Learning to earn Grades VS ‘Learning to learn’

Personal Development of student

How to be an Accounting wizard...

A Concept of Green Minded Entrepreneurship
Foreword from the Dean

Dr. Azzah Ahmed Said Al-Maskari

Development of students in terms of personality, knowledge and overall employability remain to be the prioritized item on the agenda of any academician. Business Studies Department through its flagship publication ‘Business Mirror’, is ready once again for sharing of knowledge and real value addition amongst the students and teaching communities. I am sure the readers would be enlightened through the enriched experiences of the students and academicians. Their expertise and exposure get mingled in such a way that the reader should finish with something new and novel in the management and business studies fraternity.

I wish happy reading and knowledge sharing to all! !

Dr. Azzah Ahmed Said Al Maskeri

Preface from the Assistant Dean for Student Affairs

Dr. Issa Saleh Hamood Al-Amri

Business Mirror as the name itself suggests, is a real mirror of the contributions of the academicians and students of the Business Studies Department. It is indeed a result of the brain storming and value added discussions of the contributors in sharing the knowledge amongst the readers. Both the conceptual and live topics are woven in such a way so as to create a chain of enriched experience while reading. The quality contents are good enough in order to arouse the interest level of the readers and real takeaways from this edition. ... My heartiest congratulations to the entire team for this edition weighty with the knowledge.

Dr. Issa Saleh Hamood Al-Amri

Message from the Head of Business Studies Department

Dr. Fatma Nasser Al-Harthy

At the outset let me take this opportunity to thank my website and publication committee, along with the contributors who made this issue of Business Mirror a grand success. We had been continuously improving and enriching the contents of the in-house publication, and I am indeed proud to present this edition to all of you.

Dr. Fatma Nasser Al-Harthy
It is with immense pleasure we present the Volume VI for Business Mirror. It has always been the effort by the Business Studies Department to create a common platform for Staff members and Students to form a pool of knowledge and value additions. May it be in the form of an Article or Research Paper or sharing of interactions and discussions with corporate persons or Entrepreneurs, knowledge flows from all the possible avenues. Tapping these channels, Business Studies Department presents one more issue of Business Mirror.

The present issue reflects each and every aspect of the department in the Semester 1, 2 and Summer of the academic year 2016-2017. Students are the real strength of the nation. Molding their talent and creativity and increasing their employability remains to be the continuous process. Qualities and skillsets like confidence, communication, subject knowledge, knowledge about the current affairs, time management, work-life balance, professional approach and analytical skills are prerequisites. Use of extensive information technology tools is also a requirement of the day. In conclusion, smart but efficient working is the essence of the current times. Teaching fraternity has a crucial role to play in this entire procedure.

In this context, the current theme of the Business Mirror ‘The path to quality teaching in Higher Education’ aims to gather the various perspectives shared by our valuable contributors. There are various sub themes woven around the main theme forming a conceptual framework in real sense. This issue of Business Mirror throws some light on a few but not all aspects of the referred areas.

We hope that the readers will find it useful for them and establish their real connect with the published data.

We express our sincere thanks to all, whose good wishes and efforts actually enabled in shaping up this edition. Last but not the least, Dean, HOD and HOSs of Business Studies department remain to be the guiding lights without whose support this issue would not have been possible. We express our sincere gratitude towards them as well.

May almighty bless us all with good health and progress!

Happy Knowledge Sharing

With complements from

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ACCOUNTING PUZZLE GAME

Try it! Check your “AQ”

- Padmalosani Dayalan & Mary Pauline Santos

Puzzles are fun ways to pass the time that also provide a challenge for our brains. Scientists have attempted to measure the benefits of puzzles on the human mind. Although almost all researchers agree that puzzles help cognitive processes, the benefits depend upon a number of other factors, including one's original mental stamina, whether or not one chooses challenging puzzles, and the amount of dedication one has to finding the solutions. Puzzles strengthen the connections between brain cells. They create new connections for improved thinking and mental speed. An important part of any business or organization is, arguably, the money that comes in and the money that goes out. The accounting department typically monitors this closely by recording transactions, analyzing transaction patterns and dealing with things like payroll and taxes. Overall, the accounting department can determine the health and efficiency of a business, and increase profitability of the business. Cross word puzzles are a great way to test your accounting knowledge.

Instructions:

⇒ Recall the accounting basic terms.
⇒ In puzzle there are one word and two words hidden.
⇒ Give a single gap between two words.
Word Hints:

1. Credit recorded when a company purchase inventory on credit from vendors or supplies.
2. A long-term contract to borrow money from a creditor.
3. A creditor’s claim on a company’ assets.
4. Miscellaneous assets that are entire in product production that are too small and inexpensive to capitalize.
5. Profits that are kept within the company and distributed to shareholders.
6. Initial investments made by owners like stock purchases or partnership buy-ins.
7. A written promise to repay money.
8. A subsection of the general field of accounting that focuses on gathering and compiling data in order to present it to external users in a usable form.
9. A formatting system used to setup and maintain accounts balances with debits on the left and credits on the right. This display format also totals the cumulative balances of accounts.
10. The accounting system that requires every business transaction or event to be recorded in at least two accounts.
11. Expenditures paid and recorded before actually occurring.
12. A record or document that contains account summaries for accounts used by a company.
13. Entry on the left side of an account.
14. The costs incurred to generate revenues.
15. An equity account that records the amount of money investors initially contributed to the corporation for their ownership in the company.
16. Assets earned by a company’s operations and business activities.
17. Income recorded before services or goods have been rendered.
18. A resource that is owned or controlled by a company that can be used to provide a future economic benefit.
20. The owner’s interest in the company assets.
21. The most liquid asset a company can own.
22. An exchange of value between two different groups.
23. Equipment, vehicles, machinery, and computers are examples of.
24. An asset that arises from selling goods or services to someone on credit.
25. Goods owned a company that is in the business of selling those goods.
26. Mathematical formula that is the basis for all accounting. Assets = Liabilities + Owners’ Equity.
27. An accounting record with a balance opposite the normal accounts in its category.
28. A record of all changes to a specific asset, liability, or equity item.
29. A record or collection of all journal entries in an accounting system.
30. Entry on the right side of an account.

