LALA LAJPATRAI INSTITUTE OF MANAGEMENT

Knowledge is power

Approved by AICTE New Delhi, Govt. of Maharashtra and Affiliated to the University of Mumbai

Flagship Program MMS Accredited by NBA

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LLIM Newsletter

JULY - SEPTEMBER 2025 LLIM Newsletter Volume VII Issue 3

"Our aspiration is to provide dynamic high calibre management education to serve business and industry and bring about social transformation."

LLIM Publications

LLIM Journal of Research [ISSN No. -2229-4740] Volume XVII, Number I,

JANUARY – JUNE, 2025

LLIM Journal of Research is a peer reviewed, multidisciplinary journal published bi-annually in print version. Articles are authored by various eminent industry experts and experienced academicians, teachers and research scholars.

Evaluation And Ranking

LLIM Rankings

1. Lala Lajpatrai Institute of Management has been ranked 94th amongst India's Top 100 B-Schools in Mumbai in the Times B-School Ranking Survey in January, 2025 conducted by The Times Group.
2. Lala Lajpatrai Institute of Management has been ranked 7th amongst Top Private Institutes in Mumbai in the Times B-School Ranking Survey in January, 2025 conducted by The Times Group.
3. Lala Lajpatrai Institute of Management has been ranked 3rd amongst Top B-Schools of Eminence in the CSR B-School Survey in November, 2025 conducted by Competition Success Review.
4. Lala Lajpatrai Institute of Management has been ranked 10th amongst Top Private B-Schools West-Zone in The Week-Hansa Research B-School Survey in December, 2025 conducted by THE WEEK Magazine.
5. Lala Lajpatrai Institute of Management has been ranked 15th amongst Mumbai Metro-wise in the Business Today - MDRA B-School Ranking Survey in December, 2025 conducted by Business Today.

HIGHLIGHTS AT LLIM

INDUCTION & ORIENTATION CEREMONY FOR THE MMS BATCH 2025–2027, DATE : 16TH TO 19TH SEPTEMBER 2025

LLIM celebrated the four-day Induction & Orientation Ceremony for the MMS Batch 2025–2027 with energy, excitement and a warm dose of LLIM spirit! The event opened with inspiring addresses by the Chairman, Director, COO and Chief Guest Ms. Hemika Tanwar, giving the new batch a motivating start to their management journey.

What followed was a perfect blend of learning and fun—cultural performances, music, and a lively DJ session that had the entire auditorium buzzing. Students also gained valuable placement insights from the Career & Guidance Cell, took part in interactive management games, and met faculty from Finance, Operations, HR and Marketing, making it easier to navigate their academic paths.

The four-day celebration not only welcomed the new cohort but also filled them with confidence, enthusiasm and a strong sense of belonging officially kick starting an exciting new chapter at LLIM!

BOOT CAMP: LEAN STARTUP & MINIMUM VIABLE PRODUCT

Date: 2nd August 2025 | Time: 11:00 AM – 1:00 PM

LLIM's Institution's Innovation Council hosted a **Boot Camp on Lean Startup and Minimum Viable Product (MVP), led by Mr. Vikram Pandya**, AI Researcher and Director – Fintech & AI Initiatives, SP Jain. Coordinated by **Dr. Bharat Vira and Dr. Kinjal Shah**, the interactive session aimed to equip students with practical entrepreneurial skills.

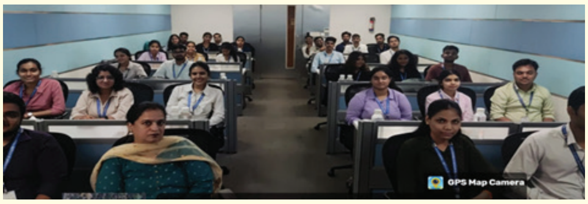
Students learned how to **ideate, validate assumptions, and build MVPs,** using customer feedback to iterate quickly. Real-world case studies, fintech tools, and mentoring provided insights into product-market fit, lean methodology, and startup best practices. The boot camp concluded with a lively Q&A session, leaving participants ready to transform ideas into scalable business models.

MULTI COMMODITY EXCHANGE (MCX)

Multi Commodity Exchange (MCX) Date: 6th August 2025

Around 60 students from LLIM visited the **Multi Commodity Exchange (MCX)** to gain practical insights into commodity markets and futures trading in India. The interactive tour enhanced students' understanding of market operations beyond classroom theory.

Key topics included how **commodity exchanges function, the role of MCX in futures contracts,** and different contract types such as **spot, futures, and options.** The session highlighted **price transparency, risk management, and hedging strategies,** providing students with valuable exposure to real-world financial markets.

