH; PHOTO MONTAGE BY AMARJEET SINGH NAGI; RAJEEV JAIN AND UDAY KOTAK PHOTOS BY MANDAR DEODHAR; SASHIDHAR JAGDISHAN PHOTO BY MILIND SHELTE; SANDEEP BAKHSHI PHOTO BY HARDIK CHHABRA



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PAWS TO PROFITS

THE INDIAN PET CARE ECONOMY IS POISED TO CROSS RS 20,000 CRORE IN THE NEXT YEAR, ATTRACTING ATTENTION FROM INVESTORS AND ENTREPRENEURS ALIKE



Rs 200



Left to Right:
Shashank Sinha, CEO, Drools Pet Food; Rashi Sanon Narang, Founder & Creative Director, Heads Up For Tails; Pankaj Poddar, Group CEO, Cosmo First (Zigly's parent co.); Varun Sadana, Aman Tekriwal and Vineet Khanna, Co-founders, Supertails

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Photograph by Dimaberlin

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Cover design by SHIV KUMAR

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BW Auto World 40 Under 40 Summit & Awards 2024 celebrates young innovators at the forefront of automotive excellence



RW BUSINESSWORLD
Photograph by Naval Kishor

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30 million green jobs by 2030

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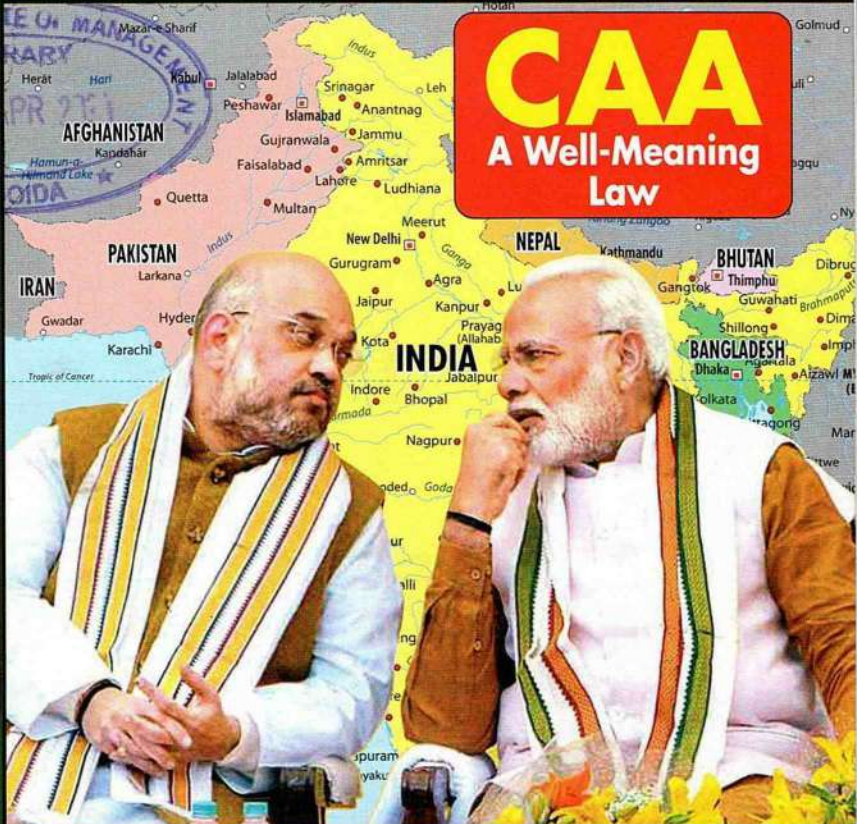
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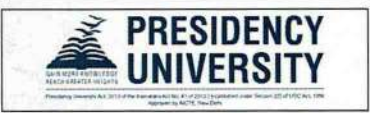
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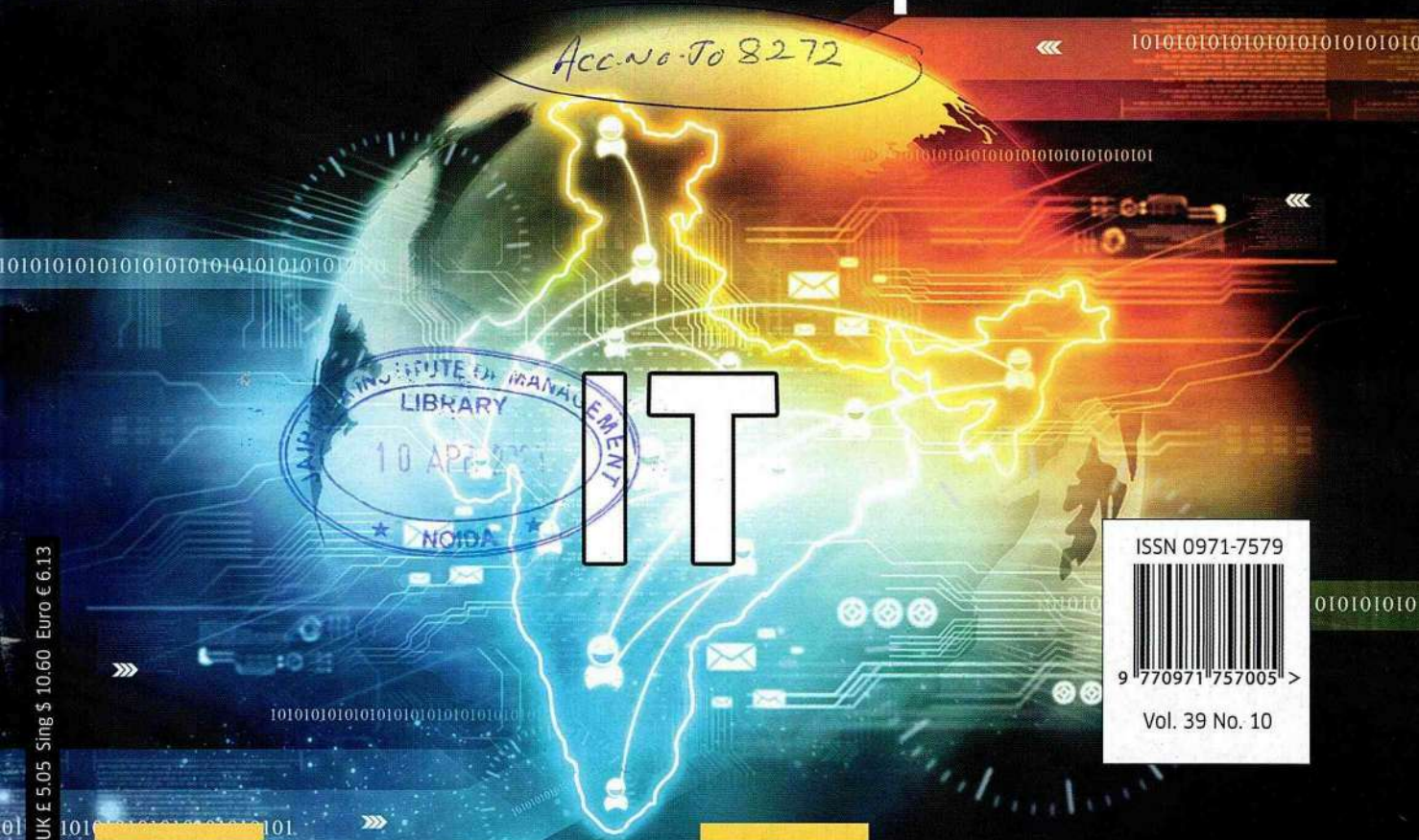
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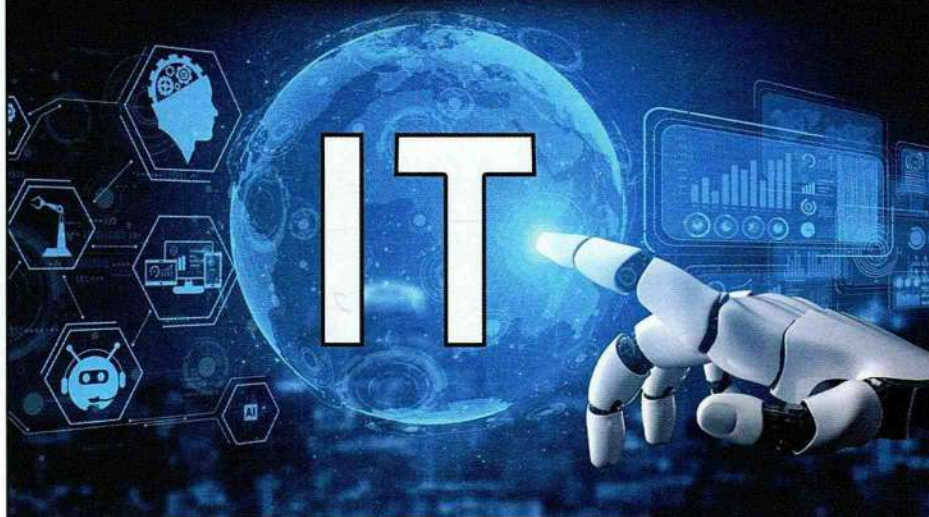


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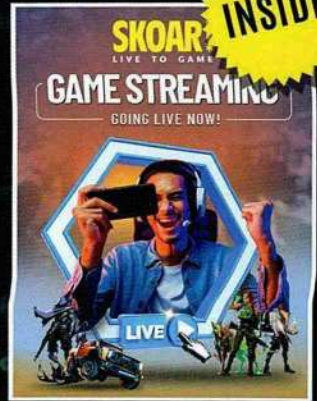