References:


Answers to the puzzle: Will be released in the next issue of Business Mirror.

‘Learning to earn Grades’ Vs ‘Learning to learn’?

- Mrs. Nejida Fizel

The practice of effective and meaningful teaching can benefit enormously when educationalists solicitously experiment and apply new or different pedagogical approaches, technologies, curricular enhancement, course design and organization, and assessments.

The researchers have challenges of throwing some light on the following questions.

♦ How can I help the students to improve their comprehension skills rather than just reading?

♦ How can I teach all the students in my classroom, not just the best ones?

♦ How the assessment enhances a student’s learning capacity?

♦ How can I ensure that students use the feedback that I give them?

Studies say that the depth of the study is an important characteristic of a learning process. Based on the nature of learning, class room engagements and post class room
activities, this can be classified into surface learning, deep learning and strategic learning.

Surface learning involves simply going through the lines in the book without any inquisitiveness and the only motivation behind this kind of learning is fear of failure. These kind of learners tries to accept whatever the teacher says and we call them as “Passive learners”.

The main query of transformation of surface learners to deep learners is also worth thinking.

Yes, Definitely. This can be changed by transforming the attitude from “Learn for grades “to “Learn for life”. The main characteristic of deep learners is that, they interact dynamically and analytically with the content and make a thoughtful effort to turn other people’s ideas into their own tailored structure of knowledge.

The deep learners incorporate strategic approach in their learning becoming or and become strategic learners. These learners realize that, if they want to learn meticulously they have to put vigorous effort. They are very confident in nature and put maximum consistent effort into study by knowing the requirements and criteria of assessment followed.

The teachers also can take a step ahead to encourage the students in deep learning by relating their current topic with their previous knowledge, relate the concepts with everyday life and also ensure that the study material is simply memorised. They are very confident in nature and put maximum consistent effort into study by knowing the requirements and criteria of assessment followed.

The teachers can encourage the students to involve in the class room activities and promote independent learning will help them to move towards deep learning.

Table 1: Differences between deep learning and surface learning.

<table>
<thead>
<tr>
<th>Deep</th>
<th>Surface</th>
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<tbody>
<tr>
<td>Focus is on “what is signified”</td>
<td>Focus is on the “signs” (or on the learning as a signifier of something else)</td>
</tr>
<tr>
<td>Relates previous knowledge to new knowledge</td>
<td>Focus on unrelated parts of the task</td>
</tr>
<tr>
<td>Relates knowledge from different courses</td>
<td>Information for assessment is simply memorised</td>
</tr>
<tr>
<td>Relates theoretical ideas to everyday experience</td>
<td>Facts and concepts are associated unreflectively</td>
</tr>
<tr>
<td>Relates and distinguishes evidence and argument</td>
<td>Principles are not distinguished from examples</td>
</tr>
<tr>
<td>Organises and structures content into coherent whole</td>
<td>Task is treated as an external imposition</td>
</tr>
<tr>
<td>Emphasis is internal, from within the student</td>
<td>Emphasis is external, from demands of assessment</td>
</tr>
</tbody>
</table>

The empathy in a teacher help the students to reframe the entire method of their learning. Sometimes educators overwhelmed with the pressure of teaching the curriculum end up in teaching the ‘content ‘instead of teaching the students. The teacher should try to incorporate the customized methods depending on the audience level. Here, facilitating learning among students of varying degrees of foundational knowledge is a challenge for the teacher.

Conducting formative assessment and giving timely and appropriate feedback will display a consistent improvement in students learning. Formative assessment is based on the assumption that ‘growth is to be promoted, not left to the swirling patterns of ‘natural’ development by exposure to the subject matter of the degree ‘(Brown and Knight 1994, p. 38). The suitably designed assessment pattern helps to nurture a deep learning approach among the students. The appropriate constructive feedback given by the teachers motivate the students to use the feedback effectively to realize where they have done well and where they need an improvement.

When it comes to the last question it’s a bit embarrassing. It is commonly reported that students do not read teacher feedback comments (Duncan, 2007). The literature suggests that a part of the problem is that teachers (and students) see feedback in isolation from other aspects of the teaching and learning process, and consider feedback to be primarily a teacher owned endeavor (Taras, 2003).

The feedback should be provided in such a way that motivate the students to reduce the discrepancy in their performance. Ensuring the effective use of feedback by the students is complex in nature. The feedback should address the question of the students like: “How I can improve on my performance ?”. Criticism must be on the performance of the students and not on the potential of them. It should promote the self evaluation and independent learning.

