

Campus To Corporate

Placement Cell International Institute for Population Sciences-Mumbai
Magic Bus

28 August 2026 - 29 August 2026



1 Synopsis

The two-day session organised by the Magic Bus Foundation focused on preparing students for the transition from academia to professional and corporate environments. The sessions were inaugurated with ceremonial addresses by the Professors, followed by interaction with the mentors and team from the Magic Bus Foundation. The opening remarks emphasised the importance of understanding workplace expectations, professional culture, career growth, and the skills required to navigate the transition from academic life to professional environments.

Day 1 focused on success and career growth, organisational culture, workplace expectations, compensation, and effective communication. Day 2 built on these foundations by focusing on empathy, stakeholder management, problem-solving, and decision-making. Through interactive activities, case studies, and discussions, the sessions encouraged students to develop practical skills for effective communication, collaboration, and professional growth.

2 Opening

Opening remarks by Dr T R Dilip and Dr Suryakant Yadav were followed by interaction with Magic Bus mentors. The core theme was understanding the transition from academia to corporate culture and developing an understanding of workplace expectations.

The keynote address by Director Dr Mohanty focused on what institute graduates can offer an organisation and what they should seek from their careers.



Figure 1: Director IIPS and Sr. Prof (Shri) Dr Sanjay Mohanty, along with Dr T R Dilip and Dr Suryakant Yadav with the team from Magic Bus



Figure 2: Magic Bus mentors interacting with the students.

3 Day 1- On Transition

Day 1 focused on the transition from academia to professional and corporate environments. The central themes were **career growth, organisational culture, compensation, and effective communication**.

- **Success is a continuous journey** involving learning, adaptation, relationships, and self-awareness.
- The **Golden Circle (What–How–Why)** can help clarify career goals and motivation.
- Organizations expect **professionalism, discipline, problem-solving, stakeholder management, and interpersonal skills**.
- The **first 90 days** should focus on understanding the organization, building relationships, seeking feedback, and delivering small wins.
- Early-career growth requires avoiding comparison, entitlement, poor documentation, and overpromising.
- Understanding **CTC, gross salary, net salary, PF, statutory deductions, and benefits** is important when evaluating a job offer.
- Effective communication depends on **what the receiver understands**, not only on what the sender says.

- Communication should be adapted to managers, team members, and other departments.
- **Tone, body language, assertiveness, and listening** are as important as the words used.
- Professional communication shapes perception and can influence opportunities, relationships, and performance appraisal.

Core idea: Successful transition into professional life requires continuous learning, self-awareness, adaptability, professional communication, and taking ownership of one's career.

4 Session 1: Success and Career Growth

The session framed **success as an attempt to grow through life**, rather than a fixed achievement.

4.1 Success

- A journey, not a destination.
- Continuous learning and adaptation.
- Building and maintaining relationships.
- Self-awareness and personal growth.

4.2 The Golden Circle

The Golden Circle framework helps clarify how individuals and organizations inspire action.

What?

What do I want to achieve?

Being recognized as a problem solver and growing into a leadership role.

How?

How will I achieve it?

Collaborating effectively, leveraging my skills, and continuously learning.

Why?

Why does this matter to me?

To develop into a future leader who drives innovation and growth.

5 Understanding Organizational Culture

Entering a workplace requires a shift from an academic mindset to an organizational mindset.

5.1 Mindset Shift

- Understand the **What–How–Why** framework.
- Learn and adapt to changing organizational environments.

5.2 Organizational Expectations

- Professionalism.
- Reliability and delivery of work.

5.3 Skills That Matter

- Stakeholder management.
- Problem-solving.
- Discipline.
- Interpersonal skills.
- Giving and receiving feedback.

6 Your First 90 Days

Focus on learning, relationships, and early credibility.

1. Understand the organization's structure and culture.
2. Build rapport with your team.
3. Observe before acting and ask questions.
4. Receive feedback without becoming defensive.
5. Deliver small and visible wins.
6. Treat career growth as **self-driven**.

7 What Is an Organization?

An organization is a **group of individuals working together toward a common goal**.

8 Performance Appraisal

Performance appraisal involves three key stakeholders:

1. **Organization** – evaluates contribution toward organizational goals.
2. **Manager** – assesses performance and provides feedback.
3. **Employee** – demonstrates performance, growth, and contribution.

9 Early Career Mistakes to Avoid

- Assuming: *“This work is below my level.”*
- Comparing salaries excessively.
- Failing to document work and achievements.
- Overpromising and underdelivering.

10 Compensation

Understanding compensation requires looking beyond the headline salary.

10.1 Compensation Structure

1. Monetary compensation.
2. Non-monetary compensation.
3. Statutory compensation.
4. Equitable compensation.
5. Performance-based compensation.

