

MANAGEYIA

INITIATE, IMPROVE, INNOVATE

THE MONTHLY MAGAZINE FROM DEPARTMENT OF MASTERS IN HOSPITAL ADMINISTRATION, SMU

WELCOME TO

A JOURNEY

OF ECSTASY

MEET THE VC INSIDE

A nation that continues year after year to spend more money on military defense than on programs of social uplift is approaching spiritual doom. - Martin Luther King, Jr.

The Jabulani fever is certainly at a record high and little Peles and Maradonas have suddenly taken the neighborhood by storm. Everyone from the schoolboy to the hoodlum has become an expert on strategies and players. Sadly, the sparsely discussed topic is that India once qualified to the tournament and withdrew as they apparently lacked boots! Such lack of facilities has unfortunately become the sad identity of our country. The unasked question is that how can a country which has failed to cater to even the basic health problems of its society dream to be a world superpower.

Sadly, the only part where our budget allocation is increasing is perhaps on defense or rather to build up a sizeable offence. All the while, quietly pushing our health targets into the future. We still haven't been able to achieve our basic health targets and our primary health service is still in tatters even after sizeable investments. The problem according to many experts is

that the service providers in our country are not trained and motivated to serve the persons who need it most. The pearl castles of corporate hospitals are still more preferred over the dingy rural quarter.

The challenge is to change the very attitude of the service providers and provide them sufficient resources and amenities to lure them back to villages. Further, sufficient developmental activities would be needed at the village level to uplift their socioeconomic condition. No one can expect a trained health professional to stay in penury and serve others. The problem has to be stripped and examined at multiple levels. This would need total concerted effort and resources of multiple governmental agencies.

Big problems are not necessarily solved by bigger steps. A number of small steps directed to the critical factors generally solve the problem. A proper roadmap with clear cut objectives and time bound goals with alternate measures is necessary. The government and nation itself has to wake up and take up this huge goal. Until that happens, we would have to contend that *we are developing missiles and dying of measles.*

-EDITOR



Mail your contributions to
mhm.smu@gmail.com
or

Ask us to collect : INTERCOM 450

The Cover depicts "Hilltop at Namchi" drawing similarities between the high mountain and the height of achievement we dream to achieve.

The sky is not the limit.....

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KNOW ABOUT ACHIEVEMENT

Soumyakanta Mishra. Head- HR & Operations ,SMU

Achievement is about having the sustained

energy and determination in the face of obstacles to set and meet challenging targets, in compliance with quality, time and diversity standards, and delivering the required business results.

This is important in getting the results we need to achieve our Strategic Objectives. This behaviour shows the necessary determination and tenacity to complete high quality work as well as raising performance levels over the short, medium and long term. It involves overcoming obstacles caused by conflicting priorities, lack of resources or difficult or demanding situations in the internal or external environment.

LEVEL 1

WANTS TO DO A

GOOD JOB AND DOES NOT GIVE UP

Clarifies what is expected. Is positive and enthusiastic about the job. Does not give up at the first obstacle. Respects the rights of others whilst achieving one's own goals.

LEVEL 2

WORKS TO GOALS AND MANAGES OBSTACLES

Understands and works towards goals set by others. Measures progress against targets. Seeks to understand reasons for obstacles and to find ways to overcome. Acknowledges the work and contribution of others.

LEVEL 3

DRIVES FOR IMPROVEMENT DESPITE FREQUENT OBSTACLES

Is determined despite frequent obstacles. Tackles difficult problems and takes personal responsibility for reaching solutions. Seeks ways to improve overall performance levels to give higher levels of satisfaction to target groups.