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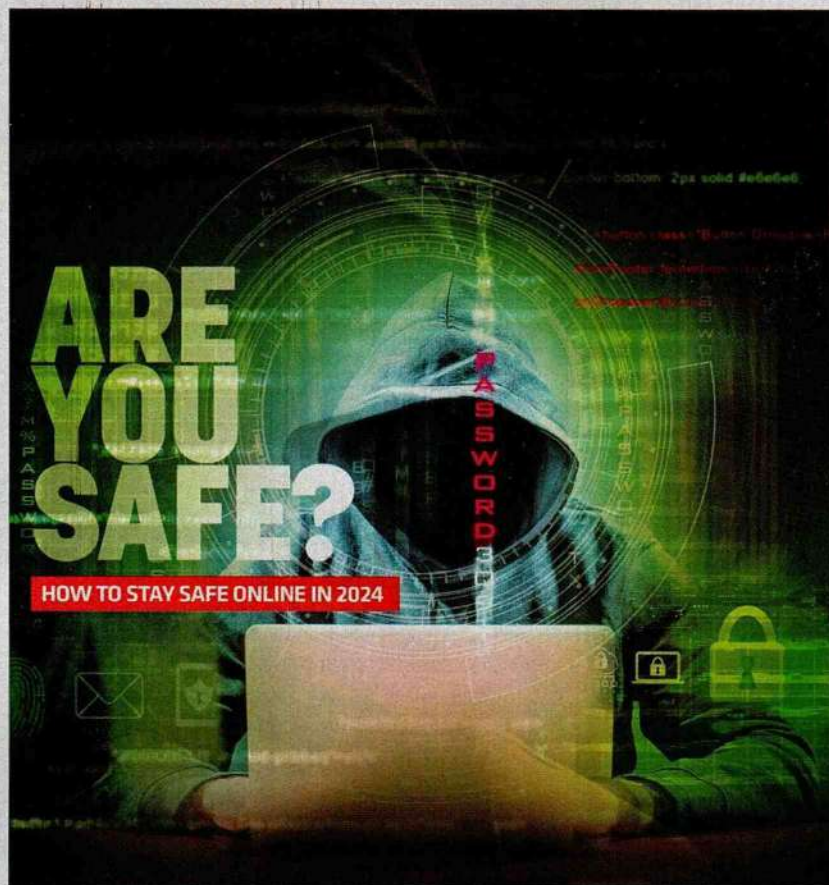
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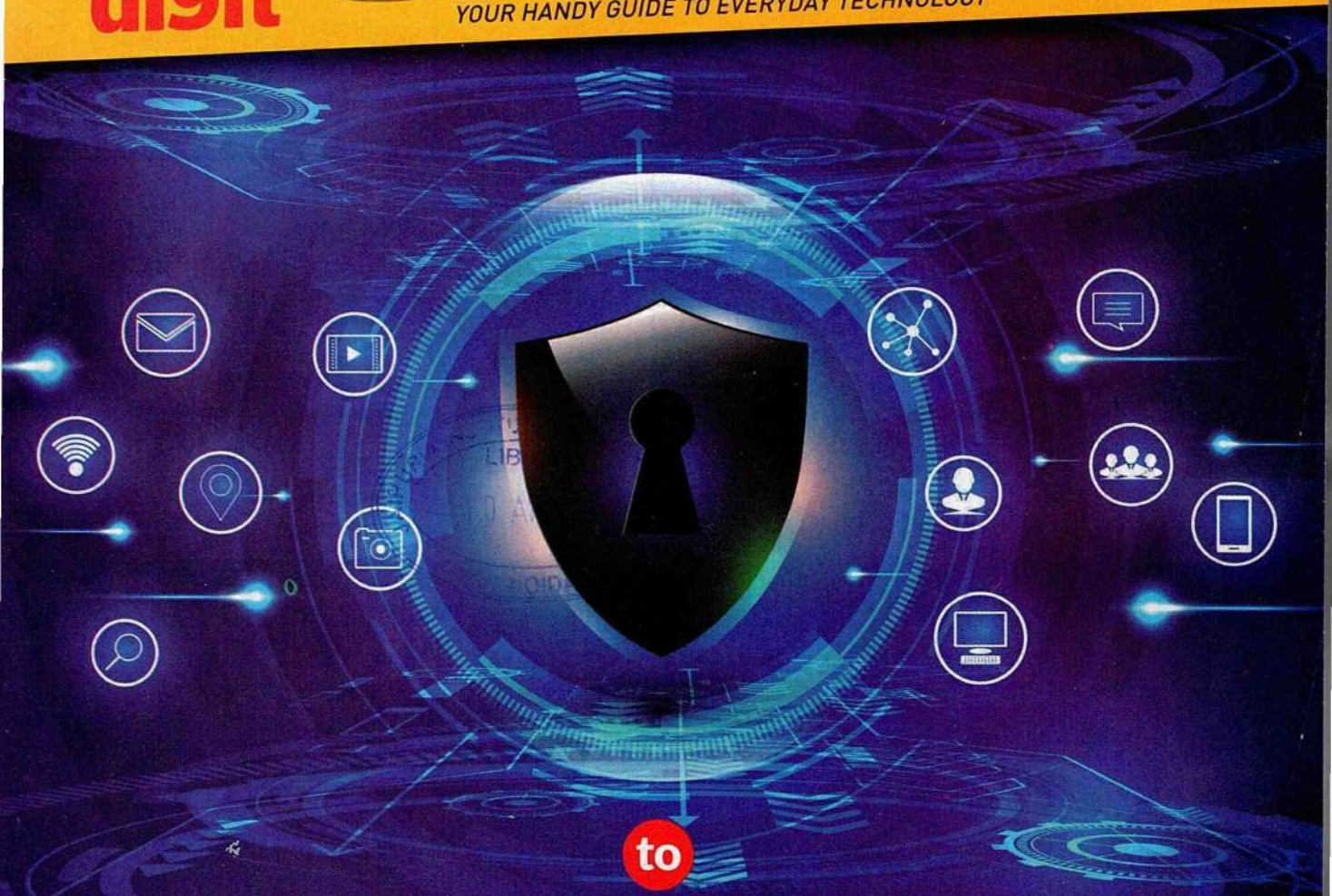
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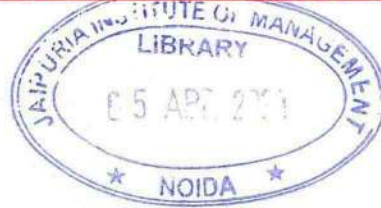
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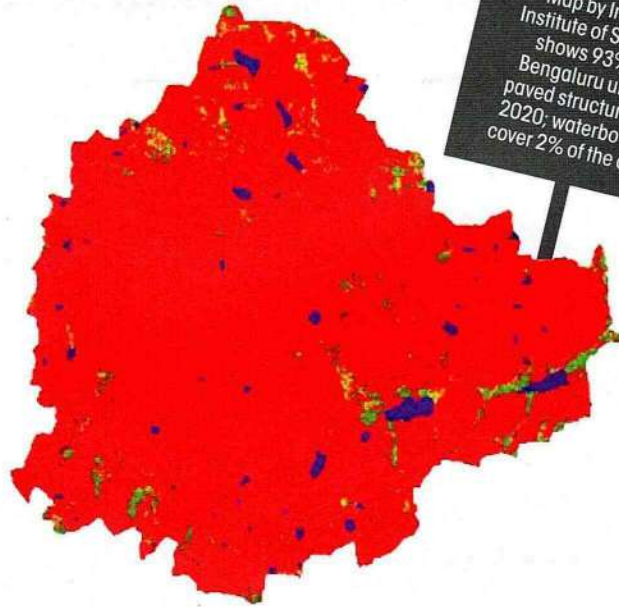
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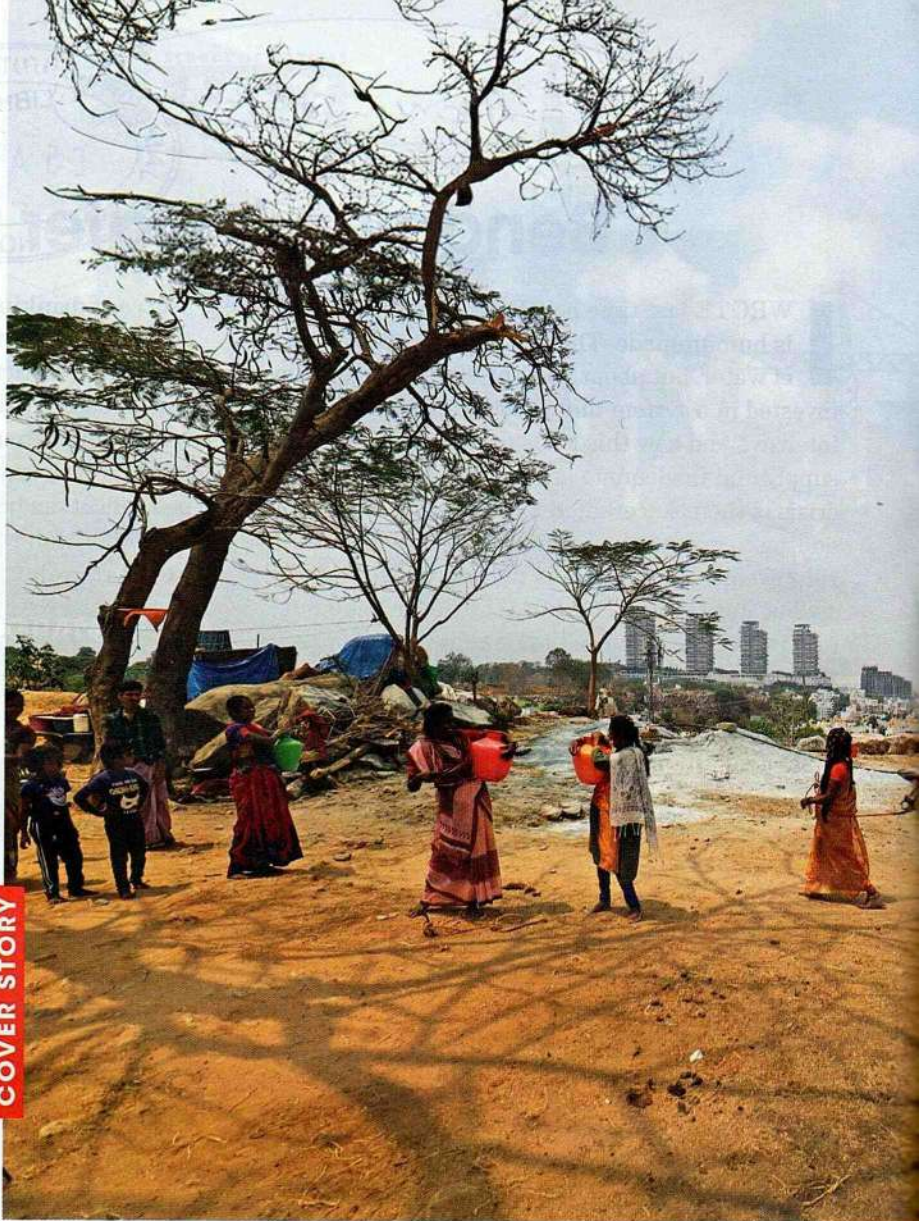
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BENGALURUED