Good feedback is focused and students have an opportunity to act on it (Hillocks, 1986). The ultimate aim of providing feedback to students is to motivate them positively and make them more goal-directed. The involvement of both the teacher and the student will transform it into a fruitful output.

References


W1. Deep and Surface learning http://www.learningandteaching.info/learning/deepsurf.htm#ixzz40ryl6UPy

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How to be an Accounting wizard…

Mary Pauline Santos & Padmalosani Dayalan

Accounting is one of the top chosen specializations because of many reasons like excellent job opportunities (industry or academe) internationally divert cohorts, year abroad prospects etc.

Most people believe that there is much money in accounting though others will simply comment, “We are only accounting for money of other people, not our own money.”

For whatever reason a student chooses accounting as specialization, it is important to bear in mind many points to succeed, among others will be the study or learning habits, which include attitude before, during and after lectures, the students’ preparation for the examinations and most importantly building career in accounting.

Accounting is viewed by most students as a difficult subject most especially those who are not mathematically-inclined. But the truth is accounting is not mathematical, it is analytical in nature. There are many challenges faced by accountants but with the required skills, knowledge and preparation couple with the strong determination, one can be a successful in life. It will all start in the school. Let us look into some areas where an ordinary accounting student can become an accounting wizard.

1. Lectures – Before, During and After

a) Before the lecture
At home, read the assigned outcome or refer to the Course Delivery Plan. Check the topics for discussion on the day. This gives you to get a good feel for the issues to be discussed throughout the lecture. Having read the topics ahead of time gives you a better understanding of the topic when the lecturer presents it in the class. Another activity that you can do is to look into the exercises in the Moodle (E-learning). Just try to solve some exercises. The lecturer does not require you to give the correct answer or solution at first. Practicing how to solve problems/exercises in accounting will make you get acquainted with the different kinds of problems you may encounter in the examination. Practice makes perfect.

b) During the lecture
Attend classes regularly with your book, notebook, calculator etc. During the lecture, participate actively and listen attentively. Jot down important points which the lecturer emphasizes during the discussion. Ask question or clarify some doubts, if any.

c) After the lecture:
Review class notes and complete homework on time. This will help you to be prepared for any unannounced (or announced) assessments and examinations. Work out with some good strategies which you believe will be helpful. Topics assigned by lecturer for independent learning should be studied. Supplement through your readings outside the classroom. Study with your friends as a group and share points that you understand. Be a “little teacher” to your friends who are academically challenged. Feel free to approach the lecturer for clarification during office or tutorial hours. These study habits will give you a good result, thus achieving your goal of obtaining good grades.

2. Examination – Before, During and After

a) Before Exam
You should know the portions covered in the examination. Try to get a copy of previous semesters’ question papers and activities from the Moodle. Work on these sample papers following the allotted time without the aid of the handbook. Do not expect examination problems and questions to be a carbon copy of sample and homework problems. The material may be covered from a different angle to test your ability to reason and understand, rather than memorize. When studying consider how concepts covered in homework could be presented differently. For example, if the homework problem reflects a net loss situation, ask yourself, “how would I treat this if it were net profit situation?”

b) During exam
At the beginning of the exam, quickly go through the question paper to determine what is on it. Easy problems – Answer them first. Problems that you think you may be able to do if you think about it, do those next. Problems that you feel complicated and difficult to answer leave them for last. Budget your time appropriately. If a problem is worth only a few points, do not spend more time on it. Read the problem (s) carefully. Give complete answers or solutions (problems). Incomplete answer or solutions will not get full marks. Often, marks are lost because questions are not read properly and not fully answered. Read the question carefully and in its entirety to determine the precise requirement. DO NOT assume you know what is being asked based on prior experience in class or with the homework. Read what the question is really asking, not what you think or want it to ask. Avoid careless errors like clerical errors and errors of transposition, e.g. 456 copied as 546.

c) After exam
Try to recall the questions which you believe you did not answer correctly during the examination. Focus on topics which you failed to attempt. Review your questions once the lecturer has distributed the papers and take note of the mistakes and be sure not to commit same mistakes again.

3. Involvement in Accounting Club
As a student, you should be able to balance academics and
extracurricular activities. Membership in accounting club will help you build confidence and will expose you to different accounting skills and knowledge. Joining the club will enable you to develop your skills in accounting, improve your leadership, teamwork and social skills, receive current accounting updates through seminars; industrial visits etc. and get a chance to meet experts in the industry. For more information, refer to Learning Resource Centre page in ICT website.

Passing any examination depends on the students’ adequacy of preparation. There are no hard fast rules to prepare and pass examinations most especially accounting subjects. Learning styles vary from one student to another. The above-mentioned techniques will be helpful to all accounting students. Try it and be an accounting wizard!

References:

A Concept of Green Minded Entrepreneurship

The environment is a big thing. It is basically everything around us and what we live in. It’s important that we have to take care of it. We need to stop abusing it because it is our natural habitat and we have only one.

What the importance of environment is and how to start an eco-friendly entrepreneurship, a new entrepreneur would like to find out the answers of this questions. There are many international brands following eco-friendly business system and that is the primary motto of their business also.

The benefits of an environmentally friendly business
It’s important that we take care of it because if we don’t we will have horrible air to breathe, no water, and no trees. That would be really bad because we would die without those things. That’s why many new words are raised even in business dictionary also.

Eco friendly – That word is one of the important word in human’s life now a days. Literally it means “not harmful to the environment”.

