



# HEF BULLETIN

Issue I

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## AIIMS New Education Policy-AIIMS online Entrance Examination From 2012

AIIMS (All India Institute Of Medical Science) has greatly influenced under the education system conducted by IIM (Indian Institute of management) about online entrance examination from 2012. The decision regarding online entrance test has been taken by AIIMS to ensure that entrance examination for undergraduate and post graduate and other course will be fair and transparent online entrance test conducted by AIIMS of 14 types, including biotechnology, M.Sc. programmes, nursing, etc. main goal of upgrading into this education system is to ensure fair and avoid errors or glitches occur when about a lakh students appear for the entrance test for MBBS and MD medical programmes, the examination department of the institute is researching models of various entrance examinations that are online according to source,

The examination department will be choosing out various cities across the country to be the centers for the online entrance tests for more detail click here : [www.aiims.edu](http://www.aiims.edu). IANS

## India and USA to have bilateral cooperation in education.

The US President Barrack Obama's visit to India in November is likely to give boost to bilateral cooperation in the field of education with the two nations planning to declare the setting up of a joint educational council, which will work for furthering bilateral relations in education.

Union HRD minister Kapil Sibal, said that United States is impressed with the "massive" nature of educational reforms in India and is keen to collaborate with institutions here focussing on skill development and research. India has told the US during Sibal's recent visit to the US that it will set up 14 innovation universities which will concentrate on specific areas.

"They are keen to collaborate with us in skill development and research. The desire is to collaborate in every level including school education. The Virginia Tech University has already brought land in Tamil Nadu. The Stanford University has also shown interest and said that they will meet in February. Sibal said various US institutions are waiting for the passage of the education of the Foreign Educational Institutions Bill, which allow them to set up campuses in India. IANS

## EDITORIAL

Dear friends

Greetings.

As communicated earlier, the bi-monthly **news bulletin** of HEF is hereby launched.

This news bulletin for the time being will comprise of few of the major news of relevance to all of us in the parlance of **higher education**. The bulletin to start with will be in a PDF format. We will move to the other technological variance once we stabilize.

Since it is only a beginning and we run the HEF activities with no formal editorial staff, we are sure we will be missing out some of the important news. We, therefore through this communication, seek support and help from all the members in providing us news of relevance so that it can be incorporated in the future issues of the bulletin. Your contribution will definitely be acknowledged. All such news may be sent to the e-mail id of the undersigned.

We look forward to your support.

The first issue of HEF Bulletin is sent to all the HEF Members and in due course we plan to circulate it to the life members only.

With kind regards

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## NEO HUMANISM

Neo-humanism is a theory based on "spirituality, mental expansion, ecology and social change". It has been introduced by Shrii P.R. Sarkar, one of the greatest philosophers and spiritual gurus of India and the world as well, in his book "Liberation of Intellect – Neo-humanism". The theory describes human nature. It shows the path for individuals and society to seek the development of their full potential. It is a holistic philosophy that addresses the goal of life, the function of society, and many other aspects of human life.

The base of Neo-humanism, as explained by Shrii P. R. Sarkar, is universal love. This view states that the love of the human heart should embrace everything, including all living beings as well as the inanimate world. It promotes a vision of humanity as intimately linked with the fabric of the universe. Shrii P.R. Sarkar placed great importance on the need for human beings to respect and protect their living and non-living bio-community. The existential rights of animals, the preservation of species and practice of vegetarianism are thus encouraged and considered an important ingredient in a sentient lifestyle.

Neo-humanism speaks about two principles that guide people predominantly: the "Principle of Selfish Pleasure" and the "Principle of Social Equality". The Principle of Selfish Pleasure indicates one pursues one's own pleasure and success in life regardless of how his/her actions affect others. The Principle of Social Equality leads to the practice of goodwill and service towards others. It emphasizes upon the acceptance of the inter-relatedness of all life and the responsible role that human beings play in the universal structure. Hence this principle is definitely better than the first one. The philosophy encourages what it calls "true human culture" that promotes social equality, contrasting it with "pseudo-culture" (specifically associated with consumer culture) that promotes selfish pleasure.