The city almost entirely paved, with negligible area under waterbodies

Transports water over 100 km from the Cauvery; groundwater at historic low

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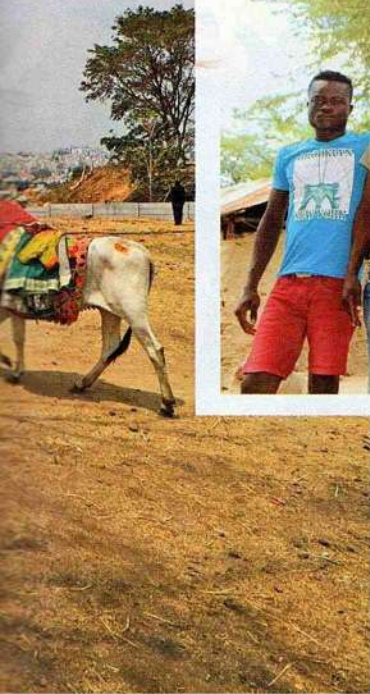
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The Indian media industry has witnessed a proliferation of alternative media establishments, creating a favourable setting for the growth of independent journalism. **page 10**

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Alarmed by the growing Chinese footprint in the marine service sector, the US seeks to revive its shipping sector and diversify the supply lines to de-risk and reduce its dependence on China. **page 10**

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HCES 2022–23

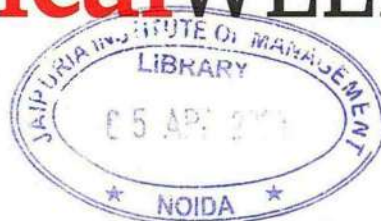
Rural monthly consumption expenditure expanded at a sharper pace than urban monthly consumption expenditure in 2022–23 over 2011–12, and consequently, the difference between both narrowed down. **page 17**

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Novartis is making
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development
hub in its global
innovation gambit

Novartis CEO
Vas Narasimhan



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On Page 63 in 'The Metals Man' — We erroneously mentioned the date of Tega Industries' IPO debut as December 13, 2001. The year should have been 2021. The error is regretted.

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IPO WINNERS

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CREAM OF THE CROP

How Mrs Bectors Food Specialities had its cake and is eating it too, with a stellar stock market listing during Covid, and some heady appreciation since then

PLUS

DEFENCE DEBUTS ON DALAL STREET

From left: Rajni Bector with son Anoop and grandson Suvir

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BREAD WINNER

In the 70s, Rajni Bector enchanted Ludhiana with ice creams, pudding and cakes. Four decades later, Mrs Bectors Food Specialities stunned the IPO market with a sensational listing



(From left) Rajni Bector, founder and chairperson emeritus, Anoop Bector, managing director, and Suvir Bector, whole-time director, Mrs Bectors Food Specialities Ltd



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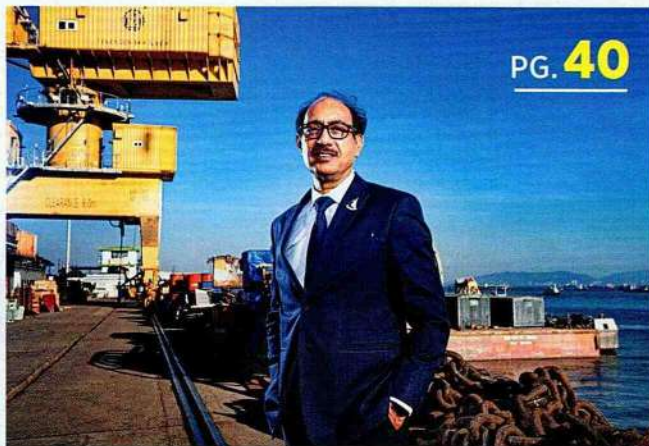
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(From right): Munjal Shah, Harsh Bhansali, Shilpa Mahajan, Amit Mahajan and Anish Mehta of Paras Defence & Space Technologies



Sanjeev Singhal, chairman and managing director, Mazagon Dock Shipbuilders



Primary markets might stay attractive for investors

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Rohan Vaziralli says there is a lot of excitement in the beauty ecosystem in India



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W-POWER SELF-MADE WOMEN

Clockwise from left:
Deepti Sharma, cricketer;
Ashwini Bhide, MD,
Mumbai Metro Rail
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Sinha, CEO, Myntra; and
(seated) Kriti Sanon, actor



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Clockwise from left: Ashwini Bhide, MD, Mumbai Metro Rail Corporation; Deepti Sharma, cricketer; Kriti Sanon, actor; and (in pink blazer) Nandita Sinha, CEO, Myntra

