



सिद्धिमुलं प्रबन्धनम्
भा. प्र. सं. इन्दौर
IIM INDORE

IIM Indore Newsletter

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Editor's Desk

Aimed at connecting the faculty, staff, students and the whole IIMI community, IIM Indore has made a modest beginning by widening the scope of its Quarterly e-Newsletter. We are encouraged to see the overwhelming response received from all the stakeholders in terms of their contribution for the current issue of the Newsletter and we are confident that our readers will continue to make valuable contributions in the future issues of IIM Indore Newsletter. You may post your contributions at newsletter@iimidr.ac.in



News at a Glance

- Publications
- CERE 2013
- Workshop on Stress Management
- Management Development Programmes
- Faculty Development Programme
- Visits and Events
 - Dr. Kalam Visits IIMI
 - PGP-RAK participants attend Wharton's Economic Summit
 - PGP-RAK participants Visit RAK Ceramics
- Jiyo Hazaribagh: A Movement
- HR Curve
- Imagination

Publications

Following are the research output details contributed by IIM Indore faculty during April-June 2013:

Conference Paper Presented/Accepted for Presentation

1. Chauhan, G. S. Corporate Financing and Stability of Fiscal Deficit in India. Presented at *World Management Conference on Emerging Issues in Management* held during May 30-June 1, 2013 at Goa.
2. Mishra, S. K. (2013). Path Linking Emotional Labor Strategies to Turnover Intention: Effect of POS. Accepted for Presentation at *Academy of Management Meeting* to be held on August 9-13, 2013 at Orlando, Florida.
3. Mishra, S. K. (2013). Transition from Physical Labor to Emotional Labor: Challenges and Opportunities. Presented at *World Conference on Emerging Issues in Management* held during May 30-June 01, 2013 at Goa, India.
4. Kumar K. K. and Mishra, S. K. (2013). Caught in a Quandary: Can Business Organizations be Both Virtuous and Competitive?. Accepted for Presentation at *Annual Meeting of the Society for Business Ethics* to be held on October 6-9, 2013, Orlando, Florida.
5. Mishra, S. and Mishra, S. K. (2013). Globalization, Technology and Cultural Transition: A Study in the Off-Shore Industry. Accepted for Presentation at *European Group for Organizational Studies Colloquium* to be held on July 4-6, 2013 at Montreal, Canada.
6. Tomar, G. and Mishra, S. K. (2013). Exploring the Process of Identity Formation among Software Engineering Students in India. Accepted for Presentation at *European Group for Organizational Studies Colloquium* to be held on July 4-6, 2013 at Montreal, Canada.
7. Uppal, N., Mishra, S. K. and Roy, D. (2013). Prior Related Work Experience and Job Performance: Moderation Effect of Fit between Personality and Organizational Culture. Accepted for Presentation at *European Group for Organizational Studies Colloquium* to be held on during July 4-6, 2013 at Montreal, Canada.

Research Papers/ Conference Proceedings

1. Pant, S., Chatterjee, A. and Jaroliya, D. (2013). E-HRM System Implementation: A Conceptual Framework. *Indore Management Journal*, 4(1), 24-35.

I International Conference on Excellence in Research and Education

IIM Indore organized the 5th *International Conference on Excellence in Research and Education 2013 (CERE 2013)* during May 9-12, 2013 in collaboration with *Tun Abdul Razak University of Malaysia*. The objective of the Conference was to encourage research in education and promote doctoral research in academic institutions. Participants had the opportunity to interact with experts from educational institutions, industry and research organizations and got directions for their research work.

