

Operating Principle: |Read - Reflect - Respond|

THE CATALYST

"A fortnightly newsletter-cum-magazine, published as Odd and Even Issues, spotlighting the academic, creative, and cultural life of IFIM College – featuring student voices, faculty insights, and campus highlights."

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Institute of Finance and International Management

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OFF CAMPUS

1. INDUSTRY VISIT TO TVS MOTOR COMPANY

As part of the academic curriculum, students visited the assembly unit of TVS Motor Company located at Attibele, Hosur, on 12 January 2026. TVS Motor Company is one of the leading names in the Indian automobile industry and is widely known for its operational efficiency, strong quality standards, and disciplined organizational culture. The visit was well organized and informative, providing students with an opportunity to observe real-time industrial operations and understand how various departments work together to ensure smooth functioning.



The primary objective of the industry visit was to provide practical exposure to industrial processes and help students understand how theoretical concepts learned in the classroom are applied in a corporate environment. The visit aimed to familiarize students with workflow management, coordination across departments,

quality control mechanisms, safety practices, and overall organizational discipline within an automobile assembly unit.

The unit visited mainly focuses on the assembly of vehicles rather than the manufacturing of individual components. Various components manufactured at different locations are transported to this unit, where they are systematically assembled into finished vehicles. The assembly line is carefully designed to ensure speed, accuracy, and consistency at every stage, thereby minimizing delays and wastage of resources.

During the guided tour of the assembly line, students observed the sequential assembly of vehicle components and the specific roles performed by workers at each stage of the process. The use of standardized tools and equipment, along with a continuous flow system, ensured smooth movement of products across the assembly line. This structured workflow highlighted the importance of coordination, efficiency, and time management in large-scale industrial operations.

OFF CAMPUS

Special emphasis was placed on quality control and safety measures. Each assembled unit undergoes inspection at multiple stages to ensure that it meets the company's quality standards. Employees strictly follow safety protocols, including the use of protective gear, adherence to safety markings, and compliance with clearly displayed safety instructions. Regular monitoring helps prevent workplace hazards, demonstrating the organization's commitment to employee safety and product quality.



The work culture at TVS reflected high levels of discipline and professionalism. Employees were punctual, cooperative, and well trained, working collectively to maintain efficiency and productivity. Teamwork played a crucial role in ensuring smooth operations across the assembly line. The visit helped students understand the importance of responsibility, coordination, and discipline in an industrial environment.

Overall, the industry visit to TVS Motor Company was a valuable and enriching experience. It successfully bridged the gap between theoretical knowledge and practical application, offering students real-world insights into assembly operations and industrial management. The visit proved to be highly beneficial for students' academic learning and professional development.

OFF CAMPUS

2. DABUR LIVE PROJECT

MBA I Semester students participated in a live project with Dabur India Ltd. from 16 January 2026 to 28 January 2026 across modern trade retail outlets in Bangalore and Tamil Nadu. Dabur India Ltd. is one of India's oldest and most trusted FMCG companies, with a legacy of over 135 years. Founded in 1884, the company has a strong presence in health, personal care, and food products, combining traditional Ayurvedic knowledge with modern science.



The live project was designed to provide students with hands-on exposure to FMCG sales, modern trade operations, and in-store promotional activities. The initiative aimed to bridge the gap between academic learning and industry expectations.

Students actively promoted Dabur products across categories such as Hair Care, Oral Care, Home Care, Honey, and Chyawanprash. Their responsibilities included product promotion, customer interaction, explaining product features and benefits, conducting demonstrations, supporting sales activities, and ensuring proper product visibility and shelf display. Students also collected customer feedback and gained insights into consumer preferences and market trends.

The project provided valuable exposure to large-format modern trade stores and helped students understand retail sales dynamics and customer behavior. Participants received a stipend of ₹500 per day, Dabur-branded T-shirts, and a certificate of completion. High-performing students were eligible for performance incentives and pre-placement interview opportunities for the role of Sales Officer at



Dabur India Ltd. Mr. Kaushik Senthil received special recognition as an Outstanding Performer for his exceptional contribution during the project.