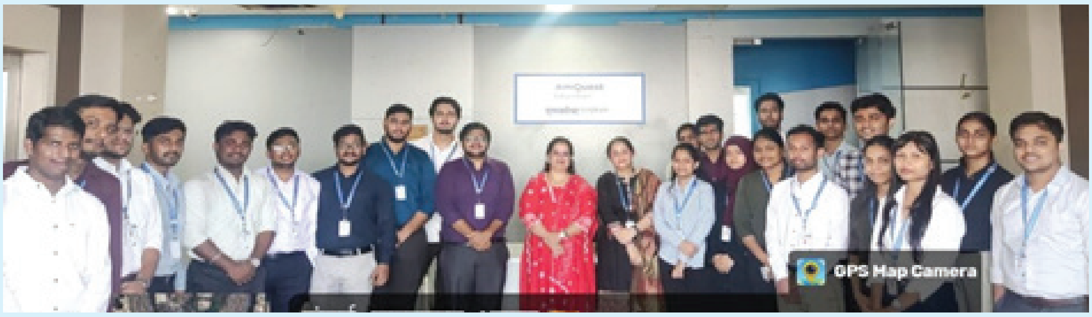


STUDY TOUR: AMQUEST EDUCATION, ANDHERI (EAST)

Date & Time: 10th September 2025 | 11:00 AM – 5:00 PM

LLIM's Finance Department organized a **study tour to AMQUEST Education,** guided by **Dr. Neetu Singhwal and Dr. Kinjal Shah,** with 35 students participating. **Mr. Pankaj Baheti,** founder of AMQUEST, conducted interactive sessions on **financial modeling, corporate finance, and investment analysis.**

Students explored concepts such as **PEG ratio, PVGO ratio, FCFE & FCFF, learned Excel-based valuation modeling,** used AI tools for research, and analyzed **real company case studies.** The tour provided practical exposure, enhancing students' analytical and decision-making skills in finance.



FROM FUTURES TO OPTIONS – A PRACTICAL GUIDE TO DERIVATIVES

DATE: 11TH AUGUST 2025

LLIM hosted **Mr. Harsh Yadav** from Wise Trading Academy for around 90 students. The session covered futures and options, real-world applications, risk management, and hedging strategies. Using live trading demos and interactive exercises, students gained hands-on insights into derivatives, bridging theory and practice in an engaging and impactful session.

SUPPLY CHAIN MANAGEMENT

DATE: 19TH AUGUST 2025

LLIM hosted an expert talk on Supply Chain Management by Dr. Nancy Southin from Thompson Rivers University, Canada, attended by around 40 students.

The session aimed to explore real-world applications, current trends, and challenges in global supply chains, including digital transformation and sustainability. Students engaged with practical case studies, industry examples, and modern tools, gaining a clear understanding of end-to-end supply chain processes, strategic importance, and global challenges.

The interactive session bridged theory and practice, enhancing students' knowledge and awareness of contemporary supply chain management

FUTURE OF WORK & LEADERS – BALANCING VALUES & TECHNOLOGY

5TH SEPTEMBER 2025 | 6:00 PM – 8:00 PM

LLIM, in association with NIPM, hosted a lecture by Mr. Vikram Bector, Director & Group CHRO, Welspun World, on “Future of Work & Leaders: Balancing Values & Technology.” Coordinated by Dr. Suresh Suvarna, the session explored how leadership is evolving in the age of AI, machine learning, and digital transformation.

Mr. Bector discussed adapting leadership styles to technological changes, engaging with Gen Z employees, co-leading with domain experts, and navigating volatile business environments. Students gained insights into modern leadership practices.

TEAM BUILDING WORKSHOP DURING INDUCTION PROGRAM

DATES: 16TH & 17TH SEPTEMBER 2025

Team Building Workshop During Induction Program

Dates: 16th & 17th September 2025

The Human Resource Department conducted a Team Building Workshop as part of the Induction Program to help new students connect, collaborate, and feel at ease from day one.

A two-day Team-Building Workshop kicked off with a partner-introduction ice-breaker and fun games like Dumb Charades, fostering bonding and teamwork. Day 2 featured communication and management games, along with creative activities like Brand Jingles, Emoji Movie Guessing, and Lost in Translation, making the induction engaging, interactive, and memorable.

The workshop successfully created a friendly atmosphere, strengthened communication, and built a strong sense of belonging among the new batch.