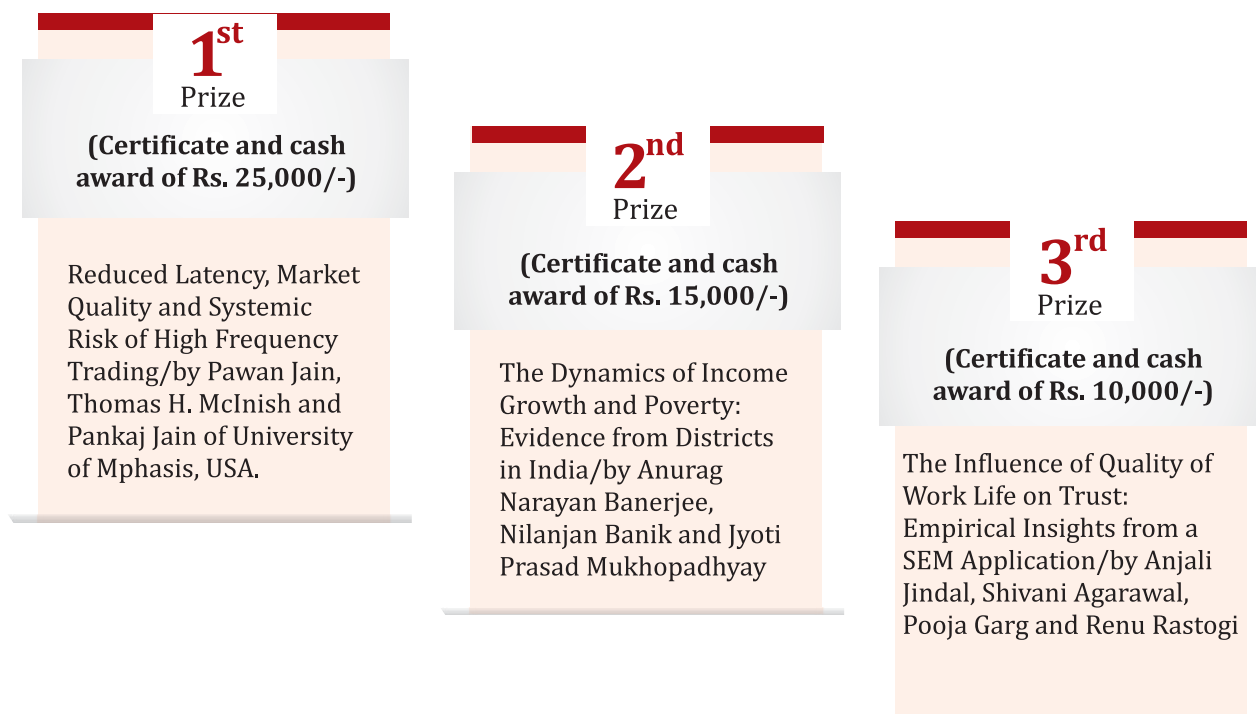
Papers were presented in diverse areas of management such as Economics, Finance, Information Systems, Marketing, Human Resources, Strategic Management, Operations Management, Business Communication, Corporate Governance, Social Issues and Education etc.

During the welcome address, Dr. N. Ravichandran, Director, IIM Indore observed that such conferences are organized to promote academic excellence, identify research problems and provide a platform for academic networking. He also observed that the participation in this conference has increased manifolds over the last few years. The keynote address was delivered by Prof Datuk Zabid, Vice-Chancellor, Tun Abdul Razak University (UNIRAZAK), Malaysia on the theme— *Transformation of Universities in Malaysia*.

CERE 2013 received overwhelming response in terms of participation and contribution of research papers. Out of 350 papers contributed by researchers from all over India, USA, Malaysia and UK, 150 papers were selected for presentations.

Dr. N. Ravichandran, Director, IIM Indore released conference proceedings volume.

To promote excellence in research, the following awards were presented to the authors of papers during CERE-2013:



FPM participant— Rajesh Sharma was the coordinator of CERE 2013.



Workshop on Stress Management

A workshop on *Stress Management through Sahajayoga Meditation* for IIM Indore community was held on April 29, 2013. The session proved to be of a great experience for all the participants as it provided useful insights for keeping oneself mentally, physically and emotionally balanced.