Overall, the Dabur live project offered meaningful industry exposure, strengthened students' communication and professional skills, and prepared them for future careers in sales and marketing

OFF CAMPUS

3. BIKE RALLY: A PRE-KANYATHON EVENT



As part of the pre-event activities for Kanyathon, IFIM College successfully organized a Bike Rally on 23 January 2026 from 2:00 PM to 3:00 PM. The event was conducted under the guidance of faculty coordinators Prof. Dilip B and Prof. Shalini, with the objective of promoting awareness on women empowerment, inclusivity, road safety, and social responsibility while creating enthusiasm for the upcoming Kanyathon. The rally witnessed enthusiastic participation from students and faculty members. It was conducted in a disciplined and well-

coordinated manner, with strict adherence to safety measures such as compulsory helmet usage and compliance with traffic rules. The rally moved along the designated route within and around the IFIM College campus, spreading awareness and drawing attention to the cause.

The event was further enriched by the presence of distinguished guest bikers. Ms. Archana Timmaraju, a deaf biker who has travelled over 66,000 kilometres, inspired participants through her journey of determination and resilience. Ms. R. Anju Choudhary motivated students by sharing her experiences as a female biker and advocate of women empowerment. Ms. Yashu C, a professional working at HireRight, highlighted the importance of balancing career and personal passion, while Mr. Noel encouraged safe and responsible riding practices.

The bike rally successfully conveyed powerful messages on empowerment, equality, and social responsibility. The interaction with guest bikers inspired students and strengthened the impact of the event. Overall, the rally was executed smoothly and effectively set a positive foundation for the upcoming Kanyathon.



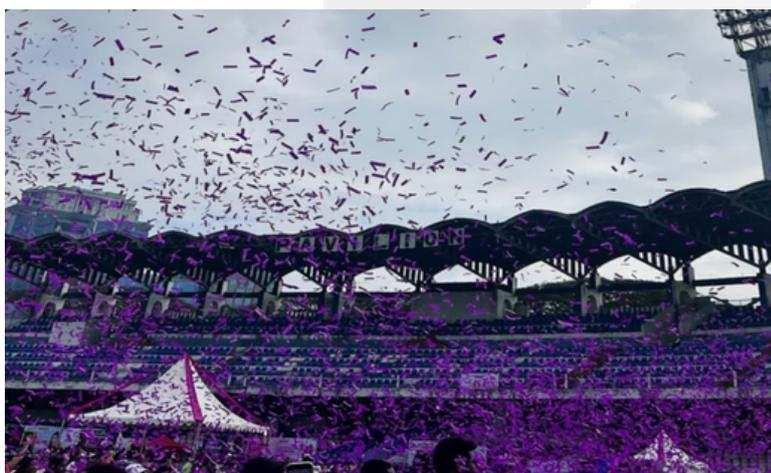
OFF CAMPUS

4.PINKATHON

As part of the Kanyathon promotion and awareness initiatives, students participated in the Pinkathon event held on 25 January 2026 at Sree Kanteerava Stadium, Bengaluru. The event, supported by Milind Soman, focused on promoting women empowerment and creating awareness about breast cancer and women's health.



More than 40 girl students from the college actively took part in the run and outreach activities. Their participation played an important role in spreading awareness about Kanyathon while encouraging conversations around women's health, fitness, and preventive care. The event also emphasized the importance of physical well-being and active participation of women in social initiatives.



Through this participation, the students demonstrated strong commitment to social responsibility and community engagement. The Pinkathon experience reinforced the core values of Kanyathon by promoting empowerment, confidence, and collective action for a social cause.

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OFF CAMPUS

5.KANYATHON OUTREACH STALLS AND COMMUNITY INTERACTION

As part of the Kanyathon awareness campaign, outreach stalls were organised at various community locations to extend the initiative beyond the campus. These stalls served as interactive platforms where students directly engaged with the public, explained the objectives of Kanyathon, and encouraged community participation.

One of the key outreach activities included the Kanyathon Stall set up at Ajmera Apartment, where students interacted with residents and created awareness about women empowerment, health initiatives, and social responsibility. Similar outreach efforts at residential communities helped strengthen public visibility and involvement.