Green Product - A product, service, or process that either benefits the environment or reduces the negative environmental impact of existing products, services, or processes.

A new entrepreneur should be aware about the importance of this new business words that will help them to meet the competition and survive in their market.

Running an environmentally friendly business helps you reduce your impact on the environment and preserves natural resources. Your business can help the environment in many ways. For example,

- use products that reduce your reliance on natural resources (e.g. rainwater tanks, solar hot water systems)
- use products that are made from recycled material (e.g. office supplies made from recycled plastic, furniture made from recycled rubber)

- look at all your business activities to see if you can do anything differently (e.g. reducing air travel by holding conference calls instead of interstate meetings).

Making your business environmentally friendly not only benefits the environment but can also save you money.

Avoiding, reducing, reusing and recycling can lower your costs. For example, a few simple changes to how you deal with paper can involve your staff in environmentally friendly processes while saving you money:

The Three R's of Environmentalism

- **Reduce** the amount of waste you produce.
- **Reuse** old items; donate to the unfortunate, repair if broken.
- **Recycle** as much as possible; buy recycled products to support recycling.

Reducing the environmental impact of your business will improve the sustainability of your business. If you are less dependent on natural resources than your competitors and have ways to deal with rising costs due to climate change, your business will have a greater chance of long-term success.

Promoting your environmentally friendly methods can set your business apart from your competitors and attract new customers who want to buy products and services from an environmentally friendly business.
Three Green Business Ideas for Eco Minded Entrepreneurs

1. Organic catering

A great way for eco-friendly foodies to share their passion for both food and the environment is to start an organic catering company. Cater local events and business luncheons with foods that are made from organic and locally grown ingredients, and offer free-range meats along with vegan, gluten-free and paleo-meal options and you’ll appeal to nature lovers and health and wellness enthusiasts alike. Be sure to keep environmental impact to a minimum by avoiding using plastic and paper goods as much as possible and composting food waste.

2. Organic or recycled fashion

Organic cotton, reused fabric scraps and even plastic bottles can all be starting points for a green fashion line. You can create silk screen artwork on eco-friendly T-shirts, or design handbags and accessories made of recycled materials. Many distributors brand themselves as "organic," "fair trade" and "eco-friendly," so do your research on their practices to make sure you’re sourcing your fabrics from reputable organizations.

3. Eco-friendly landscaping

Professional landscaping may make the front lawn look nice, but all that maintenance isn’t necessarily great for the environment. With some eco-friendly techniques, you can help homeowners make their yards literally and figuratively greener. SheKnows recommends synthetic turf, drought-resistant plants and strategically placed trees for a lawn that saves water, energy and money.

Personal Development of student - An overall perspective

As the competition is the feature of the day, one has to be always on toes to face the same. May it be a corporate sector organization, may it be a service sector player competition has become unavoidable factor. In case of this cut throat competition, only principle to be followed is ‘Remain in the race or resign from the race’!! When one thinks especially from the view point of tomorrow’s budding managers i.e; students’ community, competition is the tool to learn, to succeed and more than that, to remain in the race. With the advanced technology, the expectations of the industry from the students’ community in general and job aspirants in particular has increased to a lot extent. In this, only those students would be able to resume the success who have overall personal development as prioritized item on agenda.

Personal development could be described as the act or process of understanding and developing oneself in order to achieve one’s fullest potential. (Daphnegan, Business World Review 2011) Personal development is a vital part in a person’s growth, maturity, success and fulfillment. It is the
foundation of mature personality, better relationship, happiness, success and prosperity.

Generally, it is observed that students ‘community is not really serious to understand the importance of personal development. It is the global feature and all over the world, much more literature is being discussed with regard to the personal development of the student. Colleges could be supplying the products in the form of students but the same could be accepted by the industry only when they are developed ones in real sense!

Prioritizing academic and professional achievements could be better in short run but overall personal development with excellent time management would definitely provide better results in the long run.

Factors with which personal development could be targeted remain as under:

- Focused approach towards work
- Smart but efficient studying and working
- Constant reading about the current affairs in the field of specialization as well as in general happenings around self
- Linking the current affairs with the nation, society and individual
- Structured implementation of the time management
- Consistent efforts to upgrade self with possible certifications and courses
- Good communication skills
- Formation of study groups and circles in which open debates and healthy discussions on several topics could take place
- Optimum utilization of time
- Remaining in touch with the alumni as they are the ones who would guide the students in terms of pros and cons or any industry requirement and opportunity

The list is inclusive and not exhaustive!

Why Personal Development?

- It helps you understand yourself better
- It assists you in creating your goals and life purpose
- It guides you in managing and spending your time effectively
- It enhances your ability to handle stress, adversity and change
- It supports you in managing your finances more wisely
- It teaches you to build better relationship with people
- It allows you to live a balanced lifestyle
- It provides an opportunity to take care of your health.
- In this case as well, the list is inclusive and exhaustive.

“There’s only one corner of the universe you can be certain of improving, and that’s your own self. So you have to begin there, not outside, not on other people. That comes afterward, when you’ve worked on your own corner.” – Aldous Huxley

Ultimately, what is important is not merely the personal development but the use of the developed youth in building and strengthening the nation.