LEVEL 4

SETS AND MEETS CHALLENGING GOALS & SEEKS LONG TERM IMPROVEMENT

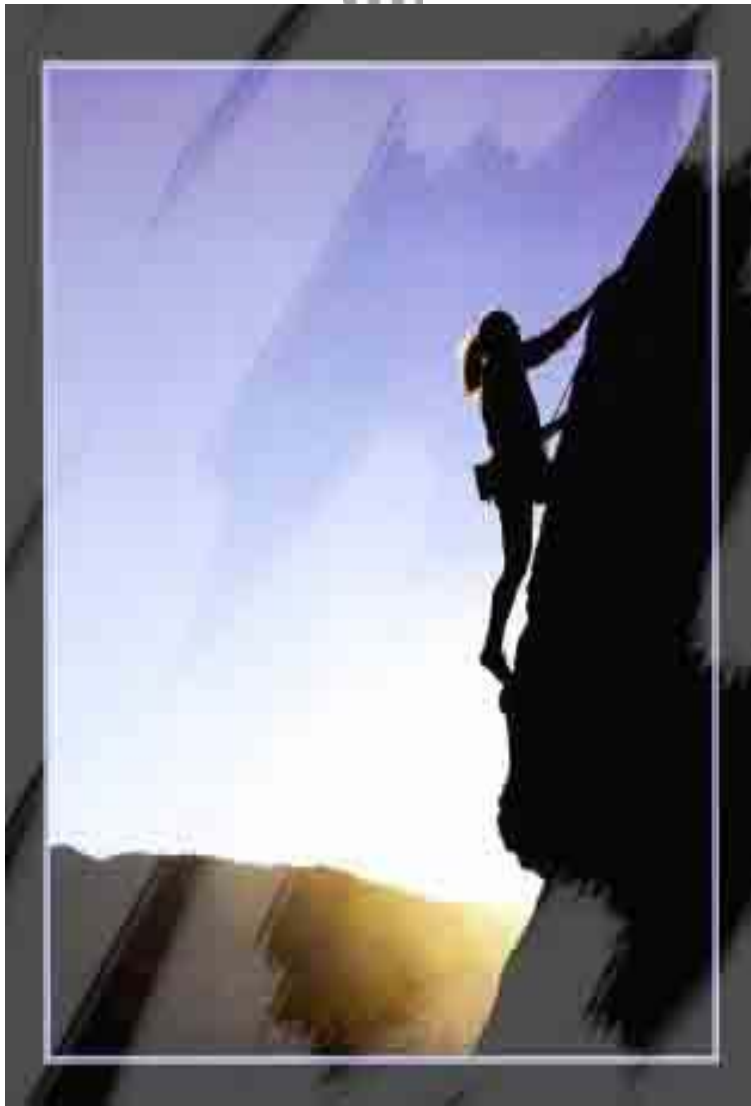
Achieves significant progress in the long term, wider performance of the organization. Sets out to be the best – has own measures of excellence and

works to these.

LEVEL 5

ASSESSES AND TAKES RISKS TO MAKE SIGNIFICANT GAINS

Makes decisions through weighing up the cost-benefit and risk implications. Acts entrepreneurially to make performance gains.



WARNING SIGNS:

- Stops and gives up at the first obstacle.
- Seeks excuses rather than solutions or ways forward.
- Takes 'no' for an answer without probing further.
- Exaggerates one's own input or claims another's work or idea as one's own. Fails to acknowledge the contributions of others.

- Loses sight of how a task fits into wider objectives.
- Fails to meet deadlines or keep within budget without proper reason.

*"It is not the mountain we conquer
but ourselves."*

-Edmund Hilary

- Has to be chased for completion of job.

POSITIVE INDICATORS:

- Agrees achievable goals at the start of each project.
- Strives towards targets.
- Refuses to settle for second best.
- Keeps a 'to do' list, and specifies due dates.
- Monitors tasks for accomplishment, quality and timeliness.
- Asks for feedback.

SMART Leader

Lawrence Joseph, Course Coordinator, MHA, SMU

"Leadership is the process of directing the behavior of others towards the accomplishment of some common objectives. It is influencing people to get things done willingly!"

"Leadership is the art of getting someone else to do something you want done because he wants to do it".

Dwight D. Eisenhower

*A*s the world is soaring

high with a great deal of ambition expecting SMART leaders to lead their organizations who can do wonders in the fast growing technology savvy world.

As the SMART word describes, every organization is looking for a dynamic leader who

can lead with synergy, motivate for achievement, rapidly and is powered by technology. Today's groups, organizations and teams need effective leaders for efficiency and effectiveness to run a successful operation.