The philosophy calls for liberating the intellect from dogmatic and limiting views through "awakened conscience", which can be defined as a mental process of applying rational thought and study under the principle of social equality. Areas of rational knowledge are delineated into those topics worth pursuing and those that should be avoided. This distinction is made by comparison with one's conscience, determining whether or not an area of study is "for the benevolent welfare of all".

Neo-humanism is about the continuous expansion of our identity, moving away from narrow categories (nation or ethnicity) towards broader categories (planet). Neo-humanism takes continued inner and external effort. Shrii P.R. Sarkar has developed extensive pedagogical practices and methods to help in the development of a neo-humanistic culture.

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### India, Britain to augment cooperation in education

New Delhi: India and Britain on July 29, 2010 decided to launch a new phase of the India-UK Education and Research Initiative, as they discussed prospects of further cooperation in the field of education. According to a joint statement issued at the end of the visit of British Prime Minister David Cameron, the first phase of this jointly-funded initiative had helped establish over 400 collaborative ventures between Indian and British universities and schools between 2006 and 2011. The new phase will run for a further five years, from 2011 to 2015, and is expected to take this collaboration further. Co-operation in education, science and research, and a new emphasis on jointly funded collaborative research programmes. *IANS*

### Indo-US higher education summit inaugurated in Mumbai

Mumbai: With an aim to increase access and enhance quality of Indo-US higher education, a two-day summit for higher education was inaugurated on July 2010. The summit is a part of the golden jubilee celebrations of the Indo-American Society. Union HRD Minister Kapil Sibal was the chief guest at the inaugural function. He spoke about his vision of a nation where every child has the opportunity to go to school and get access to higher studies, irrespective of his or her paying capacity.

"The vision needs to be translated to reality through reform of governance structures, development of education infrastructure and strategic action on programmes - all enveloped in an environment where freedom of choice and thought permeate through the education system," Sibal said.

"We will confront various challenges along the path but the call of the society is loud and clear: that in the movement towards translation of the vision, we will meet squarely the challenges that confront us," he added.

Focused on building bridges in the field of education and culture between India and the US, the summit is expected to have far-reaching results. *IANS*

### More medical colleges planned under ESI Corporation

New Delhi: The Employees' State Insurance Corporation (ESIC) has decided to setup Medical Colleges, Post Graduate Institute of Medical Sciences & Research (PGIMSR), Dental Colleges, etc. under their Medical Education Projects scheme.

The plans involve the setting up of 12 PGIMSRs, 17 medical colleges and 9 dental colleges all across India.

The ESI-PGIMSR at Rajaji Nagar in Bangalore has been permitted by the Ministry of Health & Family Welfare/Medical Council of India (MCI) to admit students in 5 specialties (2 students each for MD/MS courses) for the academic session 2010-11, which has already begun.

"The ESIC Dental College in Rohini (Delhi-85) has been issued the Letter of Permission (LOP) by Ministry of Health & Family Welfare/Dental Council of India to admit 50 BDS students on annual basis from the Academic Session 2010-11. *IANS*

## Balancing the Demographic Swing in the Organizations

The demographic dynamics in the developing world are drastically unusual. Birthrates are still high, and population is growing. While the younger population is growing in numbers, the older population's longevity due to innovations in healthcare is increasing. Over the next few decades, many countries will experience what David Bloom, chair of the department of global health and population at Harvard's School of Public Health, has called a "demographic dividend": a rising proportion of young people entering the workforce, driving productivity and economic growth.

Across the developing world, the demographic profile is changing. The younger population is more impatient, edgy about their expectations from the jobs. The younger talent force is quite difficult to retain by most of the corporate. By the time the new recruiters are absorbed and trained which consumes approximately a year or two, the trained personnel looks out for other "brighter" opportunities. This is the scenario in almost all organizations today.

Gone are the days when generations of a family took pride in serving an organization; to name a few Indian companies like Tatas, Birlas, and many PSUs. Some families literally associated with the organizations in which the head of the family served. Older employees took pride in employing their children in the same organization while retiring. Such were the relations between the organizations and their employees.