References:

Women are contributing new approaches to leadership and power. Women’s strengths fall into four categories:

Women have mental strengths, a flexibility that allows them to be creative and quick in finding solutions to problems. They focus on getting things done, not just on doing things their way. Women have identity strengths that allow them to maintain a strong sense of themselves and their values in whatever situations they find themselves. They can deal with change and uncertainty, because their sense of themselves isn’t dependent on what they do or have, but who they are. Women have emotional strengths—the ability to understand their own feelings and those of others, and to use this understanding to cope in life. These emotional strengths also allow women to anticipate the emotional consequences of life situations, which makes them particularly skilled at making major decisions. Women have tremendous relational strengths in connecting with other people. They create strong social networks that support them during stressful times and inspire others to give their very best and to work toward a common good.

These strengths are leading to measurable increases in women’s success in many areas of life. For example, in business, women’s strengths make them what Bernard Bass of Binghamton University has labeled transformational leaders. Transformational leaders establish themselves as role models by gaining the trust and confidence of followers. They focus on attaining future goals, rather than maintaining the status quo. They motivate others to come up with innovative ways to solve problems and create new products.

**“She Believes she Could so She Did”**

Qualities (powers) of Women

- **The power of invitation.** Women have the power of invitation. The power to attract, draw in, entice, urge, persuade, captivate and so on. Determine to use your power to invite others to obey God.

- **The power of good counsel.** Give good counsel. Why is it that the woman is often the friend everyone brings his or her problems to? Is it because she listens better? She believe it’s, because God has gifted the woman with the ability to give good counsel.

**Psychologist Alice Eagly of Northwestern University** recently compiled 45 studies comparing Recognizing and harnessing women’s strengths will not only enhance individual women’s lives but also revolutionize our society and our world.
Report on Guest Lecture

Department of Business Studies has arranged a Guest Lecture on 08-05-2018. Four sections of Diploma 1st year students of Business Studies who are studying Principles of Marketing course have attended the Lecture in ELC main hall.

Mr. Mohan Krishna Peri, the Manager – Sales, Toyota, Ibra has shared valuable inputs related to 4Ps of marketing, consumer behavior during the sale process and the power of branding. This session helped students to reinforce their theoretical perspectives learnt in the class with the practical implications in real time situations. The students had a detailed discussion in the basics of marketing. This Guest Lecture helped our students to understand the practical side of marketing.

“Educational Industrial Visit” to Muscat Securities Market (MSM)

The department of Business Studies organized an “Educational Industrial Visit” to Muscat Securities Market (MSM) on 30th October, 2017. Two faculty members Dr. K. Anil Kumar and Ms. Jasmine along with 19 HR students have visited the organization. The students are presently from Diploma II year who are studying the course Financial Institutions & Services.

Ms. Khulood organized the visit and the session was held in the business meeting hall. Ms. Syeda Tabinda from the
information and awareness department commenced the session as the speaker. The presentation started with the objective of bringing awareness among the students concerning the role of Muscat Securities Market in Capital Market. The students were able to understand the basic functioning of MSM. The session focused on the ways and means of investment in Capital Market, advantages and disadvantages of investing the money in capital market. The presentation also provided general insights about the expansion of a small business into a corporation with low risk with the support of MSM.

Finally the speaker enlightened the students with the procedures and rules of becoming a successful investor. Proper tips were given to the students for becoming a successful investor.

Report on Senior Project Evaluation by External Examiners

The Department of Business Studies conducted Senior Project Viva presentations on 17th April, 2018 for four groups of Bachelor students who are specialized in HRM.

The Industrial link committee invited two experts, one from Academics and the other from Industry for evaluating the student viva presentations. Dr. Abdallah khalfan Al-Azri, senior lecturer at Higher College of Technology, Muscat and Mr. Mohammed Al Mawali, Incharge of Personnel and Human resources at Public Authority for Electricity were the external examiners. We appreciate them for sparing their valuable time and efforts in successfully evaluating the student viva presentations.

The suggestions from these experts are taken into consideration to be incorporated in the guidance of upcoming bachelor senior project reports and viva presentations.

SP Review Workshop

The Ibra College of Technology is in the process of preparing its new Strategic Plan. As per the instructions of the QA office, the Business Studies Department conducted Strategic Plan Review on the existing Strategic Plan 2013-18. The suggestions from the staff will be consolidated and submitted to Strategic Plan Review Committee for further action. The workshop was conducted on 4th June, 2018. The staff members were divided into groups based on the committees and self-assessment groups they work with.
Report on Guest Lecture Forex Management

The Department of Business Studies in Ibra College of Technology has organized a Guest Lecture on Forex Management on 10.06.2018. Two experts, Mr. Sajith Sasi, Manager – Bank Notes and Mr. Vishnu Pattathil, Manager - Finance, from Oman UAE exchange LLC, Muscat have enlightened the Accounting & Finance students on “Forex Management and Accounting aspects of foreign exchange”.

Dr. K. Anil Kumar gave welcome address and introduced the guests to the participants. In the first part, Mr. Sajith spoke on forex markets, volume of currency trade, popular currency pairs, terminologies in forex market, managing currency risk etc. He also displayed the live currency trading platform for the students.

In the second part of the Lecture Mr. Vishnu has enlightened Accounting Aspects of Foreign Exchange specifically relating to IAS-21: The effects of Changes in Foreign Exchange Rate. He explained a wide range of topics related to this Accounting Standard. He emphasized the application of IAS-21, different types of currency adopted to prepare financial statements, the criteria adopted to finalize the functional currency, computation of realized and unrealized gain or loss from foreign exchange transaction.