Leadership is all about

Vision.....	35%
Energizing people.....	33%
Communication.....	19%
Charisma.....	8%
Competence.....	5%

Vision is a short and inspiring statement of what your organization intends to become and to achieve at some point in the future.

Energizing people refers to getting the best out of employees, inspiring and challenging them to do their best while providing them with necessary support, resources and guidance

Communication: "Effective communication is an art and science in practice". The four main goals of communication are

- to provide information



- to request for specific action
- to persuade- bring about change in receiver's belief
- to build relationships

Charismatic leadership is the ability to communicate and behave in ways that reach followers on a basic emotional way and to inspire and motivate. Charismatic leaders gather followers through dint of their personality and charm, rather than any form of external power or authority.

Competence is considered to be the most important factor in de-

termining leadership excellence.

S=S YNERGISTIC
M= MOTIVATIONAL
A= ACHIEVEMENT ORIENTED
R= RAPID
T= TECHNOLOGY POWERED

Research undertaken by Daniel Goleman, the thought leader in Emotional Intelligence has spilt Emotional Competency framework into two broad areas:

1. *Personal competence*-how we manage ourselves

2. *Social competence*-how we manage others

The hospital administration department has recognized and focused on these vital skills; vigorously involved in training and imparting knowledge so that the students of to-

day become the competent SMART leaders of tomorrow.

THE MODERN CARE TAKERS

Mrs. Indu Singh. PRO .SMU

"A daughter, a wife, a mother...yes these are the people on whom we depend whenever we are in pain, whenever we need help or whenever we are distressed because they are the natural care takers."

A woman is not only more affectionate but also more versatile than a man in handling her responsibilities. The modern educated woman is financially independent & is capable of looking after not only her own family but also her aged parents. Many women have sacrificed their personal interests to take care of their family responsibilities compromising with their jobs, their marriage & some have not married at all like the legendary Lata Mangeshkar.

A whole range of discriminatory practices including female foeticide, female infanticide, son idolization, early marriage and dowry have buried the future of women of the nation.

The child sex ratio in the country is only 927 girls for every 1,000 boys under the age of 6. In various parts of the country like Maharashtra, Haryana, Rajasthan, Madhya Pradesh, Uttar Pradesh and Punjab practice of female foeticide and infanticide is still rampant.

Many of us probably know the importance of a girl child but we fall prey to the social customs & taboo which glorify the importance of a son. All we need is to change the mindset of the people. Education, public awareness, and promoting the value of the girl child in a small family



has played a critical role in bringing out this change in the society. We have to adapt to the needs of the present society & the beginning has already been made as there are many families who are opting for a small family norm boy or a girl notwithstanding.

We should emphasize on a healthy & prosperous

Many women have sacrificed their personal interests to take care of their family responsibilities compromising with their jobs

society with a good balance of boys and girls who are physically, mentally & spiritually fit & are brought up without any discrimination for good education & good nutrition. It is rightly said that if we educate a boy we are educating only him but if we educate a girl we are educating the complete family & in turn the entire nation.

TUBE TRANQUIL

Dr. Lakshmi Bai D. Lecturer, MHA

*P*neumatic tube is a new technology used in transportation of materials at the speeds between 3 to 20 m/s. This technology can be made use in transportation of materials weighing 1g to 28 kg up to 30 cm in diameter and 50 cm in length to any distance.

Hospital Pneumatic Tube System:

The hospital pneumatic tube system transports practically everything that fits into a carrier. So, a pneumatic tube system is an in house means of transport, which conveys items of any kind to different locations within the system. Pneumatic tube systems are used for spontaneous transport and complement other in house conveying systems.

How does a pneumatic tube system function?

A blower generates suc-

sion or compression of air that propels the carriers through the tube network. Diverters create the possibility of extending the tube network in many directions, so that the carriers reach all the destinations of the system.



The Advantages:

- Critical samples and medications reach their destination in a short time
- No spread of contaminated air through the tube system.
- Secured transaction for safety sensitive goods.
- Statistical evaluation of all

dispatches as a standard allows for assignment of costs.

- This system saves not only time and space.
- The pneumatic tube system helps increase efficiency since the staff is no longer busy running errands.

- The computerized control system permits statistical evaluations of the traffic data.