The outreach stalls played a crucial role in building community connections and spreading the message of Kanyathon in an accessible and engaging manner. These interactions contributed significantly to increasing awareness, participation, and support for the initiative, making the outreach efforts an important component of the overall Kanyathon campaign.

CAMPUS INSIGHT

1. DATA VISUALIZATION WORKSHOP

A Data Visualization Workshop was conducted on 8 January 2026 at IFIM College for B.Com 5th Semester. The session was handled by Dr. Raj Kumar, the resource person who introduced the importance of presenting data in a clear and meaningful manner in today's data-driven environment.



The workshop explained how complex data can be simplified using visual elements such as charts, graphs, and dashboards. Students learned how data visualization helps in quick analysis, accurate decision-making, and effective communication. The session also focused on tools such as Power BI, demonstrating how raw data can be transformed into visual reports.



The resource person highlighted the relevance of data visualization tools in business analytics and management roles and explained how these skills enhance employability. Students gained valuable insights into career opportunities related to data analysis and business intelligence.

The workshop was informative, interactive, and beneficial for building technical skills useful for academics, internships, and placements.

2. FINANCIAL AWARENESS DRIVE FOR GIRL STUDENTS

IFIM College hosted the Mirae UG and PG Girls SEBI–Financial Awareness Drive on 20 January 2026 at the college auditorium. The session was conducted exclusively for female students across MBA, B.Com, BBA, and BCA programs, with a total participation of 161 students. The objective of the program was to promote financial independence and enhance financial literacy among women students.

The session was conducted in multiple batches to ensure effective interaction. The resource person emphasized the importance of separate financial planning for women, considering factors such as career breaks, longevity, and financial independence.

Students were encouraged to invest their first salary early to build long-term wealth and financial discipline.

The session introduced various investment instruments including equity, mutual funds, bonds, insurance, and retirement schemes. Special emphasis was placed on the power of compounding, demonstrating how small and consistent investments can grow significantly over time. Real-life examples and relatable case studies made the session engaging and easy to understand.

The interactive question-and-answer session allowed students to clarify doubts and share personal perspectives on financial planning. The program successfully enhanced students' understanding of financial independence and encouraged them to take proactive steps toward managing their finances confidently.



CAMPUS INSIGHT

3. BLOOD DONATION AND HEALTH CAMP



The NSS Unit of IFIM College organized a Blood Donation and Health Camp on 20 January 2026 at the Startup Foundry, in association with Narayana Healthcare and Narayana Nethralaya. The event aimed to promote health awareness and encourage voluntary blood donation among students and staff.

The health camp offered general medical check-ups, including blood pressure and blood sugar tests, basic health consultations, and eye check-ups conducted by qualified medical professionals. The blood donation drive was conducted following strict medical and safety protocols to ensure the well-being of all donors.



The event was organized under the guidance of the Program NSS Officer, with active support from NSS volunteers who assisted in registration, crowd management, and coordination with medical teams. The initiative successfully created awareness about preventive healthcare, eye care, and social responsibility while making a positive impact on the campus community.

CAMPUS INSIGHT

4.STP VIVA PRESENTATION

The Short-Term Project Viva for MBA III Semester PGCET students was conducted on 21 January 2026 at the Faculty Block. A total of 94 students participated and presented their project work before a panel of experienced faculty members.



The objective of the STP was to help students apply theoretical knowledge to real-world business situations and develop practical skills such as problem-solving, project management, planning, and time management. Students undertook projects based on internships or real organizational problems and submitted detailed reports prior to the viva.

The viva was conducted in batches, with students presenting their projects followed by interactive question-and-answer sessions. The faculty panel provided constructive feedback, highlighting strengths and suggesting areas for improvement. The process enhanced student's analytical thinking, communication skills, and confidence, successfully fulfilling the academic objectives of the Short-Term Project.

5.SIGNED MOU WITH EDUNET

IFIM College has entered into a strategic Memorandum of Understanding (MoU) with the Edunet Foundation with the objective of enhancing student employability through structured, industry-aligned skill development initiatives. This partnership is designed to bridge the gap between academic learning and contemporary industry expectations by offering students access to certified training programs supported by the Corporate Social Responsibility (CSR) wings of leading global companies. As part of this collaboration, multiple high-impact training programs have been introduced on campus. These include Vodafone's VOIS initiative, which offers hands-on training in Power BI and equips students with essential data visualization and business intelligence skills.