Apeksha Jain, Academic Associate at IIM Indore was the coordinator of the programme.



Management Development Programmes (MDPs)

The following MDPs were conducted during April-June 2013:

- April 12-15, 2013:** Management Course for Deputy Superintendent of Police Trainees for Training Directorate of MP Police
- April 29- May 8, 2013:** 2nd Management Capacity Enhancement Programme for National Project Implementation Unit
- May 18-20, 2013:** Management Development Programme for Army War College Mhow
- May 22-31, 2013:** 3rd Management Capacity Enhancement Programme for National Project Implementation Unit
- June 17-21, 2013:** Post Graduate Certificate Programme in Project Management - Batch-1, Module-3 for NTPC, PMI
- April 22- June 28, 2013:** 5th Faculty Development Programme

2nd Management Capacity Enhancement Programme (MCEP)

IIM Indore conducted 2nd MCEP during April 29-May 08, 2013. The objective of the programme under *National Mission on Teachers, Government of India* is to improve the quality of technical and managerial capabilities of institutes of higher learning in the country. IIM Indore took this initiative under the guidance of Ministry of Human Resource Development (MHRD), Government of India and the World Bank to develop and implement the Management Capacity Enhancement Programme for Faculty, Administrators, Deans, Registrars of Institutes of Higher Learning in India.

The participants who attended the programme represented prominent institutions like National Institute of Technology, Universities, Government Colleges from Maharashtra, Gujarat, Rajasthan, Madhya Pradesh and Haryana. Topics covered during the programme included Strategic Planning in Higher Educational Institutes, People Skill & Interpersonal Effectiveness, Managing Board Related Matters, Campus Management System, Financial Planning and Budgeting, Information Systems and Resources etc. The participants were also exposed to Innovation in Teaching & Research using colour chalks, developing simulation, experiential learning, case studies etc. The programme is one of the activities which IIM Indore has implemented to disseminate best academic practices to the society at large and adhere to IIM Indore's vision of a socially relevant Institute. IIM Indore's Management Capacity Enhancement programme will help the institutes of higher learning to be innovative in their teaching and research for global relevance. On the last day of the programme, the participants visited CIPLA—Asia's biggest capsule factory. Prof. Prashant Salwan was the coordinator of the Programme.



Faculty Development Programme (FDP)

Aimed at enhancing teaching and research capabilities of management educators, IIM Indore organized its 5th edition of FDP during April 22, 2013 to June 28, 2013. IIM Indore's FDP is a two-month, residential programme, specially designed for faculty members of management education and training institutes. The Programme enables the participants to develop competence in general management, understand recent advances in management research and learn to improve pedagogies, effective presentation techniques and behavioral skills to be an effective management faculty. The Programme attracted 33 participants from various streams from different parts of India and abroad.



Dr. APJ Abdul Kalam Visits IIM Indore

Former President Dr. APJ Abdul Kalam visited IIM Indore on June 12, 2013. Dr. Kalam's visit began with a group photograph with the students of Five Year Integrated Programme in Management (IPM) that was followed by a brief interaction with the children of IIM Indore community. Dr. Kalam in his opening remarks said that *'Before you do anything, stop and recall the face of the poorest, most helpless, destitute person you have seen and ask yourself, what I should do which may help him'*. Speaking on the theme *Create a Leadership: Essence of Good Governance*, Dr. Kalam advised the students to be the captain of their problems, defeat the problems and succeed in life.



Dr. APJ Abdul Kalam

Glimpses of Dr. Kalam's Visit



PGP-RAK Participants attend Wharton's Middle East Economic Summit

PGP-RAK participants attended *Wharton's Middle East Economic Summit* on the theme— *The Middle East: Emerging Challenges and Opportunities in the Economic Landscape* on March 24, 2013. The Summit was organised by *Global Interdependence Centre* in collaboration with the *Wharton Business School* and *HCT* (IIM Indore's Educational Partner in the UAE).