The Plaintext Display

- Easy-to-read, illuminated display.
- Indication of destination name and number.
- Search key and address list.
- Individually programmable destination numbers and addresses.
- Indication of system status and operating sequence.

Can we adopt this technology in our hospital?
Yes!

Pneumatic tube systems do not necessarily have to be installed at the outset of con-



FELICITATION OF
VC, SMU BY
Mr. L. JOSEPH



INAGURATION OF
MAGAZINE BY
(Brig)Dr. S.S. PABLA
VC, SMU.



DIGNITARIES
ADMIRING THE
WALL
MAGAZINE



ADDRESS BY
VICE CHANCELLOR,
SMU



ADDRESS BY
REGISTRAR, SMU



PICTURE
PERFECT

MEET THE LEADERS !!!



Excerpt of interview with (Brig.)Dr. S. S. Pabla, VC, SMU

1. What responsibilities are expected to be performed by a person holding your post?

- To make sure that students get good standard of education that is in compliance to the regulatory norms like- MCI for medical education, AICTE for engineering and management, NCI for nursing.
- As a private institution, we have to maintain higher standard of education than government institutions as they can get away with lower standard, but we cannot.
- Providing education to students in a way that they are groomed for global leadership in competitive world.
- To provide other facilities such as a good library, internet facility, skill and personality programmes.
- Maintain discipline among students, faculty and the employees of the institution. For these, he has to lead from front.

2. What are the different challenges that you face while administering your duties?

- Sikkim is an isolated place and not connected very well to rest of the country. So, to get good faculty and retain them is the biggest challenge. Also, the population of the state is 6 lac and there is lack of professionals in the state.
- As the university has a residential campus for students and the teaching faculty, we have to keep a check on rising cost of food and construction area.
- Attracting students from outside the state.
- Being a self financed institution, we cannot keep on blindly increasing the fees and the cost and have to keep in mind the constraints of students and their families.
- Revising curriculum and delivering latest to see that university is at the edge of teaching.

3. What leadership skills are required in the present scenario to overcome these challenges?

- Overall knowledge of academics and education.
- Administrator skills to handle students, faculty, their families on the campus.
- Maintaining discipline by moderation. Cannot go to extremes nor be liberal all the time.
- One should have the skill of walking the tight rope.

4. How do you think a student of today can transform into a better leader of tomorrow?

- Gain knowledge beyond your curriculum. It should not be only exam oriented. Keep your ears and eyes open.
- Be alive, competitive, listen to news, television, read books, use internet and arm yourself with as much knowledge as possible and remember you cannot be selfish. Work for yourself, your family, society and nation.
- Aim big, work even harder to achieve it. No achievement comes easy.

5. Message to SMU.

- Decide what you are going to achieve in life and try to achieve it by your sheer determination and hard work. Opportunities are unlimited.

- "You are all special"

We have lots of expectations from you. Do well in life and succeed in life. Make the most of the time you spend on campus. It has been created for you.

- Remember the people who did or created for us.

As told to MANGEYIA team

struction. Even in an already operating hospital, a pneumatic tube system can be easily integrated. Depending on the various structural conditions, the system can be laid inside or

outside the walls.

Which pneumatic tube system fits best in hospitals AC 3000:

A PC controlled multi-zoned system which offers

transaction auditing, automatic dispatch and system diagnostics. With transfer stations it can link up to 512 stations and 64 zones.

Bossing Around! Not a Wise Management Skill

Sunil Kumar Pandey, Lecturer, Department of Pharmacology, SMIMS

I have been set with the prospect of putting forth an article for the wall magazine of Hospital Administration. At the outset, I thought of my poem which I scribble sometimes when I am over the top for bragging my so called talent or rather when I am despondent to see others talented. Later I was instructed to write on management issues or something related to management; like, how my field can be beneficial to their department or what else can be done to improve their unit so that they can render a better service. After listening to the criteria, I dumped the very thought of giving my prose in the nonrecyclable bin existing in the main part of my brain.