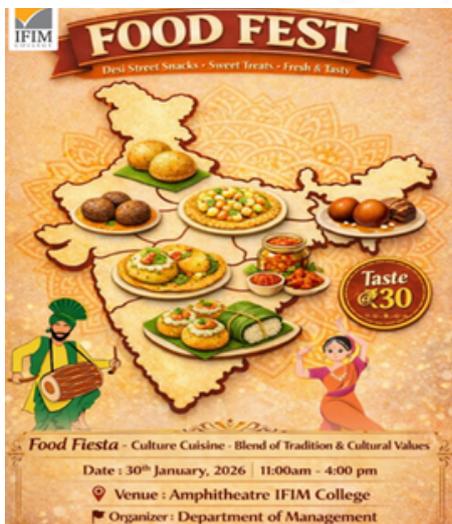
CAMPUS INSIGHT



These initiatives aim to equip students with technical, analytical, and digital skills aligned with evolving industry requirements. The partnership reflects IFIM College's commitment to career readiness, skill development, and inclusive growth through CSR-driven educational excellence.

6. FOOD FIESTA - CELEBRATION OF DIVERSITY AND INCLUSION

Food Fiesta, a vibrant celebration of cultural diversity and inclusion, was held on the IFIM Campus on 30 January 2026. The event was organised by the BBA Department under the guidance of Prof. Vandana Srivastava and brought together students to experience the richness of traditional cuisines and cultural values from different regions and communities.



The event showcased a wide variety of dishes representing age-old food traditions, regional heritage, and cultural practices. Food Fiesta was not merely about tasting food, but about understanding the stories, history, and values associated with each cuisine. Students actively participated by presenting traditional recipes while also experimenting with modern flavours, creating a blend of tradition and innovation.

CAMPUS INSIGHT

Food Fiesta served as a cultural journey for BBA students, promoting unity in diversity and strengthening a sense of community on campus. It highlighted the importance of preserving traditional recipes while encouraging cultural exchange and mutual respect.



The event concluded successfully, leaving participants with a sense of joy, cultural appreciation, and global harmony, making Food Fiesta a memorable celebration of diversity and inclusion.

7. MOCK GDPI DRIVE 2026

The Mock GDPI (Group Discussion and Personal Interview) Drive was conducted on 21 January 2026 at the Academy Block, IFIM Business School, with the objective of providing final-year management students a realistic simulation of corporate recruitment processes. The session was designed to help students enhance their communication skills, logical reasoning, body language, confidence, and interview readiness.

The session was conducted under the guidance of an experienced and distinguished faculty panel comprising Prof. Xaveri, Prof. Seshachalam, Prof. Binita, Prof. Bovina, and Dr. Fredrick. The diverse expertise of the panel ensured that students received well-rounded evaluation and constructive feedback from multiple perspectives.



The Mock GDPI was conducted in two phases. The first phase consisted of Group Discussions, where students were divided into groups of 8–10 participants. The discussion topics were framed to assess students' awareness of current affairs, analytical ability, clarity of thought, and communication skills. Topics included Electric Vehicles and their readiness for mass adoption, the role of social media in empowerment, etc.

CAMPUS INSIGHT

During the discussions, the panel observed students' ability to initiate conversations, present logical arguments, respect diverse opinions, and involve quieter participants. While many students demonstrated strong opening statements and subject knowledge, the panel highlighted the need for better conclusion synthesis and collaborative discussion skills.

The second phase consisted of Personal Interviews, where students appeared for one-on-one interactions with the panel members. The interview focused on specialization-based questions in Marketing, Finance, HR, and Business Analytics, along with HR-related questions covering career goals, strengths, weaknesses, and overall personality. Each student received immediate verbal feedback along with evaluation through a structured score sheet.