The health index of today's generation is going down. The growing mismatch between the aspirations and capacities is frustrating. Stress is increasing, instead of maintaining compatibility with the organization's vision, mission and goals employees expect to use one organization after the other to fulfill their requirements and desires.

Our very own society texture is changing. The bonding between the parents and their children and extended families, affection for peers, our cultural and ethical mind frames everything is changing. We are becoming very self-centered, it is I, me and myself. We tend to take our age, education, positions for granted.

Today's younger workers think of earning sufficient money at a younger age, invest the money prudently and retire early. They live under an illusion that their increased wealth, can buy them more leisure. The basic flaw in this is that people are not taking into account increasing longevity and with it associated higher costs. They may be wealthier, but retirement is more expensive. Many assume that their standard of living can be maintained in retirement with the help of retirement products that address inflation, such as price-indexed annuities and indexed pensions. But inflation is not the only problem for the elderly. For example, not only do healthcare costs rise significantly, but new expenses are incurred for services they can no longer perform themselves, such as home repairs or landscaping.

Organizations on the other hand believe in employing younger workforce for their energies, enthusiasm, creativity, and aspiration. The youngsters want a fast track to success, with praise along the way. They also believe that companies won't take care of them for life so they don't value long-term employment. Most of them grew up with video games and fast-moving, quickly edited movies. They become easily bored with processes that move too slowly or have no flexibility.

The belief that older workers must be retrenched to free up jobs for younger ones has proved to be wrong. In most organization this policy has done more damage than any advantage. The consequences of this "lump of labor" fallacy are serious: It fosters an ageist agenda in the workplace. Laying off workers over age 50 or forcing them to retire results in a loss of skillful and intellectual capital.

Japan is experiencing one of the rapidest population aging in the world. Its workforce is therefore projected to suffer from a major labor shortage in the decades ahead. In balancing the needs of older population with the needs of the Japanese economy as a whole, Japanese government officials and policymakers made three major policy challenges: 1) balancing out protecting social integration of the elderly and keeping up with the global economy, 2) younger-older and men-women trade-offs in the labor force participations, and 3) developing flexibilities in workplace that will benefit both older employees and employers in the competitive global market.

NASA recently appointed a committee and asked it to evaluate the current and projected demographics for the aerospace engineering and space science workforce and how any potential shortages might affect NASA. The committee found a substantial amount of data on the production of new engineers and space scientists. But the committee also determined that the older aerospace engineers and space scientists who are not only educated but also highly skilled and nearing their retirement cannot be faced off, hence new policies need to be put in place.

A Norwegian study in the hospitality industry was recently conducted to investigate how to manage direct issues of an aging workforce, and whether this has implications for the hospitality industry. Qualitative data were gathered from 200 hospitality managers in Norwegian hotels and restaurants through employing interviews. A three-step analysis of the survey indicated that in organizations employing an age-mixed workforce, managers had more positive than negative experiences with balancing the workforce with younger and older workers. The report also suggested that both the workforces complimented each other.

Organizations today need to balance the younger and older employees for bringing positive results.

Authored by Dr. Vidya Hattangadi, Director and Professor of Marketing Management at Anjuman-I-Islam's Allana Institute of Management Studies, Mumbai. She may be contacted at vidyah\_28@yahoo.com.

## EDITOR'S BLOG

Dear Readers,

I wish to thank Dr. A.K.Sen Gupta for giving me the opportunity to present the first issue of HEF Bulletin. Being a new member to HEF, I need to learn lot more before I contribute to it.

I will be happy to receive your feedback and suggestion on HEF Bulletin.

I thank all the writers for their articles and I hope to receive your contribution in the form of articles in the forthcoming HEF Bulletin.

Sincerely yours,  
Richard Lasrado  
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Mr. Richard Lasrado is the co-owner and founder of MyEducationalGuide - Empowering Youth, a bi monthly career-oriented FREE newspaper circulated to 1000 schools and colleges across India, 350 foreign universities and available at selected newspaper stalls near every railway station in Mumbai.