I don't have much knowledge of Management but, for me, Management is where we study how to run or supervise either a single person or a group of persons for the benefit of the organization. Consider yourself at a managerial post

where you have only one very kind, gentle, compassionate, non-dominating boss above you. You are asked to give some ideas to deal with any particular issue. You come up with your concepts and if you are auspicious enough your boss will buy your idea. Now, from here is the best part,



which is nothing but just to convince everyone that the idea is going to revolutionize the whole system and they should accept it. If the idea fails, you fail.

Then what do you think the actual setback is? Before implementing anything new our seniors usually don't believe in the opinion of getting

the feedback from juniors. I presume that this happens practically in every organization & at almost every level.

From my point of view, I strongly feel that we should sincerely make a move to change this system of incriminating and associating things. Peaceful co-existence in the field of thinking should be one of the major preconditions of a good management. When a senior of the organization invites for proposals, there should be active participation of employees; to share the ideas from which best ideas could be chosen and implemented. Now, once again the selected suggestions should be sent to the subordinates to get the response from the people concerned. Conclusively, the idea which has more number of thumbs up should be executed and put into practice effectively only after a thorough assessment at the work place.

Special thanks to my colleague Ms Deepanjana Dass for helping me in this article

CONCEPT OF TORTURE OR OPPRESSION IN MANAGEMENT AND REMEDIAL MEASURES

Dr. Pratap Chandra Sarmah. Professor & HOD of Forensic Medicine & Toxicology, SMIMS

Continued from part-I.....

Mental torture – Decent behavior and soft words are expected from the senior officers and from supervisors. Uses of harsh words often cause mental torture and sentimental upset. As a result workers and employees become unhappy and lose interest for work and their co-operation gradually diminishes. Cumulative effects of mental torture of employees often collectively reveal in the form of strike, cease works putting the management in trouble. Sympathetic attitude and words of appraisal from the management and controlling officers not only encourage the employees but also enhance their co-operation.

Sexual harassment – Allegation of sexual harassment of the employees is also common in the institution having workers of both sexes, rather such incidents have been increasing day by day for which enforcement of law is done to prevent such undesired act. Abuse of administrative position and power often victimizes the subordinate employees mostly of poorly paid and temporary workers. More over assurance of promotion extra benefit etc. also causes submission of employees for sexual activities. On the other hand there may be vested interest on ladies side mostly for gaining something or blackmailing and non favorable response of controlling

officer may lead to face the false allegation of sexual harassment.

Remedial measures – It is unusual for any organization to run without any problems at anytime. There may be outside element often politically influenced, instigating for disestablishment of the institution. Being a welfare government, it will come forward to interfere with the management of the organization whenever necessary. Keeping in view of all these possibilities, management should have take precautionary measures for efficient administration giving importance on following aspects.

Employment of qualified and experienced officers in the management group and in-service training for them time to time to increase experience in different aspects of the organization such as in a hospital. To arrange periodic discussion with the representatives of workers and to get suggestions from the employees.

Periodic meeting half

yearly or yearly to address the employees to enhance the work culture of employees and to increase the sense of loyalty to the institution and also for recreation.



To constitute few committees taking representatives of employees as members along with the officer of the management side to listen and look after the grievances and difficulties faced by the workers,

To constitute the committee including the experts of

Forensic Medicine and Psychiatry department, representative of employees along with member of the administration side to enquire allegation of torture and sexual harassment to take appropriate steps by the authority,

Welfare steps such as improvement of working con-

dition, standard of living, improvement of health, education for children of employees i.e. the basic need for civilized society need to be taken.

Management should not forget that both '**Institutional interest**' as well as the '**Employees interest**' should run side by side without con-

flict to achieve the goal of the organization.

ETHYLENE OXIDE GAS STERILIZATION

ETO gas is used to sterilize items that are heat and moisture sensitive. ETO gas is highly inflammable and is mixed with carbon dioxide for use in most sterilizers to be safe and non-flammable.

- ETO gas depends on 4 parameters for effective sterilization: gas concentration, temperature, humidity and exposure time.
- ETO gas does not penetrate metal, glass and petroleum based lubricants.
- Glass ampoules can be sterilized in ETO gas as long as there is no rubber cup which will allow the gas to penetrate in to the medicine.
- Preparation of item for ETO Sterilization:
 - All items must be thoroughly cleaned and dried.
 - Any item with moisture must be blown out with hot air to dry them as water and ETO gas react to form a harmful acid called Ethylene Glycol.
 - There should be no trace of lubricant in any item, as ETO gas cannot penetrate it.
 - Load the sterilizer so that packs do not touch any side of the chamber and air space between all packages.