The Mock GDPI Drive proved to be a highly effective preparatory exercise. It helped students identify their strengths, understand areas requiring improvement, and gain confidence in handling real placement interviews. The session significantly contributed to students' professional grooming and placement readiness.

8. ALUMNI TALK – SKILLS BEYOND DEGREE

An Alumni Talk and Interaction session titled “Skills Beyond Degree” was organised on 28 January 2026 at IFIM College, Bangalore, for B.Com first-year students. The session witnessed the participation of 24 students from the B.Com II Semester and aimed to provide industry exposure and career guidance through alumni



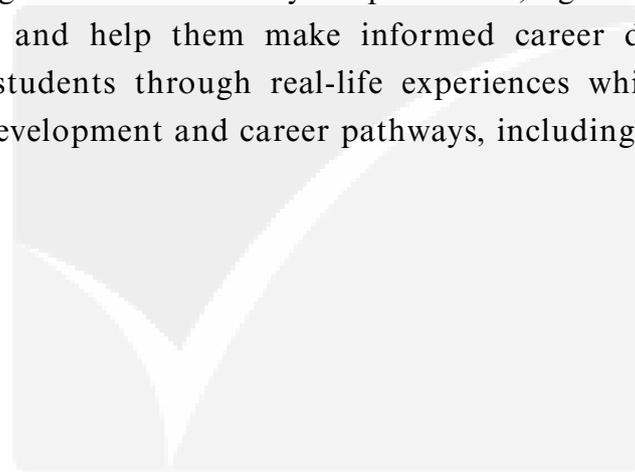
interaction. It was led by Mr. Kishore Reddy, an alumnus of the 2020-23 batch, who is currently working as an Associate – Finance at Tata Consultancy Services. He also shared insights from his prior professional experience as a Financial Analyst at Accenture.

During the interaction, Mr. Kishore Reddy spoke in detail about the challenges faced while preparing for and cracking corporate interviews. He highlighted the importance of strong communication skills and encouraged students to actively participate in mock interviews to build confidence and improve performance. He stressed that technical knowledge alone is not sufficient and must be supported by effective communication and professional behaviour.

CAMPUS INSIGHT

He further advised students to develop essential workplace skills such as formal email writing, advanced Excel proficiency, and professional etiquette, explaining how these competencies significantly enhance employability and career growth. The speaker also elaborated on the benefits of pursuing the ACCA (Association of Chartered Certified Accountants) course, highlighting its global recognition, strong technical foundation, and potential for better career opportunities and competitive salary packages.

The primary objective of the alumni talk was to provide B.Com first-year students with practical insights into industry expectations, guide them on essential employability skills, and help them make informed career decisions. The session aimed to motivate students through real-life experiences while creating awareness about professional development and career pathways, including the advantages of the ACCA course.



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CAMPUS INSIGHT

9. WORKSHOP ON DATA VISUALIZATION USING TABLEAU

A Data Analysis Workshop on Data Visualization was conducted on 22 January 2026 at BF 03, IFIM College, with the objective of introducing students to modern data analysis and visualization techniques. The workshop was organised for B.Com students and witnessed the participation of 32 students. The session was conducted under the guidance of Dr. H. S. Gitanjali Shankarappa, with Mr. Raj Kumar serving as the workshop conductor with the objective of introducing students to modern data analysis and visualization techniques.



The workshop focused on familiarising students with Tableau software and its applications in business analytics and decision-making. Participants were guided through connecting datasets, creating worksheets, and

designing basic visualizations such as bar charts and pie charts. The session also included hands-on practice in building interactive dashboards to identify data trends and patterns.

Overall, the workshop was informative and skill-oriented, enhancing students' analytical thinking and confidence in handling datasets while encouraging interest in data-driven decision-making and analytics-related career opportunities.



CAMPUS INSIGHT

10.ACCA WORKSHOP



An ACCA Workshop was conducted on 7 January 2026 at IFIM College for B.Com students, with the participation of 10 students. The session was led by ISDC faculty and aimed to introduce students to ACCA (Association of Chartered Certified Accountants), a globally recognised professional qualification in accounting and finance.