10.2 Key Terms

Basic Salary: Often around 40–50% of the salary structure; PF calculations are linked to basic pay.

Gross Salary: Basic salary + HRA + special allowance.

Special Allowance: Often used as a balancing component in the salary structure.

Statutory Components: PF, gratuity, ESIC, and statutory bonus.

Net Salary: Gross salary minus applicable deductions such as professional tax, employee PF, employee ESIC, and income tax.

10.3 Deductions

Statutory Deductions

- Provident Fund (PF).
- ESIC.
- Gratuity.
- Professional tax.

Why Are Deductions Made?

- Legal compliance.
- Long-term savings and financial security.

Some deductions function as **forced financial discipline**, rather than simply being a loss of income.

10.4 CTC

Always examine the breakdown of **Cost to Company (CTC)** and the benefits included within it. The headline CTC may differ significantly from actual take-home salary.

10.5 PF: Practical Takeaway

When given an option, the session recommended choosing the **higher PF contribution**, as it creates disciplined long-term savings.

11 Communication

Communication should change according to the **setting, audience, and expected professional norms**.

11.1 Core Principle

Communication is not merely what you say; it is what the other person understands.

Communication is a **two-way process**. Miscommunication can occur because of noise, assumptions, unclear messages, or ineffective channels.

11.2 Basic Communication Model

Sender → Encoding → Channel → Decoding → Receiver

11.3 Types of Communication

1. Verbal

Use of language through speaking or signing.

2. Non-verbal

Communication through body language, gestures, facial expressions, tone, and intonation.

3. Visual

Communication through photographs, drawings, charts, graphs, and other visual representations.

4. Written

Communication through written or typed symbols and language.

11.4 How Matters

Effective communication depends not only on **what is said**, but also on **how it is conveyed**.

Important elements include:

- Tone.
- Intonation.
- Body language.
- Assertiveness without aggression.
- Choosing an appropriate communication channel.

12 Communication Builds Perception

The way a person communicates shapes how others perceive them. This can influence:

- Professional opportunities.
- Workplace relationships.
- Performance appraisal.
- Career growth.

13 Communicating With Different Stakeholders

13.1 When Reporting to Managers

- Be concise and professional.
- Show respect through appropriate language.
- Present problems along with possible solutions.

13.2 With Team Members

- Encourage collaboration and idea-sharing.
- Offer support and constructive feedback.
- Promote inclusivity and mutual respect.

13.3 With Other Departments

- Be polite and clear.
- Ask questions to ensure mutual understanding.
- Respect their expertise and role.

14 Barriers to Effective Communication

Communication barriers can broadly be classified into:

1. **Internal barriers** – arising from the individual, such as assumptions, emotions, or lack of attention.
2. **External barriers** – arising from the environment, communication channel, or organizational context.

15 Listening

Listening is central to effective communication.

- **Hearing** is the physical act of perceiving sound.
- **Listening** involves actively processing and understanding meaning.

Effective listening requires attention, clarification, and proactive engagement with important information.

16 Day 2: Workplace Essentials and Professional Growth

16.1 Brainstorming

- Case study on a train accident: students were asked to think from the perspective of the loco pilot and decide which path to take.
- Revisited key points from the previous session on salary breakdown.

17 Session 1: Communicate with Empathy

- **Activity:** Team A and Team B were given buckets of dirty and clean water respectively. Team leaders were given three questions to communicate to their respective teams and arrive at a team commitment.
- **Steps to develop empathy:** active listening, perspective-taking, acknowledging feelings, asking questions, practicing compassion.

18 Session 2: Stakeholder Management

- **Stakeholders:** Internal and External; Supportive and Challenging.
- **Why stakeholder management matters?** Success in corporate life depends on managing expectations, building trust and fostering collaboration.
- **Key steps:** Identify stakeholders → plan stakeholder management → manage stakeholder engagement → control stakeholder engagement.
- **Overcoming challenges:** focus on common goals, active listening, offer win-win solutions, validate concerns.
- Clear communication and alignment drive effective collaboration.

19 Session 3: Problem Solving and Decision-Making

- Effective problem-solving fosters productive work environment and enhances teamwork.
- **Activity:** Students were given the same set of questions and were given 2 minutes to answer: importance of assessing the situation/problem before trying to solve it.
- Identification of the right problem → determining the right time to address the problem → creating clarity.
- **Decision-making:** choosing between alternatives after consideration of relevant factors.
- **Brainstorming:** A final-year MBA student was unable to contribute adequately to a project due to personal reasons, while failure in the project could affect their career. Students were asked whether they would include the person's name as an equal contributor.
- Discussion focused on considering all perspectives and stakeholders before making a decision.
- The significance of a problem depends on its impact on the people involved.

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