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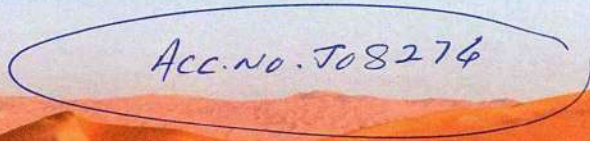
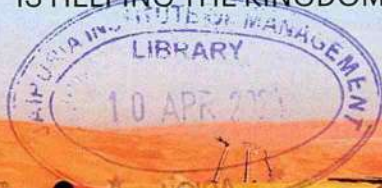
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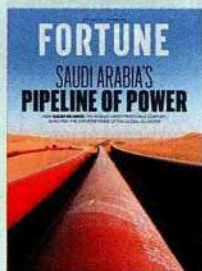
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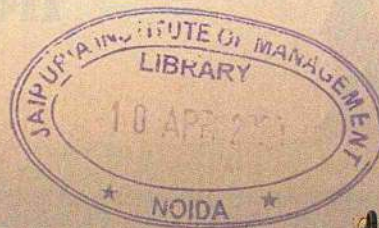
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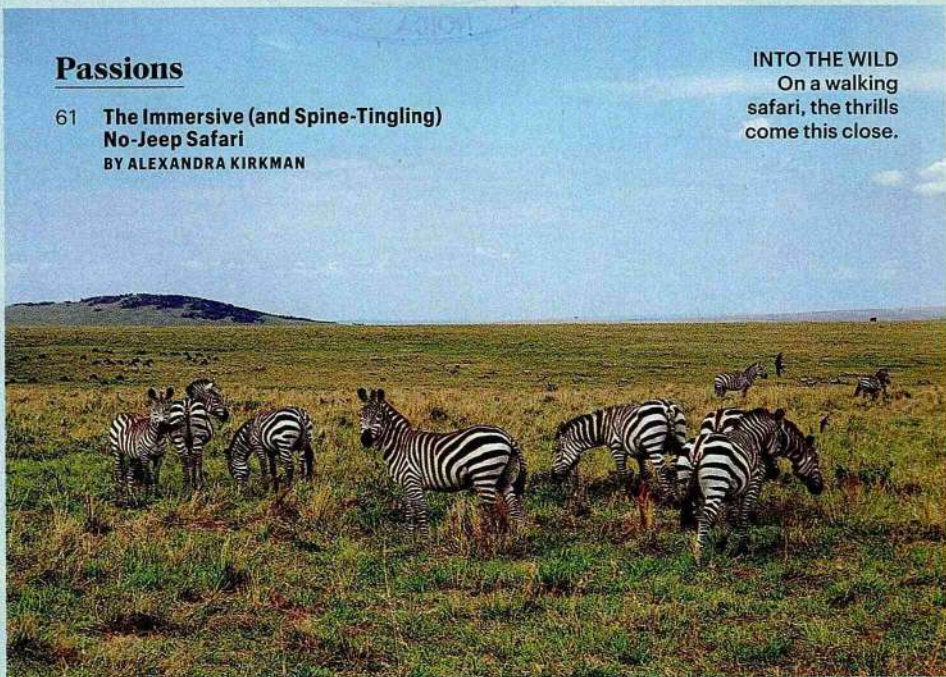
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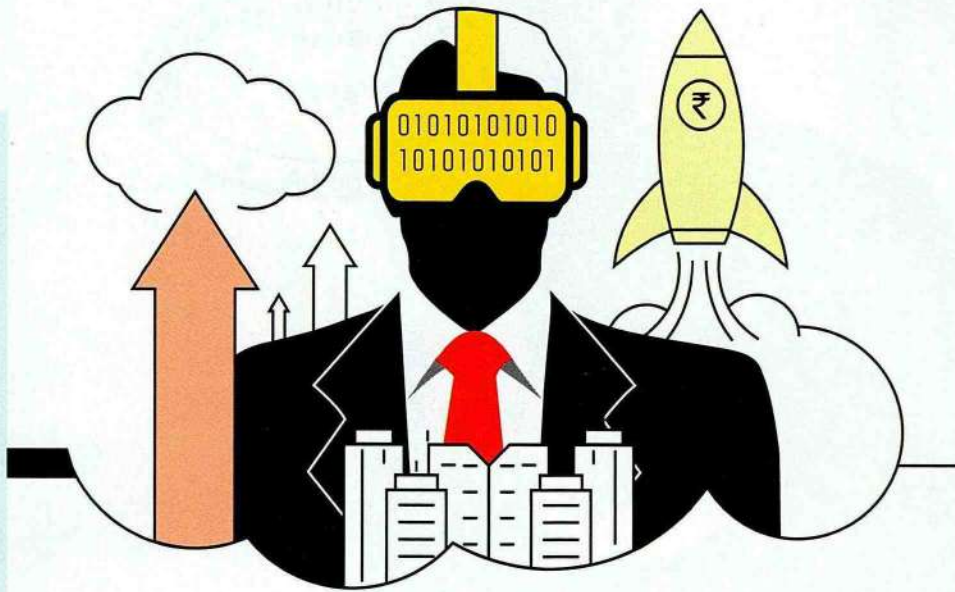
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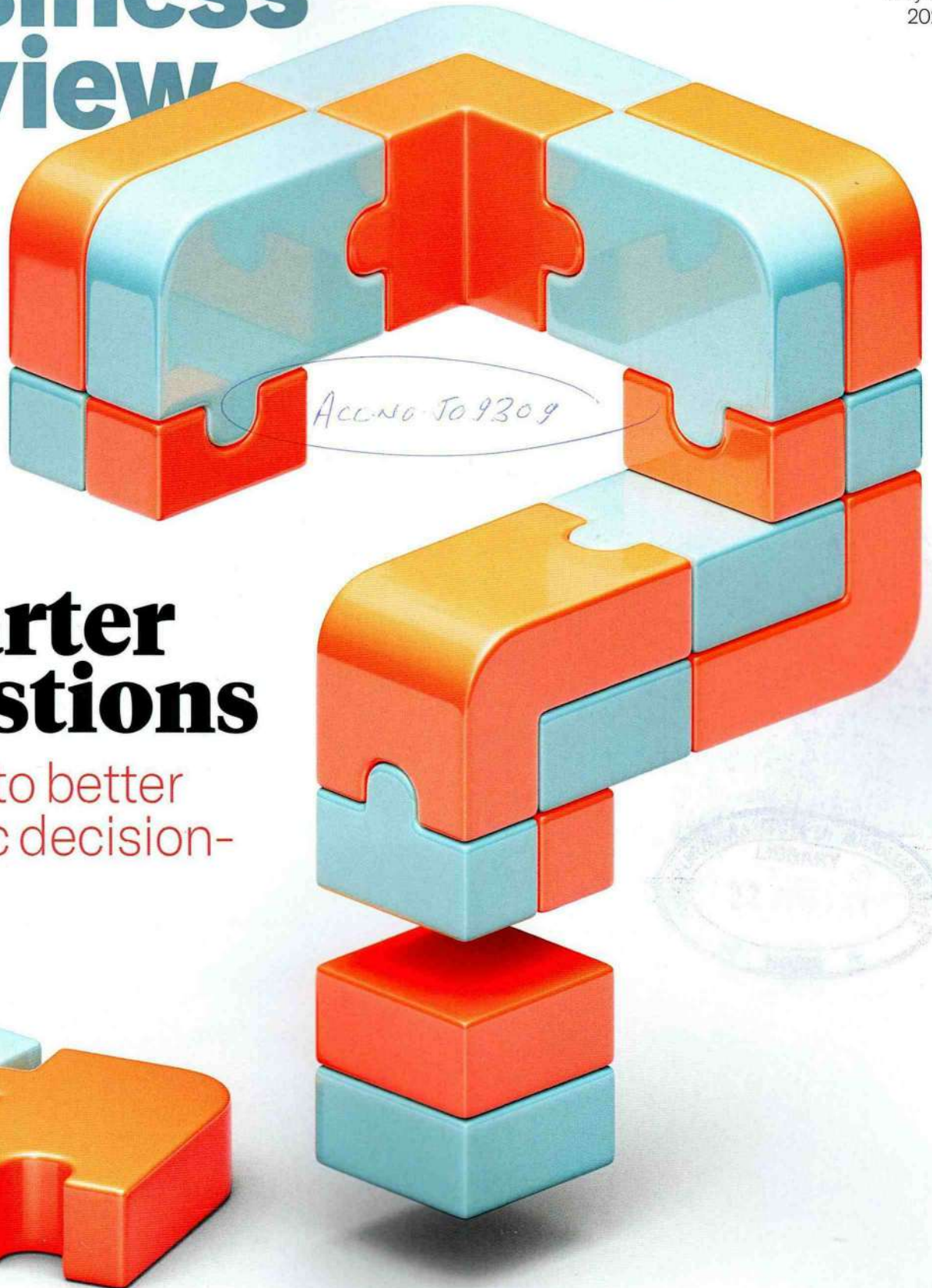
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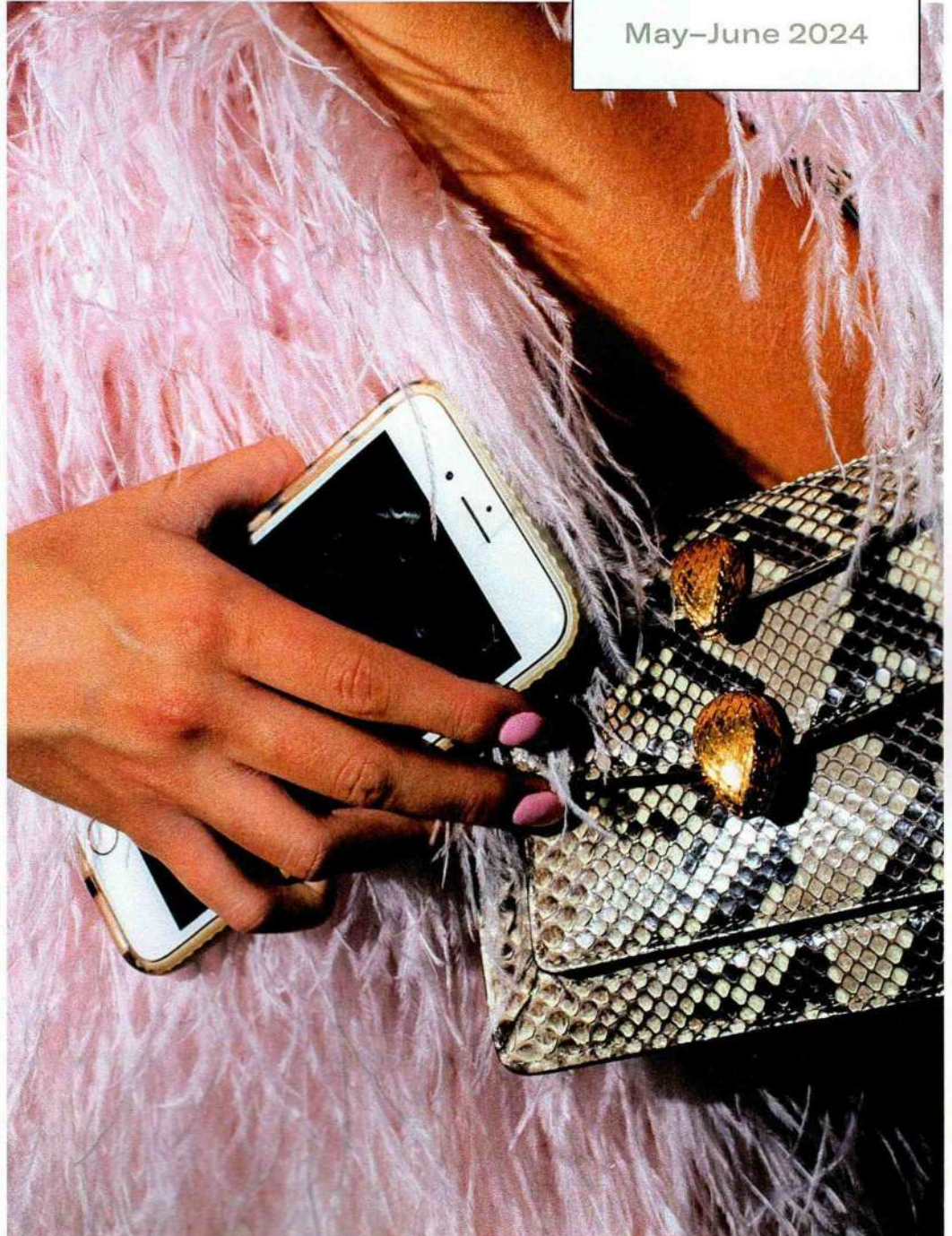
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Kishida touts Japan's bolstered defense credentials on historic U.S. trip