Minister of Higher Education & Science, United Arab Emirates, HH Sheikh Mubarak Al Nahyan was the chief guest of the event. The Summit was jointly chaired by Michael Drury, Chief Economist, McVean Trading & Investments and Prof. Bulent Gultekin, Wharton Business School. The inaugural address was delivered by Richard Fisher, President, Federal Reserve Bank of Dallas (FED).



Some of the prominent speakers included Samer Khalidi, Executive Director, NBK Capital; Hassan Fattah, Editor-in-Chief, The National; Simon Williams, Chief Economist, HSBC, Middle East; Gary Dugan, Chief Investment Officer, Asia & Middle East etc.



The participants had the opportunity of interacting with some of the prominent personalities in the field of Business and Finance which included George Tsetsekos, Dean Emeritus, LeBow College of Business; Taha M. Khalifa, Regional General Manager, Intel Corporation, Niranjana Hiranandani, Co-Founder of the Hiranandani Group, Prof. Rajeev Dhawan, Director of the Economic Forecasting Center at the J. Mack Robinson College of Business and so on.

PGP-RAK Participants Visit World's Largest Ceramic Maker

As part of their Industrial visit series, participants of PGP-RAK had the opportunity to visit RAK Ceramics on April 22, 2013. RAK Ceramics is around US\$ 1 billion global conglomerate that supplies to over 160 countries and has been officially recognised as the world's largest ceramics manufacturer with a global annual production output of 117 million square meters of ceramic and porcelain tiles, 4.5 million pieces of bath ware and 20 million pieces of tableware.

Watching the quantum of operations, process efficiency and cutting edge technology was an eclectic experience for the participants. They were taken through the entire lifecycle of ceramic tile production. The production model was explained by the staff of the Company in such a way that the participants could relate it with their operations management theory. Nitty-gritties of inventory management, cost accounting and the strategy to keep at the fore front of technology were practically understood by the participants. The level of safety and cleanliness maintained was a perfect lesson in project management— *if one takes care of people; the people take care of the company.*



PGP-RAK participants during their visit to RAK Ceramics on April 22, 2013



Zumba Basic Fitness Programme Started at IIM Indore



Zumba is one of the fastest growing and most popular exercise options in the world. The Zumba programme fuses hypnotic Latin rhythms and easy-to-follow moves to create a unique and exciting calorie-burning, body-energising fitness programme. The 1st phase of Zumba was held during May 21- June 8, 2013 under the guidance of Ishwer Chand Gupta, a renowned physical trainer of Indore. More than 60 participants from faculty, staff and families registered for the programme. Based on the popular demand of IIM Indore community, 2nd session of Zumba would be starting soon.

Jiyo-Hazaribagh- A Movement by IIM Indore FPM participant

Jiyo-Hazaribagh is a civil society initiative to protect environment, promote soil conservation, and recharge ground water table. In view of open cast mining and many coal mining projects coming up at Hazaribagh, this movement needs every citizen's support.

Team IIM Indore— Faiz Anwar, Vikas, Anjan and others got cracking on the mission of planting one lac sapling on barren land in and around Hazaribagh. Conceived as community action, the team obtained consent of various schools and other institutions like the Forest Department, paramilitary organizations like BSF, CoBRA and CRPF. The Team mobilised about 20,000 people (soldiers, school children, teachers etc.) to plant 1 lac sapling on a single day in the last week of June 2013.

Jiyo-Hazaribagh, a public movement succeeded partially to fulfil its pledge. Hundreds of fruit-bearing saplings were planted by the BSF troops on *World Environment Day*—June 5, 2013 in their campus at Meru, Bihar. It was jointly inaugurated by the DIG, A.K. Garg & Hemant Shrivastava, an FPM participant of 2009-13 batch. *Jiyo-Hazaribagh* has a Facebook page which is updated on a regular basis to keep the people informed of various activities of this movement.