WORKSHOP ON MARKET BOOK TERMINAL

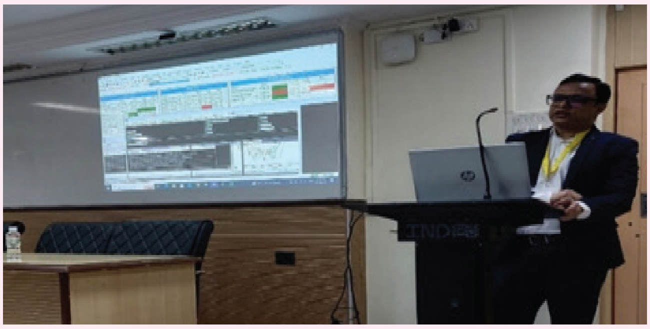
DATE & TIME: 24TH SEPTEMBER 2025 | 11:00 AM – 1:00 PM

LLIM's Finance Department organized a hands-on workshop on the Market Book Live Terminal by Ticker Data for second-year Finance students. Conducted by Mr. Vineet Gupta, VP – Business Development, Ticker Data, and coordinated by Dr. Neetu Singhwal and Dr. Kinjal Shah, the session saw 94 enthusiastic participants.

The workshop introduced students to live trading terminals and stock market tools, covering technical analysis, including Fibonacci retracements and single & double candlestick patterns. Live demonstrations allowed students to analyze market trends, interpret charts, and understand trading strategies, bridging the gap between theory and real-world financial markets.

The session was highly interactive and enriched students' practical knowledge, enhancing their analytical skills and confidence in financial market operations.

WORKSHOP



EVENTS AND ACTIVITIES

BATTLE OF BRANDS

DATE: 26^{TH} JULY 2025

The Marketing Department at LLIM successfully hosted the **Battle of Brands** competition for MMS II students, sparking creativity, energy, and brand-savvy thinking.

The event featured exciting rounds like Logo Quiz, Guess the Jingle, Identify the Brand by Video, and Spin the Wheel, challenging students to recall brands, jingles, and categories under time pressure. The grand finale, the Director's Round, led by Dr. H.J. Bhasin, tested quick thinking with niche sector challenges.

AD- MAD SHOW

DATES: 29TH SEPTEMBER 2025

The Marketing Department conducted an Ad-Mad Show for MMS 2nd Year Marketing students on 29/09/2025 on the theme "Rural Products for Rural Markets." Students created humorous and creative ads through skits, jingles, and role plays for various rural products. The activity enhanced their creativity, communication, and understanding of rural marketing while boosting teamwork and presentation skills.

SPECIALIZATION SPOTLIGHT

THE RISE OF "PRE-LOVED ARM CANDIES"

USED AND AGED BAGS ARE THE NEW STATUS SYMBOLS!

Fashion has always leaned heavily on paradox, but certainly among the more interesting of late is the elevation of used, worn, or intentionally aged bags into the luxury orbit. Born as a quiet undercurrent within niche fashion circles, this has now become a mainstream global phenomenon; much as distressed jeans once cut their own disruptive path through the fashion landscape, today bags that look old either organically or manufactured to appear so—are not only objects of desire but also are being positioned as premium lifestyle statements.

From Torn Denim to Distressed Leather, A Cultural Shift: The trend follows the arc of torn jeans, which began as a symbol of rebellion and anti-conformity. What was once considered damaged clothing eventually became a mainstay of mainstream high fashion. The very same psychological and cultural shift is playing out now with bags: Consumers no longer see wear, scratches, patina, or fading as imperfections but rather as stand-ins for authenticity, individuality, and a lived-in aesthetic that's more personal than its pristine, showroom-perfect counterpart. The deliberate imperfections tap into the desire for a "heritage" aesthetic.

The Allure of Authenticity: In a digital age dominated by filters and idealized perfection, consumers increasingly gravitate toward products that feel genuine. This pursuit of authenticity also intersects with sustainability. For value-driven consumers, extending a product's life cycle aligns with eco-conscious ideals, making a used luxury bag both an ethical choice and a refined aesthetic statement.

Luxury Houses are Redefining Perfection and Capitalizing on the Psychology of the "Vintage Effect": Luxury houses are reshaping the idea of perfection by embracing character over flawlessness. Leading labels now offer certified pre-owned programs, archive collections, and deliberately "distressed" luxury lines. Designers intentionally incorporate cracked leather, oxidized hardware, faded dyes, and vintage silhouettes—effects once earned over time, now precisely engineered in studios.

A Sign of the Times: Imperfection is now the New Chic. The emergence of pre-owned and distressed bags as a new category of luxury goods points to a larger cultural shift. It's part of shifting attitudes toward beauty, materialism, and identity. In the same way that distressed denim rewrote the rules on fashion, aged handbags are rewriting the definition of luxury. What once seemed counterintuitive has now become a status symbol.

– Prof. Manisha Sayani
(Marketing Department)

IMPACT OF GST 2.0 ON THE INDIAN ECONOMY

Introduced in September 2025, GST 2.0 marks a significant milestone in India's indirect tax reforms. By replacing the earlier multi-tier structure with a simplified two-slab system and a higher demerit rate, the reform aims at clarity, equity, and efficiency. Exempting essentials such as basic food items, educational materials, and life-saving drugs has reduced the cost of living, while the expanded 5% merit rate has supported mass consumption. Shifting most goods and services, including consumer durables and small vehicles, to the 18% standard rate has boosted demand and manufacturing. At the same time, the 40% demerit rate on luxury and sin goods strengthens revenue without burdening the common consumer. Sector-specific relief to agriculture, real estate, healthcare, textiles, and automobiles has improved affordability and competitiveness. Overall, GST 2.0 has enhanced ease of doing business, stimulated consumption, moderated inflationary pressures, and supported sustainable economic growth, reinforcing the role of indirect taxation in India's evolving economy.