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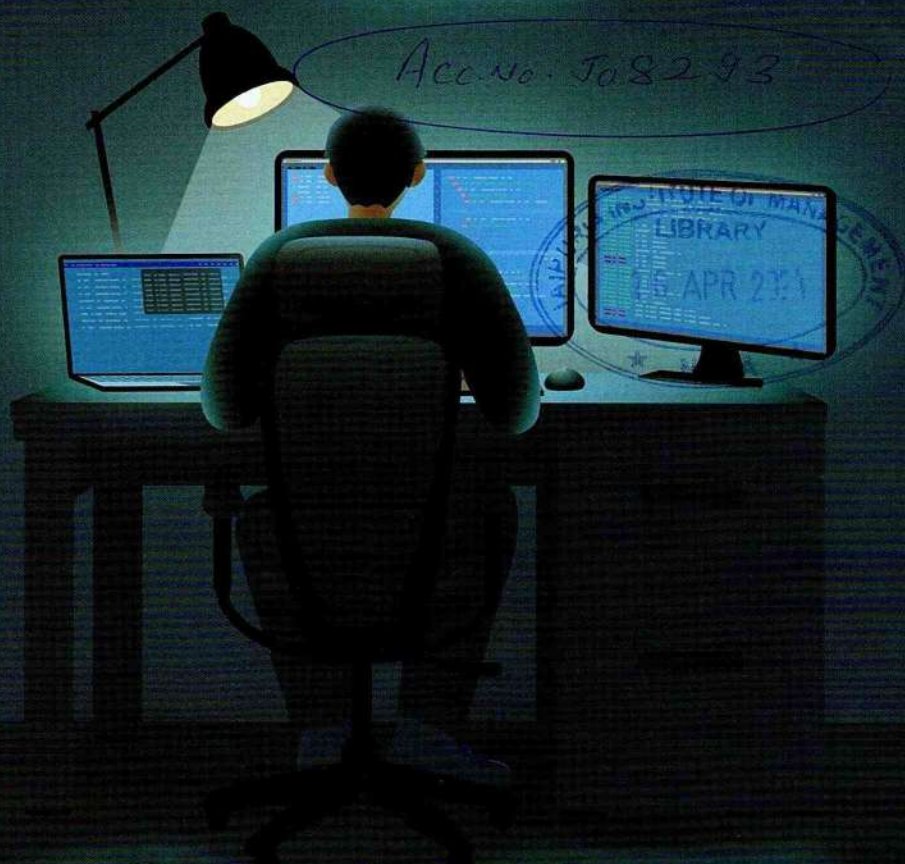
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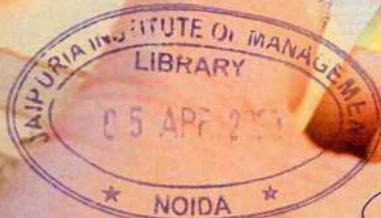
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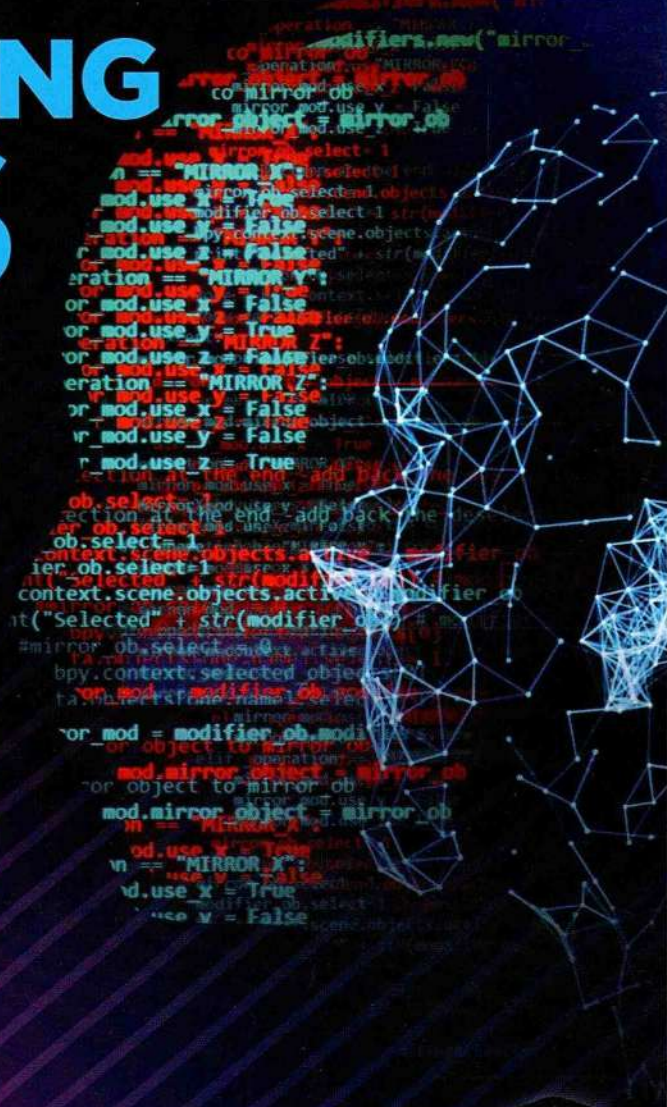
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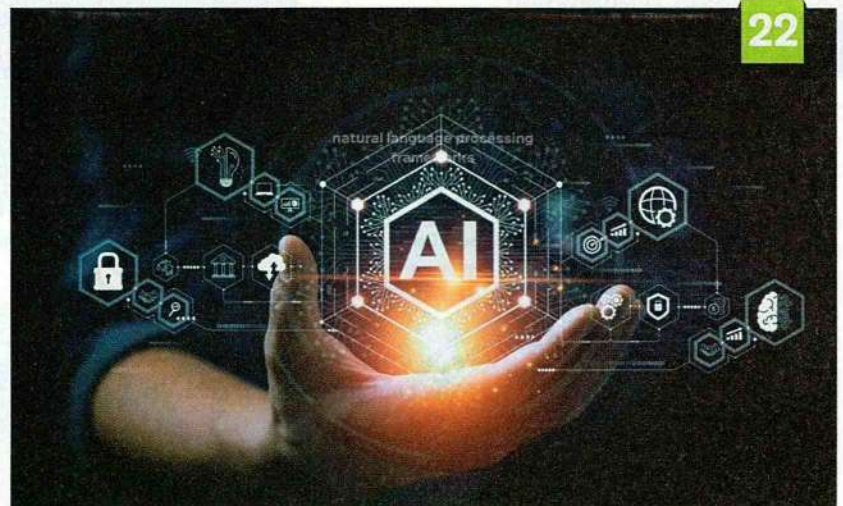
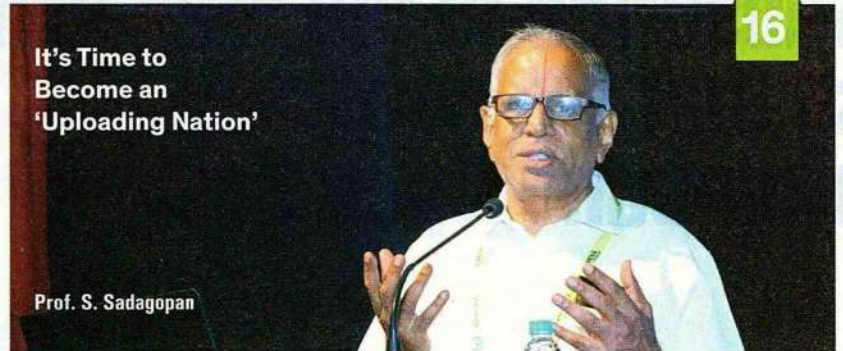
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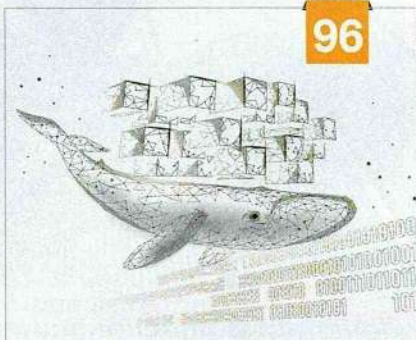
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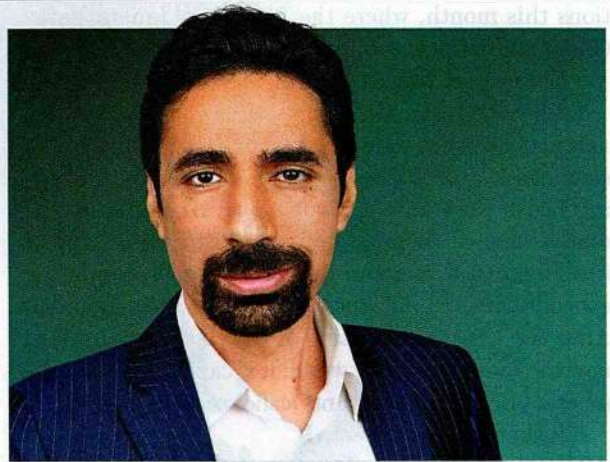
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If last year was about small- and mid-cap companies, this year will be dominated by large caps, feels Sunil Koul, executive director for Asia Pacific portfolio strategy, global macro research at financial services company Goldman Sachs