The workshop focused on the importance of pursuing ACCA alongside a degree course and highlighted its global recognition, career opportunities, and industry relevance. Special emphasis was placed on ACCA paper exemptions, where students can receive exemptions for up to nine foundational papers, significantly reducing the number of exams to be cleared. The session also explained how these exemptions help students complete ACCA within two to three years with reduced exam and tuition costs, enabling an early start to professional careers.

The resource person discussed the career advantages of ACCA, including employability, international mobility, higher salary potential, and opportunities with global firms. Overall, the workshop was informative and beneficial, providing students with clarity on how ACCA can strengthen their academic and professional growth in the field of accounting and finance



STUDENT EXHIBIT

1. IFIM STUDENTS WON BEST PRODUCT PITCH PRIZE

Shantanu and Khushi represented IFIM College at Pitch Predators, a competitive business pitching event organised by the Rotaract Club of MGR University, Chennai. The competition witnessed an overwhelming participation of nearly 550 teams from diverse academic and professional backgrounds, making the selection process highly rigorous and competitive.



After successfully clearing multiple rounds of evaluation, the team qualified for the final round and was awarded the Best Innovation Award for their original idea, NASHELP. The final pitch was presented before a distinguished panel comprising the President of the Incubation Cell, a young entrepreneur aged just 20 years, and an experienced venture capitalist. During the presentation, the team clearly explained the concept by covering critical aspects such as problem identification, feasibility analysis, business model, market potential, and financial projections.

The event began with an orientation session at 8:00 AM and continued through several intense stages until the final announcement of results. The long duration, continuous evaluations, and high-pressure environment tested the participants' patience, resilience, and teamwork. Despite these challenges, Shantanu and Khushi remained focused, confident, and committed throughout the competition.

The experience significantly enhanced their pitching, analytical, and presentation skills while offering valuable exposure to real-world entrepreneurial expectations. Winning the Best Innovation Award and securing first prize for the Best Product Pitch at MGR University served as a strong validation of their idea and motivated them to further refine and pursue it with greater determination.

This achievement stands as a proud moment for IFIM College and reflects the institution's emphasis on innovation, experiential learning, and nurturing entrepreneurial talent among students.

STUDENT EXHIBIT

2. CAMPUS SHARK TANK – N’FLUENCE: FIRST PRIZE

The students from IFIM College participated in the Campus Shark Tank competition conducted as part of N’Fluence, an entrepreneurial event organised by NMIMS Bangalore. The competition was designed to evaluate students’ entrepreneurial mindset, creativity, strategic thinking, and pitching abilities through a series of challenging and innovative rounds.



A total of 43 teams took part in the competition, which was conducted across three rounds. One of the most engaging and challenging rounds was the bidding round, where teams were given imaginary capital to bid on unconventional and seemingly impractical products. These included mobile covers without camera holes, combs designed for bald individuals, water bottles with multiple holes, and other unusual items. Teams were required to transform these products

into viable business ideas by identifying potential use cases, target customers, and market opportunities.

During the subsequent rounds, teams developed innovative business concepts and marketing strategies to justify the commercial viability of the products they had bid for. The focus was on creating unique value propositions, defining suitable target markets, and designing feasible revenue models. The ideas were then presented before a panel of judges, where clarity of thought, creativity, and practical applicability were critically assessed.

After successfully clearing all three rounds, the IFIM team emerged victorious and secured first prize, competing against 43 teams. The Campus Shark Tank experience provided valuable practical exposure to entrepreneurship and significantly enhanced problem-solving, teamwork, communication, and pitching skills. Winning first prize at N’Fluence stands as a proud achievement for the students and highlights IFIM College’s emphasis on experiential learning and innovation-driven education