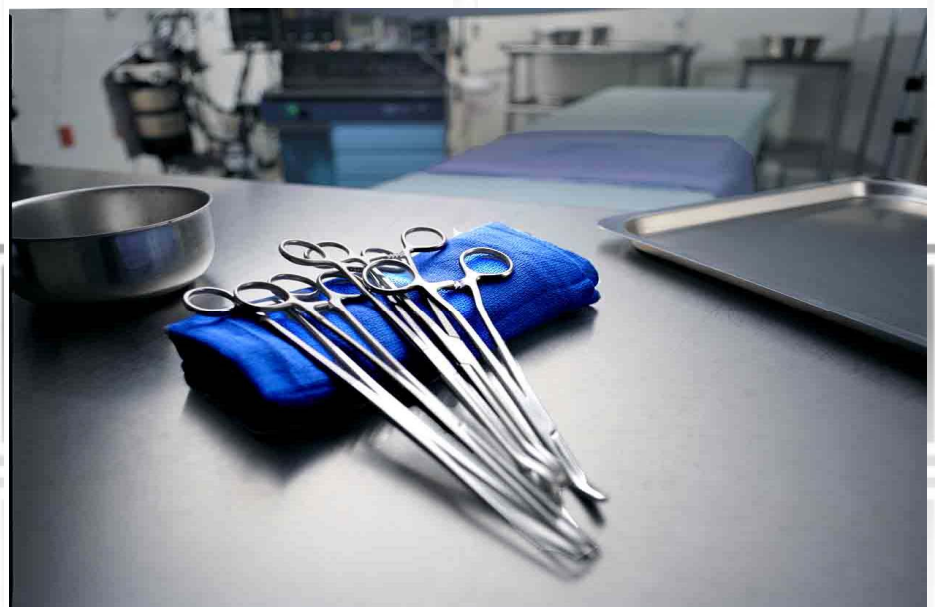
- Cycle time: ETO gas sterilization of items are done as per manufacturer's instruction.
- Aeration time: ETO gas sterilization is carried out in open atmosphere



- Non processed items of glass and metal may be used immediately.
- 24 hrs for paper and thin rubber. 48 hrs for gum rubber

of thickness $\frac{1}{4}$ inch and poly-ethene items.

- 96 hrs for all plastic items except polyvinyl. 168 hrs for polyvinyl and the rubber items sealed in plastic pouches.
- When using an aerator all material can be degassed in 12 hrs.
- Each pack should be labeled with date of sterilization, date of expiry, indicator tape to identify sterile from unsterile items.
- Storage: When stored by double wrapping in plastic and heat sealed, items have a shelf life of 6 months as long as integrity of the pack is maintained.



PRIMARY EAR AND HEARING CARE FOR ALL

Dr Diganta Kumar Das. Dept of ENT, SMIMS

*T*here are about 250

million people in the world with disabling hearing loss. People who are deaf or hard of hearing find it extremely difficult to communicate and also have difficulty in education and in workplace.

Why do we need to take care of our ears?

- So that we can hear many sounds
- People talking
- Our dear one calling us for help
- Our self protection.etc. ...