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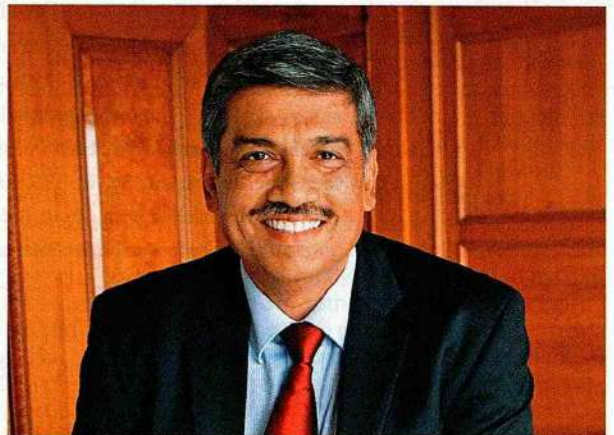
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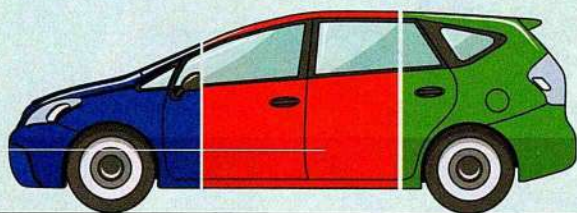


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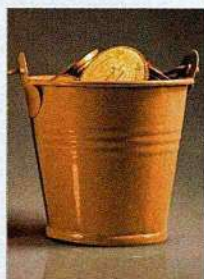
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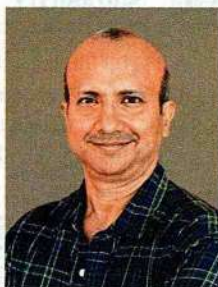
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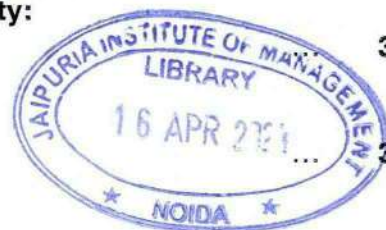
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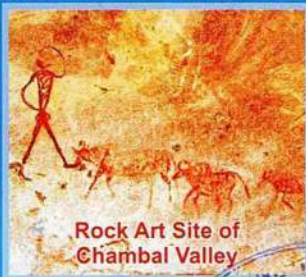


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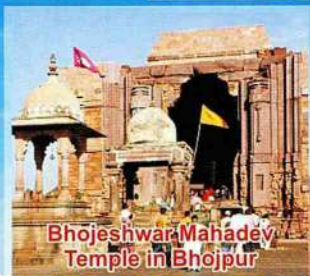
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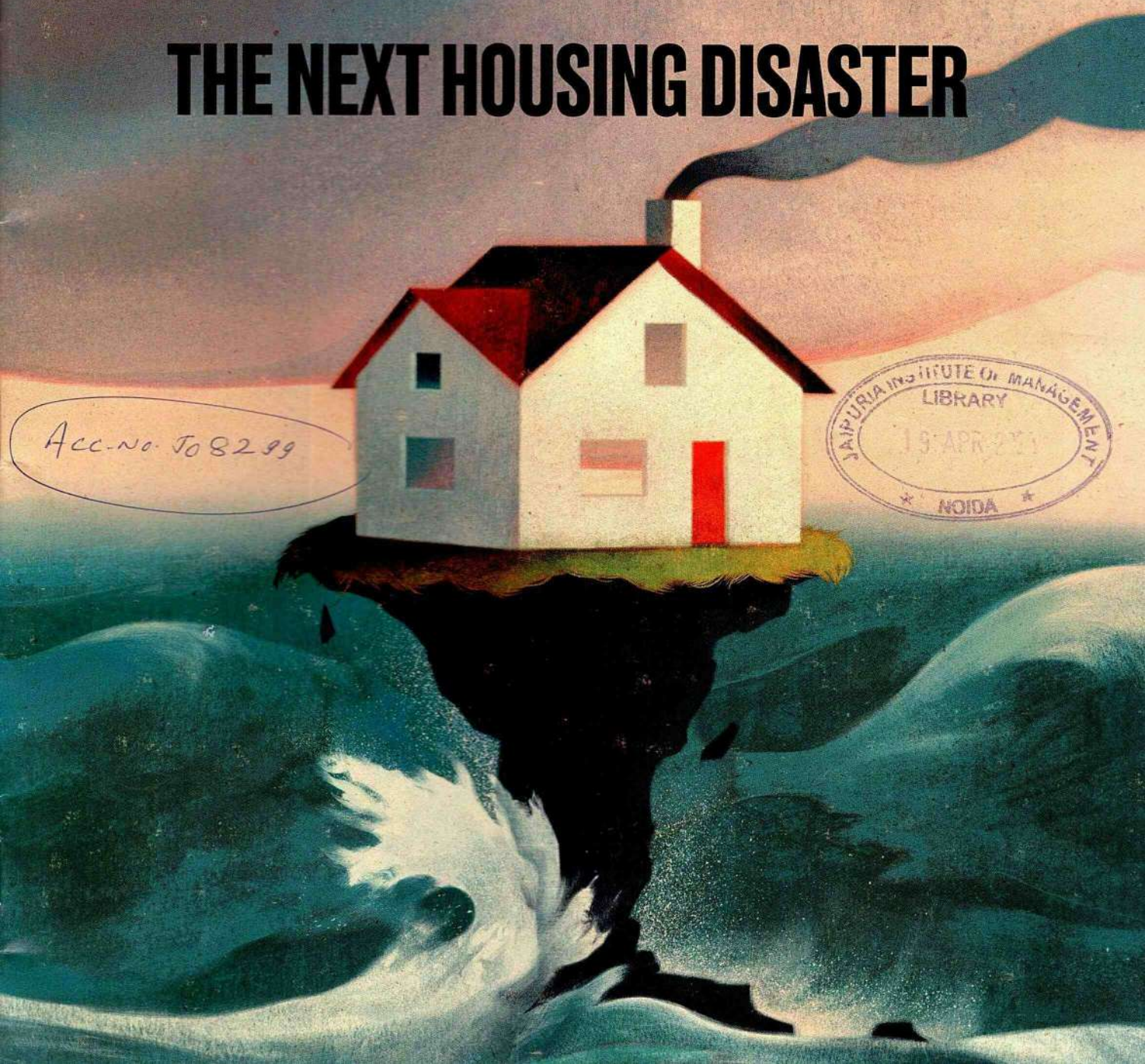
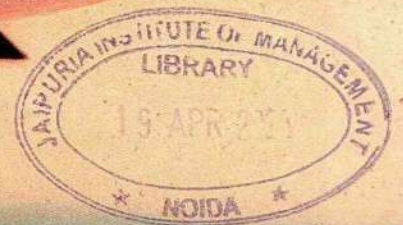
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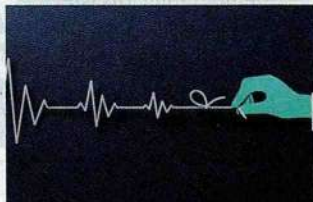
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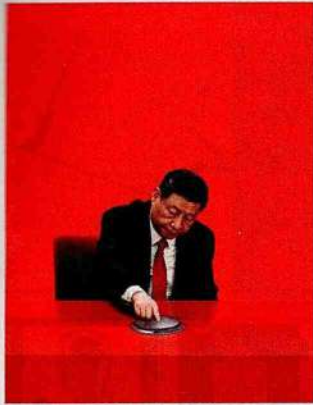
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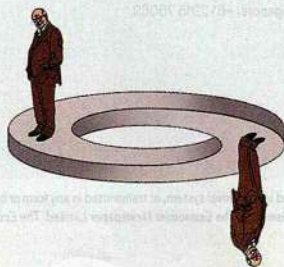
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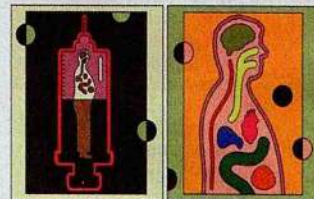
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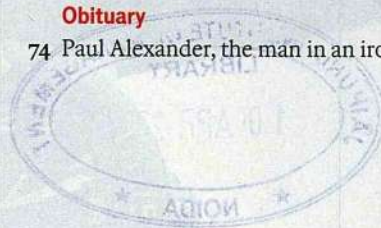


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DEFENDERS OF THE SOUTH: SIDDARAMAIAH, PINARAYI VIJAYAN, REVANTH REDDY SPEAK TO **THE WEEK** ON TACKLING BJP

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ANUJA CHAUHAN
BRAND MODI SHINING
IN KARNATAKA

**ANDHRA AND
TELANGANA**
TDP WAKES UP,
BRS CRUMBLES

APRIL 28, 2024

THE WEEK

BATTLEGROUND SOUTH

THE FIGHT GETS TIGHT

Modi bets on Andhra Pradesh and Karnataka to offset INDIA bloc advantage in Tamil Nadu, Kerala and Telangana



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PM Modi and challengers (from left) Siddaramaiah, Revanth Reddy, Pinarayi Vijayan, M.K.Stalin