- Dr. Bharat Vira
(Finance Department)

4 TRENDS THAT WILL SHAPE HR IN 2026

Artificial intelligence stands to occupy a substantial portion of the industry's attention, but people leaders also will need to dedicate energy toward development and culture.

HR may be a function that prides itself on managing people, but machines have occupied an outsized portion of the industry's attention over the last twelve months. A chorus of thought leaders expect that focus to continue for the foreseeable future.

1. **HR takes the next AI leap, integrating automation into management**

   On one side, there is the use of AI to automate mundane tasks such as screening candidate resumes and answering employees' benefits questions. The other, much trickier side is deciding how to deploy enterprise tools like Microsoft Copilot, which is an area where even the largest companies "don't really have a roadmap of what they want to do with AI," Keller said.

   Lack of clear use cases is just one of the barriers to AI adoption that emerged last year, but Keller said some organizations have made progress on that front in part by integrating AI into management practices.

2. **AI's acceleration hastens need for strong guardrails**

   Cautionary tales of AI-related job errors and fears of discrimination fuelled by AI have tempered enthusiasm for the technology. Against that backdrop, HR leaders will need to focus on embedding AI responsibly and strategically, Moore said.

   A complicating factor is staff that may be using AI in ways not officially recognized or endorsed by leadership. Keller said managers may, for instance, use AI tools to write performance reviews for their direct reports without taking into account an employee's actual performance or duties.

3. **Uncertainty pervades the talent market, but skills reign supreme**

   Layoffs at times hit historic levels in 2025. October job cuts alone were up 175% from one year prior and reached the highest single-month total during a fourth quarter since 2008, according to Challenger, Gray & Christmas. Notably, AI has been cited as a factor contributing to job loss as it may diminish opportunities for entry-level workers as well as operations and back-office workers.

   These factors portend a gloomy outlook for the talent market, but if there's one sign of clarity, it's the belief that skills will be a top priority. A recent survey by McLean & Co. found that skills-based hiring had the strongest level of implementation and planned implementation among all emerging HR trends. Meanwhile, 54% of respondents said AI-specific upskilling would have high organizational impact moving forward, though only 1% had implemented such a strategy as of last year.

4. **Employers confront 'culture atrophy'**

   The pace of workplace change in the last year has left many employees struggling to keep up. In a way, "change has become ungovernable," with many workplaces stuck in a state of "culture atrophy" that has made it difficult to foster a productive, engaged and skilled workforce, Gartner researchers concluded in the firm's report on CHRO priorities for 2026.

   "Human connection is a strategic advantage, and it starts with the managers we equip and empower," Moore said, adding that it is important for managers to follow up on their interactions with employees to build trust. "That rhythm of clarity, feedback and iteration turns development into a continuous process rather than a once-a-year conversation."

- Dr. Suresh Suvarna
(HOD, HR Department)

DIGITAL TRANSFORMATION AND AI IN SUPPLY CHAINS

One of the most significant developments in supply chain management is the rapid adoption of Artificial Intelligence (AI) and advanced analytics. Organizations are increasingly using AI-driven tools for demand forecasting, inventory optimization, and real-time decision-making. These technologies help reduce uncertainty, improve responsiveness, and enhance operational efficiency, making supply chains more resilient in the face of global disruptions.

Focus on Supply Chain Resilience and Risk Management

Recent global events have highlighted the importance of building resilient supply chains. Companies are redesigning their supply networks by diversifying suppliers, adopting near shoring strategies, and strengthening risk assessment mechanisms. This shift from cost-centric to resilience-focused supply chain strategies is becoming a key priority in operations management.

Sustainability and Green Supply Chains

Sustainability has emerged as a major focus area in supply chain management. Organizations are implementing green logistics practices, reducing carbon footprints, and adopting environmentally responsible sourcing. Regulatory pressure and consumer awareness are driving companies to align supply chain operations with sustainable development goals (SDGs), making sustainability a strategic imperative rather than an option.

Integration of Blockchain for Transparency

Blockchain technology is gaining attention for improving transparency and traceability in supply chains. It enables secure and tamper-proof sharing of information across supply chain partners, particularly in sectors like food, pharmaceuticals, and manufacturing. This innovation enhances trust, compliance, and accountability across the supply chain.

- Dr. Kavita Patil
(HOD - Operations Department)