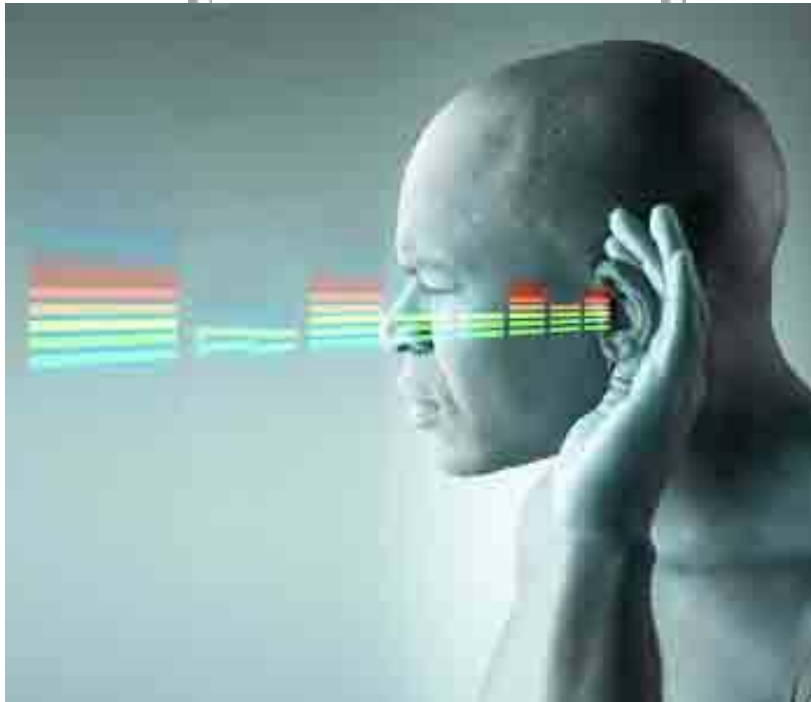
How can we take care of our ears?

- DO NOT put dirty fingers in ears - wash hands
- DO NOT swim or wash in dirty water
- DO NOT put anything in your ears

Hearing impairment???? Is it from birth/childhood?

By 4-6 months age, a

child should generally smile and turn head towards sound. A baby born hearing impaired will not hear people talking and will not know to speak and also



will not learn as quickly as the other children.

Some common Causes in children are: -

- Ototoxic drugs.
- Premature birth
- Parents were born deaf
- Rubella during pregnancy
- Syphilis in a mother
- Jaundiced babies

Symptoms to look for if a child has an ear infection: -

- Running nose

- sore throat
- temperature
- Pus coming out of ear

If so, go to the clinic or hospital to have the ears checked and hearing tested.

Parents are advised to clean ear discharge by applying wicks

Cotton wick or Soft strong tissue paper wick

- Make a wick by rolling the cloth or the tissue paper into a pointed shape.
- Gently pull the pinna away from the head. This helps straighten the ear canal.
- Place the wick into

the ear canal. It will absorb any discharge or blood in the ear canal.

- Leave it in place until it is wet.
- Remove the wet wick and inspect it. Is there pus on the wick?
- Replace with a clean wick.
- Repeat until the wick stays dry.

This article is first part of a two part series

COMPUTER VISION SYNDROME

Yumnam Kanan Devi. 1st Year MHA. SMU.

The human focusing system responds very well to images that have well-defined edges with good contrast between the backgrounds and any letters and symbols. The eyes react very well to most printed material that consists of solid black letters on a white background.

New age and automation has made use of computer widespread. Unfortunately, the eyes have a very hard time focusing on the pixel characters. People who spend more than two hours on a computer each day experience symptoms of Computer Vision Syndrome.

SYMPTOMS

- Headaches during or after working at the computer.
- Burning, dry, tired, or sore eyes.
- Neck, shoulder, or back pain and overall bodily fatigue.
- Distance vision is blurry when looking up from the computer.
- Squinting helps when looking

at the computer.

- Double vision.
- Letters on the screen run together.
- Driving/night vision is worse after computer use.
- "Halos" appear around objects on the screen.
- Need to interrupt work frequently to rest eyes.

SUGGESTIONS

- Glare screen filters.
- Computer Glasses for Blurred Vision and Other CVS symptoms allow focusing eyes on computer screen and preventing permanent vision changes.
- Computer Lens Designs: Single vision, bifocal, trifocals, and progressive lenses are the main types of lenses prescribed with anti-reflective coating (AR Coat) on the lenses of glasses.

- Place your monitor directly in front of you, about 20 to 26 inches away from you not too high and not too low.

- Adjust the contrast between the background and the characters by adjusting the brightness on your computer screen.

- Proper lighting reduces eye-strain and glare.

- 10-15 minute break every hour to reduce eyestrain.

- Ask your eye doctor about artificial tears or eye drops that can be used during the day.



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SALT ADDICTION!!!