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ELECTIONS 
2024



SAFFRON MEETS THE SOUTH
Modi during a road show in Chennai on April 9

AFP

THE BIG PUSH

Unlike in 2014 and 2019, the focus of the BJP's blistering poll campaign has shifted from north India to the southern states. The party's no-holds-barred battle against opposition parties in the south is being framed as a fierce contest of competing ideas of India. **Will an aggressive campaign led by Prime Minister Narendra Modi help the BJP clinch its target of winning 50 of 130 seats in the region?**



SIDDARAMAIAH, Karnataka chief minister: I don't see Modi wave anywhere in Karnataka or south India



PINARAYI VIJAYAN, Kerala chief minister: RSS wants Hindu Rashtra; to prevent it, BJP has to be kept out of power



A. REVANTH REDDY, Andhra Pradesh chief minister: Winning 14 of 17 seats is my target

PLUS



▶ In the murky, shifting, swirly landscape of Karnataka politics, the only thing that seems to look dependably solid is Modiji, writes **Anuja Chauhan**

▶ Factors favour an increase in the BJP's vote share in Kerala

▶ The BJP seems to be slowly finding acceptance in Tamil Nadu



▶ The Congress may have an edge in Telangana, while Chandrababu Naidu and Jagan Mohan Reddy are locked in a bitter battle in Andhra Pradesh, writes senior journalist **M. Somasekhar**



SANIYA AHLAWAT

MANIPUR 20 ELECTIONS 2024

With ethnic conflict flaring up again, **Manipur is witnessing a subdued election season**

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Amitabh Kant



Manifestos ought to be taken seriously. Ask the CIA. They looked foolish when A.B. Vajpayee made the bomb.

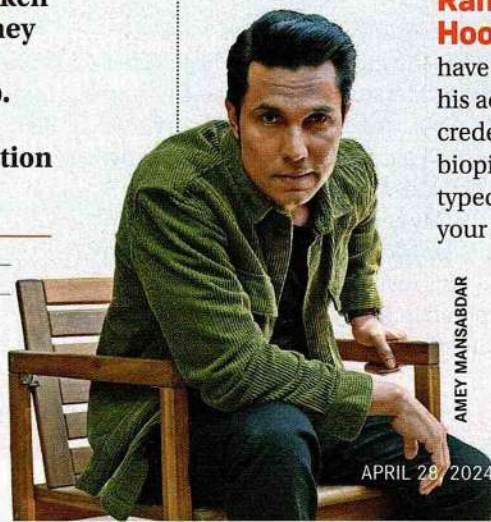
They wouldn't have, if they had read the BJP's 1998 manifesto where the bomb option was mentioned in plain English.

62 **LEISURE**

Peter Smetacek's Butterfly Research Centre at Bhimtal, Uttarakhand, **boasts 3,500 butterfly and moth specimens**

68 **CINEMA**

Randeep Hooda may have proved his acting credentials with biopics, but typecast him at your own peril



AMEY MANSABDAR

COVER ILLUSTRATION BINESH SREEDHARAN

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ELECTIONS 2024



EXCLUSIVE: STALIN INTERVIEW
INDIA BLOC HAS FAITH IN RAHUL GANDHI

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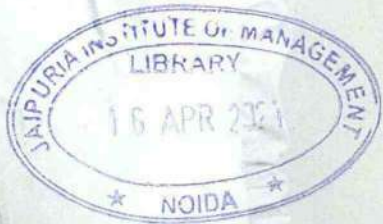
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EXCLUSIVE INTERVIEW

CONGRESS PRESIDENT
MALLIKARJUN KHARGE

I AM FIGHTING TO PROTECT THE CONSTITUTION

Modi wants to
be a dictator, and
if this attitude
continues, there will
be no elections

PLUS

P. CHIDAMBARAM
on Congress manifesto

We want to
reverse the damage
of past 10 years



9 770975 227702

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ON THE MOVE

The Congress has made attempts at finding remedies to what were seen as its problem areas. As it seeks to instil positivity into its poll campaign and focuses on the perceived economic and social distress that people are in, there are numerous challenges that the party has to surmount.

PLUS

INTERVIEWS



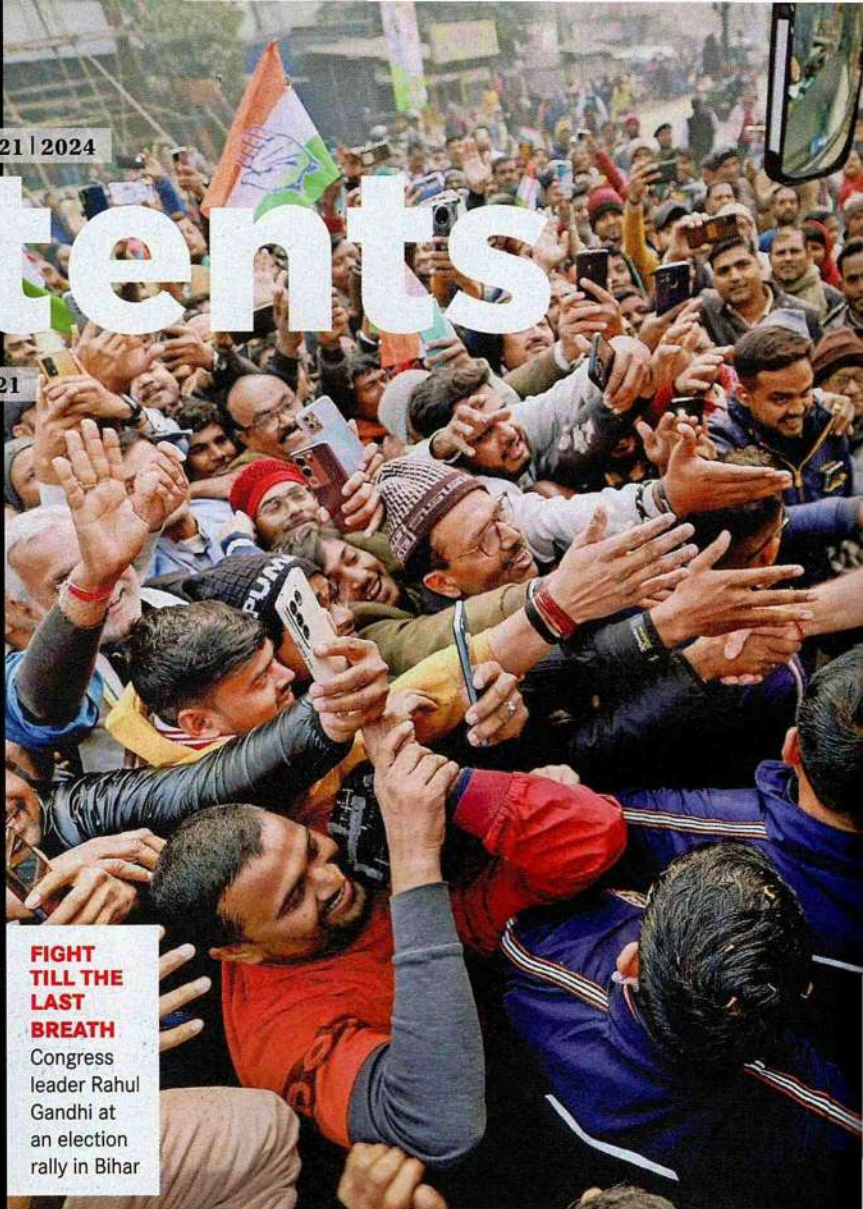
“
When BJP asks ‘Modi vs who’, the answer is ‘Modi vs common man’.

—Mallikarjun Kharge,
Congress president



The main thrust of the manifesto is to reverse the damage done in the past 10 years, especially in the past five years.

—P. Chidambaram,
Congress veteran



FIGHT TILL THE LAST BREATH

Congress leader Rahul Gandhi at an election rally in Bihar

ELECTIONS BATTLEGROUND STATES 2024

WEST BENGAL 24

THE WEEK reports from Sandeshkhali, which has become a source of embarrassment for the Trinamool Congress

“Mamata Banerjee has no respect for us, the mothers and sisters of Sandeshkhali, and our dignity.”

—Rekha Patra,
Sandeshkhali Survivor and BJP candidate in Basirhat

TAMIL NADU 44

A four-cornered fight could decide the main battle between the two major dravida parties

“People have already decided that they don’t need Modi any longer.”

—M.K. Stalin

“Modi has legalised corruption.”

—Kanizmozhi Karunanidhi





SECURITY REFORMS 54



Recent military war exercises walk the talk on the theaterisation, jointness and integration effort **“India is undergoing the boldest and most ambitious national security reforms since independence. They are deep, thoughtful and potentially game changing.”**

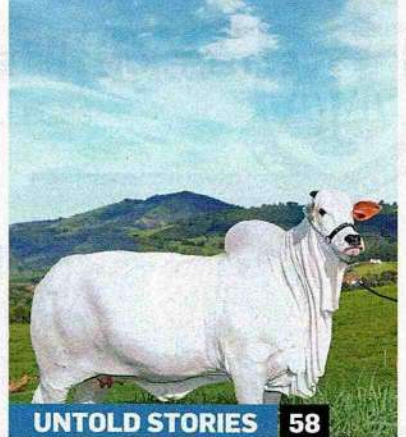
— Raj Shukla
Lieutenant General (retired)

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“Age never worried me. We set our limitations ourselves. When you change limitations into opportunities, you have a better perspective.”