IIM Indore's *eco-system and Rural Immersion Programme* played an important role in triggering this movement and inspired Team IIM Indore to initiate the movement.



HR Corner

List of faculty and staff joined during April-June 2013

Faculty

Banerjee, Pradip
Billore, Aditya
Kodwani, Amitabh Deo
Mishra, Rajhans
Sridhar, I.

Visiting Assistant Professor
Visiting Assistant Professor
Visiting Associate Professor
Assistant Professor
Assistant Professor on Contract

Staff

Abraham, Swapna
Bhawar, Urvashi
Bhawsar, KailashChandra
Choudhary, Hariram
Dangi, Rupesh Singh
Das, Sandeep Kumar
Gupta, Duli Chandra
Jingar, Ravi
Juyal, Anil Kumar
Kumar, Shailendra
Laddha, Rekha
Lorence, Alwin
Mishra, Ram Suparas
Musale, Nitika Ashok
Parihar, Manas
Pawar, ShalendraSng
Prabhu, T. K. Anand
Rao, Shyam
Sharma, Jagrati
Sharma, OnkarNath
Thomas, V. P.
Upadhyay, Sandeep Kumar
Verma, Satyanarayan

Corporate Relationship Manager (RAK, UAE)
Apprentice Trainee (Library)
Physical Training Instructor
Junior Traffic Warden
Apprentice Trainee (Library)
Executive Assistant
Junior Traffic Warden
Executive Assistant
Advisor (Finance & Accounts)
Junior Traffic Warden
Consultant Doctor
Junior Traffic Warden
Junior Traffic Warden
Executive Assistant
Officer Level - 1
Junior Traffic Warden
Corporate Relationship Manager
General Duty Assistant
Apprentice Trainee (Library)
Physical Training Instructor
Chief Engineer
Junior Traffic Warden
Junior Traffic Warden

Birthday Celebration

During April-June 2013, birthdays of 28 staff member were celebrated at IIM Indore.



Glimpses of Game Competition and Birthday Celebration

Obituary on the death of an ant found under a strategic management

Here lies an Ant in quiet repose,
When he thus passed, no one knows,
Anonymous Ant, what was your name?
Don't even know from where you came.
Did you have a happy home?

From where you left to quietly roam?
Is there a waiting family
While you explored dreamily?
When it happened, were you pained?

Before you died, was knowledge gained?
Was it sudden? Was blood rained?
By your blood, was anyone stained?
Yes, we all have a responsibility.

You came to sip our left over tea.
All I know - this sad event,
Was the responsibility of Management!

Contributed by Vinayan. J, FPM (Industry)

CASE METHOD@IIM Indore

*Throughout the year case-race would be scheduled apace;
To bring out the shrillest analyst in you,
Geared up for the life-long entrepreneurial race.*

*The chase, the hunt! For the solution to the case,
Would wrench out the canniest ace within you, for sure
The knowledge base built here at this course,
Will set you apart in all commercial hordes,*

*The solving factors for the case would be scan the current situation, twice or thrice Try
to understand the root cause of the problem first; this would be my humble advice Details,
Details, Details!!.... look everything in Details.
The given details might be disordered and diffused, that is just
a way to leave you confused!
Arrange, the details in proper format and form,*

*Kindly, extract the prime actors out of the case, which is informed Fabricate,
the profound processes evolved in the case, I Say
You're learning from the case would matter the most, I Say, I Say Learn
to build insights; out of the case,
Do not just cram & study the mechanics involved inside the case*

Building insights can help you to draw suitable actions & alternatives, to be prescribed

*The optimized action has to be chosen, from the earlier alternates, which were then described the
improvement in the current performance of the situation; can now be better ascribed. This
is the common way the management cases here in the course, can be solved and defined. However,
you are free to adapt your own ways & style;
As in solving a management case, no variables are fix or finite*

It is just that, no ideas can be left behind, please; try to think one extra mile.

Contributed by Malay R. Patel, Academic Associate