Dr. Bandita Thakur, 1st Year MHA, SMU



condition called "edema". Long term use may cause hypertension. Recent research suggests that the chloride content is

more important in the elevation of blood pressure than is sodium.

The common table salt we refer to is chemically sodium chloride. Roman soldiers of antiquity were often paid in salt, called their *salarium*, from which *salary* is derived. Sodium and potassium combine with bicarbonate, phosphorus and chlorine to make the six major salts in the human body, the concentration of which are close to the concentration of the same found in ocean water, a relation to our distant ancestors.

Of all the salts present in our bodies, the ones of sodium are by far the most abundant. Sodium exists in dynamic relationship with potassium; excessive amounts of one will result in depletion of the other. Sodium is necessary for proper transmission of impulses along the nerves of body and for muscle contraction as well. Deficiency of sodium is rare, because sodium salts are widespread.

The body deals with excess sodium by storing it in the intercellular space to protect blood's acid/base balance, a

Love of salt is an addiction similar in quality to addictions to alcohol or tobacco. To make matters worse, the social convention is to keep a salt shaker at the ready. Unless one suffers from one of the conditions causing lowered sodium such as adrenal insufficiency, salt-losing renal disease, colostomy, or chronic postural hypotension, one should avoid salt. Try eating fresh foods, organically grown avoiding "salt," "sodium," or "Na" containing food labels. Further, one should avoid salt substitutes, as they employ potassium, accidental overdose can be fatal.

One should learn to enjoy the natural flavors of food. The preference for salt is learned, not natural and can be unlearned. If you use salt, use only sea salt, which contains all the other minerals your body needs in a balanced mixture, and use it sparingly.

THE PURPOSE

*The moment I start doing something
I feel I am lost
The moment I try to speak
I feel I am unheard.
The moment I try thinking
I feel pained
The moment I seat alone
I feel isolated.
The moment I start moving forward
I find myself chained
The moment I try to trust
I fear being deceived
The moment I try listening
I feel I am deaf
The moment I try loving
I fear hatred
I don't know what I am
I don't know what to do
I don't know where I am
And I don't know where to go
"I have started questioning my existence"
But I have faith in my creator,
I know that I am not sent to this earth coincidently
I have a purpose to live and a task to be attained*

Biren Chettri, BBA (1ST year) SMU

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MAILSTREAM

Dear Students,
I appreciate your hard work and sincere efforts in regard. I on behalf of my department assure you our full support to the best possible extent.
All the best and do keep it up.
Will do the needful very soon.
With best wishes

Deepika Tiwari
Asst.Professor,
Deptt.of Mgmt.Studies
SMIT

Thanks I would surely like to be in touch and would keep contributing to the magazine. Congrats.

**DR.BIDITA KHANDELWAL. PROF.
& HOD.**
DEPT OF MEDICINE, SMIMS

After thoroughly going through the contents of Magazine, I herewith appreciate the perception, spirit and effort of all those concerned who had been associated in bringing out this short and sweet magazine.
May God Bless the Department of MHA, faculty and the student
With best wishes.

DILIP KUMAR DARJEE
SMU

My hearty congratulation to you for your achievement. I am proud that you 6 of you showed that you people can do something. I hope you keep the same spirit throughout your carrier. I am with you people to help you. I wish every success in your life.

Regarding magazine it is come out very good. I liked front page design and the punching wordings used.

Editing and alignment of the article is very good and pictures also.

I don't think suggestion is needed regarding the magazine. Everything come out well.

I will thank to your team and i will really appreciate your team work.

Keep it up,

I wish you your next month Magazine edition should come out with more interesting article.

DR. LAKSHMI BAI D.
ASST. PROFF.

Heartiest congratulations to you all for your endeavor. Well done. The first issue itself is impressive, pleasant to read.
Once again compliments to you for a job well done

Brig(Dr.) M.K.Ghosh, H.O.D, Community Medicine

It seems like a dream come true when youngsters like you come out with successful initiatives like this .It reminds me of my post graduation days and the few dreams which I could see coming true through all of you.
Competency is not knowledge its knowledge , skill and of course attitude, Your passion to do is what makes a difference .

Soumya Kant Mishra,
Head HR and Operation