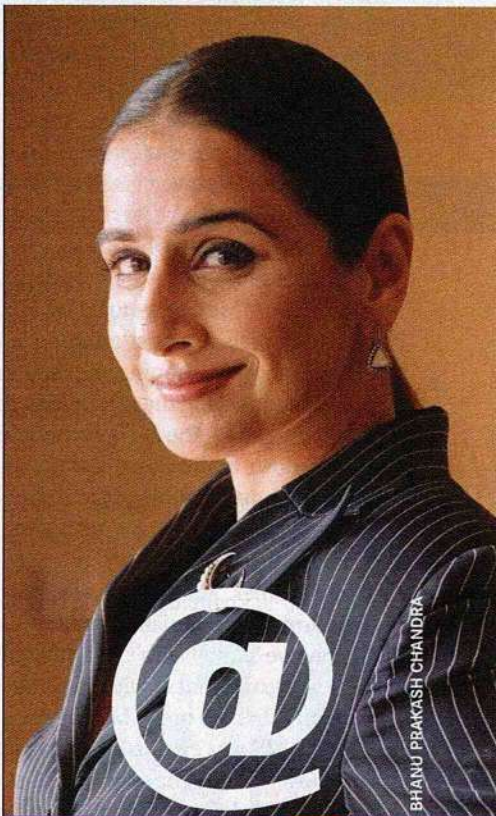
—Rohan Bopanna,
at the THE WEEK Sportsroom
event presented by HSBC



UNTOLD STORIES 58

How a **cattle specimen with Indian roots** became Brazilian cattle industry’s billion-dollar jewel **“It reflects historical connect between India and Brazil.”**

—Ambassador Suresh Reddy,
Indian envoy to Brazil



LEISURE 65

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LAST WORD
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Botswana has already sent 8,000 elephants to neighbouring Angola and offered 500 to Mozambique.

Even if rhetorical, Botswana’s offer underlines that wildlife preservation is not always a zero-sum game.

COVER PHOTO BHANU PRAKASH CHANDRA
COVER DESIGN BINESH SREEDHARAN

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Actor **Vidya Balan** on her latest film and more

“Sari is the sexiest garment ever.... it is the most versatile garment and the only garment that embraces you.”

ELECTIONS
2024

NORTHEAST
BJP & Co HAVE THE EDGE

EX-JUDGE ABHIJIT GANGOPADHYAY
WHY I JOINED THE BJP IN BENGAL

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FREEDOM'S WARRIORS
UNIQUE FRIENDSHIP
OF THREE MEN AND
SAROJINI NAIDU

B.TECH PAANI PURI WALI
HITS THE STREET WITH A
LOFTY MISSION



TURNING POINT

Prisoner-CM Arvind Kejriwal:
Tainted crusader or political martyr?

EXCLUSIVE

Arrest will only benefit us
ATISHI, AAP LEADER

Amend money laundering act
JUSTICE MADAN LOKUR

ALL NO J08278

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Only President's rule can bring down the AAP government."

—Atishi, AAP leader

ELECTIONS BATTLEGROUND STATES 2024

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The BJP and its allies have the edge in the perception war in the northeast.

Having said that, the Modi government, by implementing the CAA, has given INDIA bloc the opportunity of gaining new ground

"Bengal politics filled with substandard people," says Abhijit Gangopadhyay, former high court judge



SALIL BERA

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KEJRIWAL: PUSHED TO THE WALL

India's political history is replete with examples of leaders emerging stronger from their imprisonment. Will it be the same for Arvind Kejriwal? Or, will the party, in his absence, fall apart? From the face of anti-corruption movement to the first sitting CM in jail, Kejriwal's political voyage has come a full circle

PLUS

- ◆ Will Sunita Kejriwal rise up to the occasion?
- ◆ Amend PMLA: Madan Lokur, former Supreme Court judge



Kejriwal's goal was not the nation's development, but acquiring power and status."

—Anna Hazare, activist

MARKETS 51

Recent initiatives by SEBI have made capital markets a better place for investors



PTI

PHOTO-FEATURE 54

Hola Mohalla: Celebrating the martial arts traditions of Sikhs



SANJAY AHLAWAT

UNTOLD STORIES 58

Tapsi Upadhyay has turned heads with her nationwide B.Tech Paani Puri Wali business. "What is wrong if a girl stands on a street and serves people?"



KRITAJNA NAIK

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74 LAST WORD

Barkha Dutt



In today's hyper-polarised media environment where if you do not confirm the existing bias of a political party you are characterised as the 'enemy', Manmohan Singh never closed the doors of the PMO to those who had critiqued him.

COVER DESIGN BINESH SREEDHARAN

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At its first, **T.C.A. Raghavan's** book is about three men and their friendship with poet and freedom fighter **Sarojini Naidu**

ART 68

An exhibition of Bengal modernist **Gobardhan Ash's** artworks showcases his diverse range—in form, technique and themes



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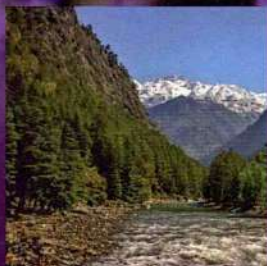
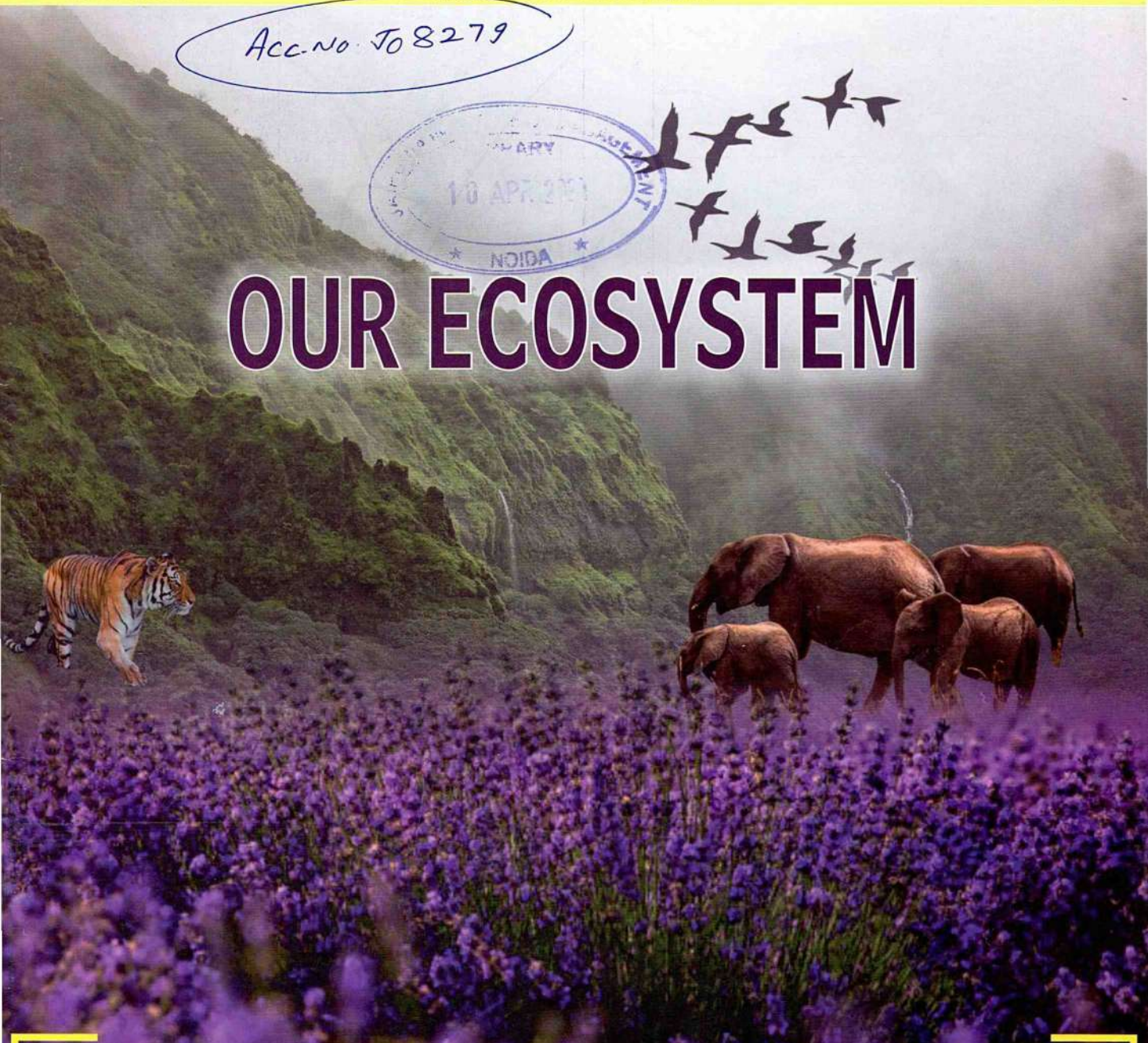
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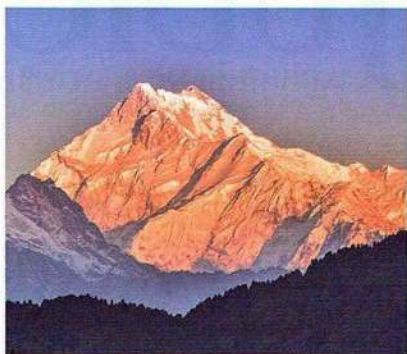
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Rig Veda

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