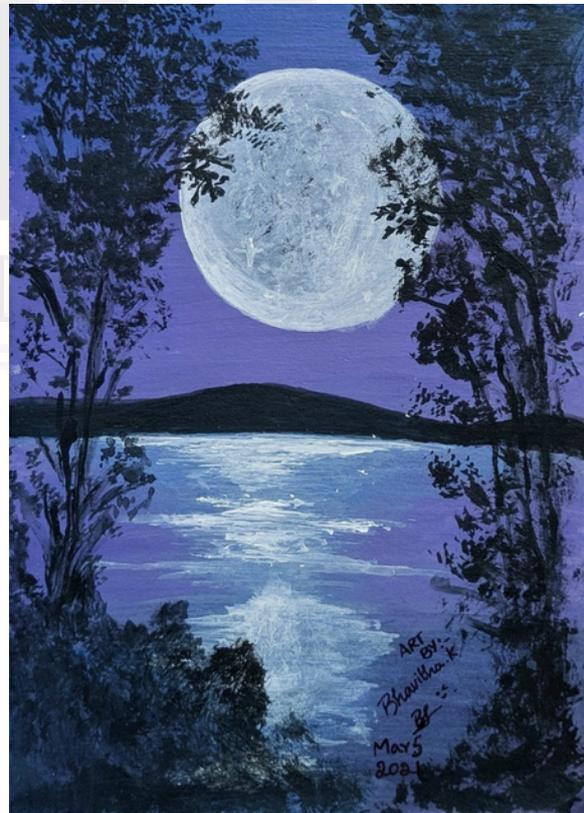
CREATIVE NEXUS

ART



~Spurthi Reddy
MBA (PGECT) - 2025

~Bhavitha Kinnera
I MBA (PGCET)



“Half of Her Truth”

Editor’s Note:

Some people leave with no warning. Others leave through stories, one page at a time. This week’s story is about a woman who shares herself not through words but through what she writes and what she never says.

The Story

She was the kind of girl who did not take up too much space but left a feeling behind in every room.

Quiet, calm, always a little out of reach. The kind of girl who noticed small things but never shared much about herself.

He was the kind of man who used to believe in forever, until life taught him not to. He came to the coast to escape the noise in his head, to write, not to feel.

She stayed in her sister’s beach house for the summer. He rented the small cottage next door. At first, they did not speak.

She read the same book every evening. Always alone. Always still.

One day, the wind flipped her book open and revealed something tucked inside, a handwritten page, folded between chapters.

She noticed him noticing.

The next evening, she handed him a small stack of papers.

Tell me what you think, she said.

At first, he thought it was fiction. But it was not.

It was about a woman whose love slowly became her prison. Not violent. Not loud. Just... fading her.

The cost of staying. The silence of leaving.

Each night, she gave him more.

Each page, rawer. Each word, a little closer to her truth.

He wanted to ask, “Is this about you?”

But he never did.

Then one night, her light stayed off.

No pages. No goodbye.

"She was gone".

All she left was one final note.

CREATIVE NEXUS

“You can fall in love with someone’s silence. That doesn’t mean you’re safe inside it.”

He never saw her again.

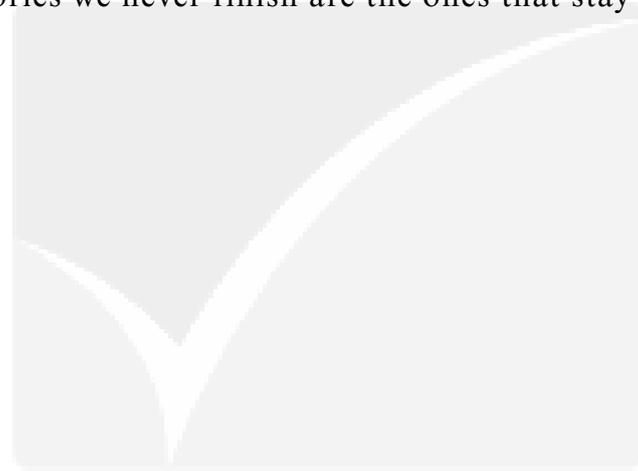
But he kept the pages.

Not to understand her!

but to remember the version of her she chose to share.

“Sometimes, the stories we never finish are the ones that stay with us the longest.”

~ **Panchami S**
II BCA



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FACULTY CORNER

Congratulating Prof. Seshachalam



IFIM College proudly congratulates Prof. Seshachalam Ananthasayanam on his remarkable academic and professional achievements, which stand as a testament to his dedication, perseverance, and excellence in the field of education and law. Prof. Seshachalam has successfully cleared the All India Bar Examination (AIBE – XX), marking an important professional milestone that reflects his strong legal knowledge, commitment to continuous learning, and adherence to the highest standards of the legal profession. This achievement further strengthens his academic credentials and enhances the depth of expertise he brings to the classroom.