Dr. Ramesh G, Head of Accounting & Finance Section, gave vote of thanks and requested the guests to continue their support to enhance the students’ exposure to the real world.
Industrial Visit to Central Bank of Oman

The Central Bank of Oman is the apex bank of the country. The CBO controls the banking system in the Sultanate. The students studying Advanced Diploma, HRM specialization studying Banking Theory and Practice course, had an opportunity to visit The Central Bank of Oman on 13th November, 2017. The event started in CBO office, Muscat at 10 am. The first lecture was on history and role of CBO in governing the banking system of the country. The second session at 11 am was about the working of bank examination department and finally visit to the currency museum. The currency museum exhibits currencies used in the Sultanate from past to current date. The highlight was to see the 1 rial gold coin which is only two of its kind available in the world. The knowledge of the students on banking structure and role of CBO enhanced after the visit.

Visit to Central Bank of Oman

The students of Ibra College of Technology, Business Department of Advanced Diploma visited Central Bank of Oman (CBO) on 12/2018. 19 students were accompanied by 2 faculties. CBO enlightened the students with its functions and currency management. Later a visit to currency museum was arranged, where the students were illuminated about the evolution of Omani Riyals and the current currencies of Oman. A special session was conducted for the Question & Answer among the students and the staff of CBO. The entire visit was guided by Mr. Ishaq Al Harthy.

Industrial Visit to Muscat Securities Market

The Business Studies Department students, studying Advanced Diploma level, visited the Muscat Securities Market (MSM) on 16th May, 2018. 23 students studying Portfolio Management course visited MSM. The students were explained about basics of investment and different instruments in the market, market players working of MSM, CMA and the sectors in which the companies are divided. The students were accompanied by staff member Dr. G. Praveen Kumar.

They were also explained about the MSM 30 index and how online trading is done. The programme enhanced the knowledge of the students studying the course and it was concluded with question and answers.
Dean’s Honor List
Students Felicitation

The students who are the toppers in their academics in spring semester in Business Department were felicitated with Dean’s Honor Certificate on Tuesday 26th June 2018 at 10 am in BS112.

Dr. Ramesh (HOS) and Mrs. Reshma (HOS) has distributed the certificates to the students for their excellent performance in their academics.

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<tr>
<th>Student ID</th>
<th>Student Name</th>
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<tbody>
<tr>
<td>31S162743</td>
<td>Al-Muaayad Rashid Ali Al-Hajri</td>
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<tr>
<td>31J1814147</td>
<td>Wadhha Mudhhi Abdullah Al-Farsi</td>
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<tr>
<td>31S1523</td>
<td>Saeed Khalfan Saeed Al-Muqaimi</td>
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<td>31J1710081</td>
<td>Hilal Ali Hilal Al-Maskari</td>
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<td>31S1588</td>
<td>Thraya Aamir Saud Al-Jabri</td>
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<td>31J1624</td>
<td>Khazina Abdallah Amur Al-Wardi</td>
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ICT celebrated
OMANI WOMEN’S DAY

Around seventy women staff of the College gathered in the lobby of Business Department Building at 12:00 noon on October 17, 2017 to celebrate Omani Women’s Day with the theme: “It’s our Day”.

The occasion started with a Welcome Talk by Dr. Azzah Ahmed Said Al-Maskari, College Dean. This was followed by a group picture taking with a beautiful photo-frame. Other activities were the exchange of flowers and gifts among the staff and sale of some items. Special recognition was given to the female laborers of the College for their dedication and commitment to work. It was no less than the College Dean who handed over the gifts. It was also an opportune time to meet staff from other departments and exchanged nice pleasantries.

The activity concluded with a simple snacks. Though time was short, everybody enjoyed and look forward to the next Omani Women’s Day Celebration.

The event was organized the Department of Business Studies. All other departments extended their full support and cooperation which made the affair a resounding success.
Industrial Visit to Nabil Biscuits LTD, SAOG

The Business Studies Department students, studying Advanced Diploma level, visited the National Biscuits LTD, SAOG on 31st October, 2017 at 10 am. Around 10 students with 2 staff members visited the plant in Rusayl, Muscat.

Mr. Ahmed Al Nasseri (HR Manager) welcomed the staff and students. He briefed about the company's history, production process and the products they deal with. Nabil biscuits is a leading pioneer in Oman in food industry.

The students were explained about the Production process, Design of layout, Inventory control, Reorder quantity, Production planning and control and Quality control etc. This visit was an eye opener for the students to have the practical exposure of the industrial set up. The programme enhanced the knowledge of the students in the area of production. The students were accompanied by the staff D. Padmalosani and Dr. G. Ramesh.

Probation Students Meeting held on 28th May 2018

Probation students Meeting program for the students in Business Department was conducted on Monday 28th May 2018 at 10.30 am in BS112.

Dr. Fatma Al Harthi, HOD of Business department welcomed the students and counselled the students about the probation and its effect on their studies and encouraged them to plan and study hard for coming out of probation. She told to the students that the department organizing tutorials for the courses on every Tuesdays and Wednesdays, students can register online and attend the tutorials for studying their courses.

Dr. Ramesh, HOS explained about the probation and calculation of their Semester GPA and CGPA and motivated the students to plan themselves and study hard to come out of probation. He suggested the students to meet their advisors regularly to get support for their studies.