Candidate Result Details for AIBE - XX		Candidate Photo & Signature
NAME OF THE CANDIDATE	A.SESHACHALAM	
Father's/Husband's/Mother's Name	V ANANTHASAYANAM	
ROLL NO:	20048841	
Enrollment Number:		
Application Id:	50013782787	
Result Status:	Pass (Undertaking)	

ALL INDIA BAR EXAMINATION - XX

TURIGHT NATIONAL EDUCATION AWARDS 2026

THE EVALUATION BOARD OF TURIGHT NATIONAL EDUCATION AWARDS ON THE RECOMMENDATION OF THE AUTHORITY HAS AWARDED TO

PROF SESHACHALAM ANANTHASAYANAM

Having successfully completed the requirements and in recognition towards excellence service in education is awarded as

BEST SENIOR FACULTY AWARD

On 11th January 2026

TuRight Technologies Pvt Ltd
Director : MIRZA ABBAS ALI

TNEA/AL/2026/008

Adding to this proud moment, Prof. Seshachalam was also honoured with the Best Senior Faculty Award at the TuRight National Education Awards 2026. The award, presented on 11 January 2026, recognises his excellence in teaching, unwavering commitment to academic growth, and significant contribution to student development and institutional excellence. This national-level recognition highlights his sustained efforts in shaping young minds through quality education and mentorship.

The IFIM College community takes immense pride in these accomplishments. Prof. Seshachalam's achievements serve as an inspiration to both students and faculty, reinforcing the values of lifelong learning, academic integrity, and professional excellence. IFIM congratulates him on this well-deserved recognition and wishes him continued success in all his future endeavours.

CRITICAL PERSPECTIVE

CONFRONTING THE CRAB MENTALITY: A CALL TO RISE ABOVE LIMITATIONS



Crab mentality, also known as the crab bucket effect, describes a mindset where people try to sabotage or discourage others from achieving success, much like crabs in a bucket pulling down any crab that tries to escape. This behaviour is often fuelled by jealousy, insecurity, or a fear of one's shortcomings being highlighted by another's success.

The following actions may result from these behaviours:

1. Downplaying others' achievements
2. Spreading rumours or gossip
3. Actively trying to sabotage someone else's plans or projects
4. Criticising or discouraging others

Addressing the issue:

I. At the institutional Level

- Choosing appropriate candidates for roles guarantees that team leaders are positioned based on their skills.
- Recognising and rewarding efficiency conveys positive messages throughout the organisation.
- To implement a comprehensive management information system that provides essential information to users. Individuals should not be dependent on others in the organisation for vital information needed to effectively perform their roles.
- Establish clear written communication channels to ensure effective information exchange.

II. At the level of the Individual on the receiving end

- Cultivating the ability to distinguish between constructive criticism and criticism that stems from a crab mentality.
- Responding thoughtfully instead of reacting impulsively.
- Looking for opportunities to improve capabilities based on criticisms or actions from individuals with a crab mentality.
- Believing in one's self-worth.

~Prof. Meera Govindaraj
Assistant Professor

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THE GRATITUDE EDIT

Dear Readers,

We're thrilled to bring you a fresh and inspiring edition of *The Catalyst*! Your energy and enthusiasm keep us going as we strive to share stories and ideas that spark curiosity, challenge perspectives, and start conversations that matter. Every article and feature has been handpicked to inform, inspire, and connect with you.

Thank you for being such an important part of *The Catalyst* community—your support and feedback fuel everything we do!

With gratitude,
The Editorial Team

LETTERS TO THE EDITOR

The Catalyst invites contributions from students and faculty members for the "Creative Nexus" and "Critical Perspectives" columns, respectively. "Creative Nexus" accepts creative works such as verses, short fiction, and cartoons, whereas "Critical Perspectives" welcomes critical write-ups from faculty on current issues, with a word limit of 500–800 words. Kindly submit your contributions to thecatalyst@ifim.edu.in