Dr. Hafedh Said Abdullah Al-Rahbi, addressed the students and encouraged them to study hard to come out of probation and also meet their advisors regularly to plan and study for coming out of probation.

The session was ended with discussion clarifications about the probation and its effect on their studies.

Muscat Securities Market - Guest Lecture

The Department of Business Studies conducted a guest lecture on 28th March, 2018, to the students studying II-year Diploma. The students studying Corporate Accounting – I and Financial Institutions and Services participated in the guest lecture program. Ms. Syeda Tabinda, Marketing Specialist - Awareness & Marketing Division, Muscat Securities Market delivered a lecture on role of Muscat Securities Market, kinds of investments, guidance provided by MSM to investors, role of banking sector in investments, etc. The program highlighted the emergence of MSM, different department in MSM and career opportunities in MSM.
Around 40 students and 3 staff members participated in the guest lecture. The program ended with a question and answer session where the students actively participated. Questions were asked on issue of shares and listing procedure.

**Industry Visit to Secretariat General for Taxation, Muscat**

Bachelor Students of Business Studies Department went for an Industry Visit to Secretariat General for Taxation, Muscat on 14.11.2017. The visit was in accordance with the Taxation Accounting course currently studied by the students and relevant practical exposure in that aspect.

Manager Mr. Mahmood welcomed the students and presented through Power Point the various aspects of the direct and indirect taxation in the Sultanate of Oman.

He covered the aspects like concept of direct and indirect taxation, Omani establishment, taxpayers in Oman, revised Income Tax Amendments 2017 supposed to be in practice from next assessment year, taxation structure and hierarchy in Oman and so on. He also explained to them how the taxation department in the Sultanate is expanding with many opportunities in the sector in recent future. He also insisted to the students to understand the difference between the taxation field and other Government departments along with private sector organizations. He insisted that only technical knowledge and grip over the course could give the jobs in Taxation field.

Dr. Abhijit & Ms. Mary Pauline from Business Studies Department accompanied the students for the visit.
Ibra College of Technology (ICT) joined the entire nation in celebrating the 47th National Day. As November 18, 2017 fell on a Saturday which is a non-working day, National Day Celebration in Business Department of ICT was held on November 19, 2017 at 10:00 o’clock. Joining the Business Department in the celebration are some organizations within and outside the College such as, Green Society of ICT, Gazeo Company & Al-Deera, Samad Hospital (Ministry of Health), Ministry of Handicrafts, Al-Dinar Phones from Alayat and Rayaa Saud Al-Harthi, IT student. They showcased their products or services.

The ceremonies started with the cutting of the ceremonial cake by no less than the College Dean, Dr. Azza Ahmed Said Al-Maskari assisted by Dr. Fatma Nasser Al-Harthy, HoD of Business Department.

Staff and students of Business as well as other Departments enjoyed the cake and other Omani delicacies. This was followed by a quiz about Oman. Students actively participated and winners were given prizes.

It was a joyful and blissful celebration with the beautiful and meaningful decorations.

The activity was spearheaded by the Business Department.
Department of Business Studies has arranged for an Industrial Visit to Haya Water Seeb STP, Muscat on 08-05-2018. Bachelor students of Mechanical Engineering who are studying Industrial Management course were accompanied by Dr. HKS Kumar Ch, to the plant.

The Plant Supervisor, Mr. Chandra Sekhar interacted with our students. The students had a detailed discussion with the plant management in the areas of management practices related to plant operations. Haya Water plant management has given opportunity to visit the Control Room operations to our students. This session enabled our students to have a thorough understanding of the STP process. Plant management explained the detailed procedure involved in raising work requests, work orders and work instructions through their online software.

This visit helped our students to understand the practical side of industrial management.
The Staff Development Committee of the Department of Business Studies organized a workshop on 11/01/2018 at 9.00 AM to 10.30 AM at BS111. Workshop was conducted by Dr. Ramesh Gangatharan, 22 staff members attended. The workshop covered topic of blooms and question paper forms, suggested by college AD hoc committee. Teachers are divided in groups and 12 question papers are reviewed.

The session was followed by a detailed question answer. Questionnaire for evaluation, given to participants after the session.

Objectives:
The main objective of this train the trainer’s workshop was to upgrade the skills.

Specialization Orientation Program

Specialization Orientation program for the students in Business Department was conducted on Tuesday 28th November 2017 at 1 pm in BS112.

Dr. Fatma Al Harthi, HOD of Business Studies welcomed the students and briefed the importance of the specialization induction program.

Dr. Ramesh (HOS – Accounting & Finance) and Mrs. Reshma (HOS - HRM) have oriented the students towards selecting specializations.
Dr. Ramesh explained the various specialization offered in the department. He has emphasized the role of specialization and its importance in the career. He suggested the students to choose specialization based on their skills and interest in the field. He advised the students to pay more attention in choosing a particular specialization as it plays a vital role in their future. He has mentioned the skill sets required for accounting specialization. Further, the career opportunities for accounting graduates in Oman also have been emphasized.

Mrs. Reshma (HOS), has explained the scope of the Human Resource and also Marketing specializations and the available opportunities with Human Resource and Marketing specializations in Oman.

The session was ended with discussions and clarifications about the opportunities available for the different specializations in Oman for the students.

Business studies Staff Picnic

Staff of the Department of Business Studies, as one family. Gathered for lunch in Al -Haima farm on November 23, 2017. As the saying goes, “All work and no play makes one a dull person”, it aimed to reduce stress. It was conducted also to foster the spirit of camaraderie among staff. There were so much fun and everyone enjoyed the exchange of pleasantries, picture-taking most especially the sumptuous food prepared.

It was also in same occasion the graduation of Dr. Fatma Al-Harthy, HoD, Business Department was celebrated with a cake sponsored by Dr. Habeeba. It was also a worth-remembering day for Ms. Anfa who coincidentally celebrated her birthday on that day.

It was indeed a wonderful and memorable day for the Business staff as it has been a long time they did not go out for picnic. Everyone is looking forward to the next staff picnic or gathering.

SYNERGY– 2018
Students’ Competitions
Conducted by Shinas College of Technology

The Business Studies Department of Shinas College of Technology invited our students to participate in event, “SYNERGY– 2018”, scheduled on 19th of March 2018. The event aims at showcasing the innate talents (knowledge, skills and abilities) of students and creating a spirit of camaraderie among all the constituents of students from the various Technical Colleges in the Sultanate of Oman. This Inter-Collegiate Management Meet is to bring out the inherent talents of potential young budding managers. 11 students participated from Business Studies Department along with Dr. HKS Kumar.
Our team of students in “On the Spot Logo Competition”, Zahra and Mayya have won special award for unique idea.

There are participants from various colleges of technologies in Oman. The event paved an ideal platform for our students too to showcase their managerial talents, collaborate and compete with other students. Our students have put in their best efforts in bringing out their skills and enable them to create innovative ideas in their field of study.

**Workshop on Entrepreneurship**

Entrepreneurship students actively participated in a workshop held on May 15, 2018 at 10:00 am in the College Main Hall with Dr. Jalal Al hadhrami as the guest lecturer. Dr. Jalal is the Programs Manager of Oman Technology Fund, Wadi Accelerator. The topic was Encouraging Entrepreneurs -- start up financing options available for budding entrepreneurs. He included in his discussion the start-up financing cycle and sources of funds. Dr. Izza, Assistant Dean for Student Affairs welcomed the participants.

**Presentation on Document Management System**

The Internal Quality Assurance Committee of the Business Studies Department organized an introductory training program on “QA – Documentation Management System” on 15/05/2018 in BS 132 from 12.15 PM to 1 PM. Mr. Abdul Hakkim, ETC Technician was the presenter.

Dr. Ghadna Sulaiman AL Maskari, QA office explained about the necessity of documentation and how the new system will be useful in documentation management. Mr. Abdul Hakkim explained about the system, the responsibilities of the committee coordinators and mechanism to upload the documents. The access is provided only to committee coordinators to upload documents related to their respective standards.

All the committee coordinators and HoSs attended the program. The presentation was very informative and at the end of the presentation he clarified the queries of the staff members.
Workshop on Plagiarism Policy and Turnitin

The Staff Development Committee of the Department of Business Studies has conducted a workshop on Plagiarism Policy and Turnitin software on 08/02/2018. Dr. Nithya and Mrs. Nejida were the resource persons. Dr. Nithya explained the plagiarism policy and discussed about the consequences of violating the same. She emphasized on the need for strict adherence to the policy both by staff and students of ICT so as to enhance academic honesty and integrity. The second speaker Mrs. Nejida explained about using ‘Turnitin’ which is an internet-based plagiarism detection software. She said that Turnitin’s formative feedback and originality checking services promote critical thinking, ensures academic integrity and help students become better writers. Both the presentations were very informative which was followed by questions from the participants for which constructive feedback was provided by the presenters.

Presentation on Planning Process Mechanism

The Internal Quality Assurance Committee of the Business Studies Department organized a presentation on “Planning Process Mechanism” on 25/02/2018 in BS 112 from 002 – 003 PM. Dr. Ghadna Sulaiman AL Maskari, ICT QA office was the presenter.

Dr. Ghadna Sulaiman AL Maskari explained about the process of preparing the various plans by the college and departments/centers. She detailed about the various plans such as strategic plan, academic plans, financial plans, etc. She discussed about assessment report and SP achievement report.

The presentation was very informative and at the end of the presentation she clarified the queries of the staff members.
MSM Gathering – 12th Feb, 2018

The Muscat Securities Market has organized its 12th exhibition cum annual gathering in Oman Convention and Exhibition Center, Muscat on 12th February, 2018. Ten students along with two faculty members from the Department of Business Studies, Ibra College of Technology have participated in the event. The forum had stalls of MSM, Capital Market Authority, Muscat Clearing and Depository, AL Kawthar, Tanmia and AMWAL to discuss their functions and roles. Moreover, the participants were enlightened on contemporary areas like VAT, IFRS-9 and Bitcoin. The students had an opportunity to get exposure from each of the stalls. The event organizers also conducted a game on stock market investments, in a simulated environment, in which two of our students have won prizes.

Staff of the Month Award Winners

September 2017
Mr. Subir Kumar Sinha

October 2017
Ms. Padma Losani Dayalan

November 2017
Ms. Jasmine Mariappan

December 2017
Mr. Kasper Arockiyasamy

January 2018
Dr. Hafedh Said Abdullah Al-Rahbi

February 2018
Dr. Habiba Mohammed Said Al-Mughairi

March 2018
Dr. Edukondala Rao Jetti

April 2018
Dr. Praveen Kumar Gandra

May 2018
Mr. Joshi E. R.

June 2018
Ms. Mary Pauline Sales Santos