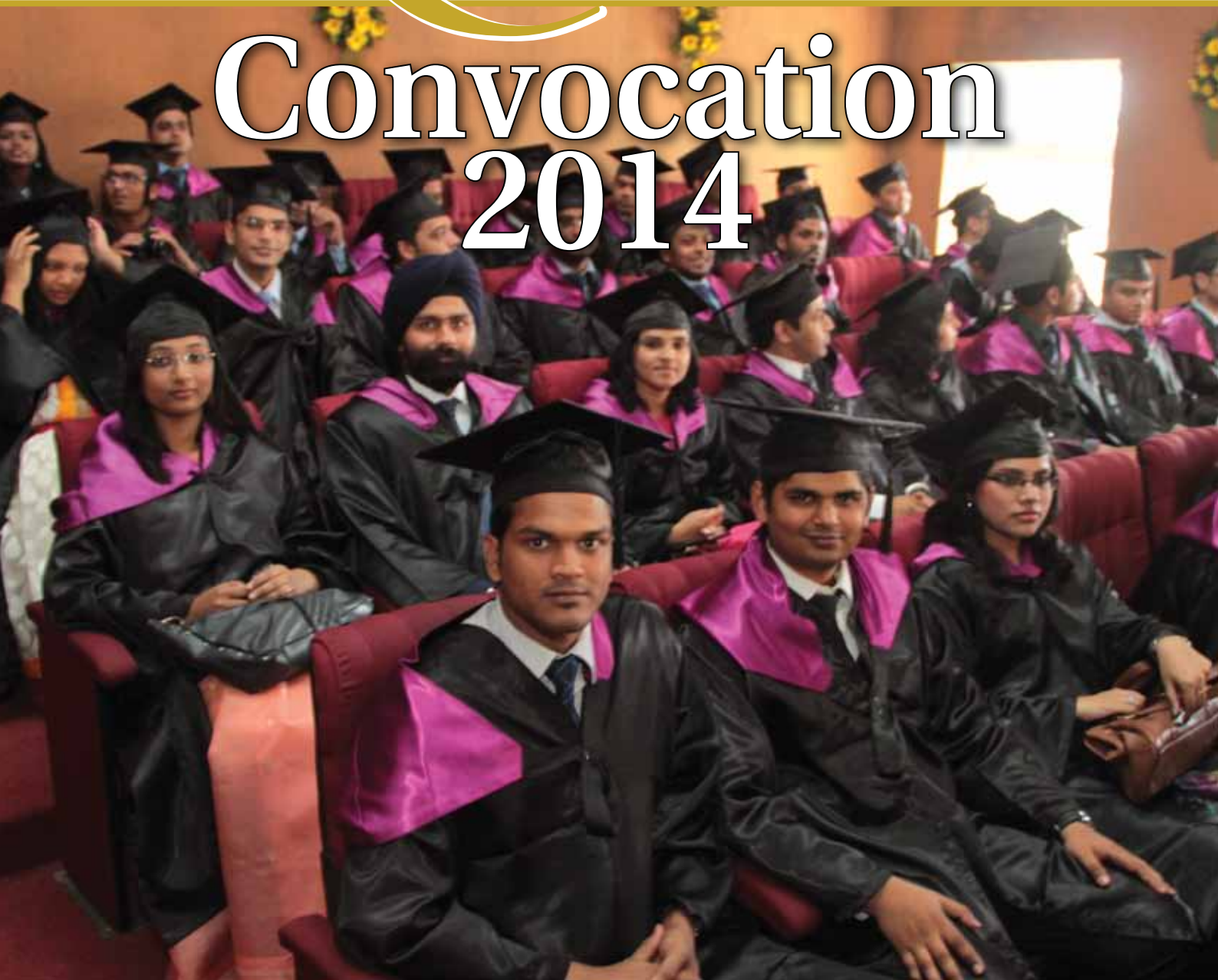


Raconteur

IIM Ranchi Quarterly Newsletter

Convocation 2014



Toastmasters



TEDx



Ranchi Premier League

“What are these fundamental principles, if they are not atoms?
Stories. And they give me hope.”

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From The Editorial Board

To the beginnings & the endings and the story contained within

“What are these fundamental principles, if they are not atoms?”
“Stories. And they give me hope.”

~Neil Gaiman

In what is estimated to be nearly 17,000 years old Palaeolithic cave paintings in Lascaux, Southwestern France, most of the images are that of large animals called “bison” and are of considerable historical interest. Besides it though there also are these tiny handprints, with paint blown all around them, often understood as the “Signature of the artist”. It’s almost as if someone is reaching across this vast expanse of time and through the stone, right to the person observing it, claiming “I was here”.

The nature of time has always left the philosophers perplexed and curious. And even if we decide not to trouble ourselves with the Byzantine theories of parallel or cyclical time, the very expanse of it on the either side of the present is mystical enough to fill us with wonder. It also poses a fundamental existential problem thinkers have wrestled with: “On a long enough timeline, what exactly survives?” The desire to find something that endures beyond all engulfing time which gobbles and assimilates in its relentless flow everything we plunge inside has always been there.

Famous existential philosopher, Jean Paul Sartre claimed in his seminal work “Nausea” that mankind finds any significance in existence through stories. To have a story one must have a beginning and an end and Sartre decimated man’s arbitrary choice of these in order to romanticize his existence, to provide it a meaning it never really had. With due respect to Sartre, a man is and will remain teller of tales. It’s the only ammunition he has against an indifferent universe. It is through these stories that we make sense of the world and we are not going to give up now. We try to find them sandwiched between the beginning and end of something as critical as a government to something much smaller in significance as two years of a B-school life.

In the relentlessly churning wheel of MBA education where one batch is replaced by another every couple of years, we search for what endures, only to realize again that it’s the stories created for ourselves that seep across time, from one batch to another, in the form of anecdotes, experiences or traditions. It may or may not preserve or engrave our identities in the explicit sense but it has the capability to weave the identities into the cultural fabric of the institute. There, captured & assimilated in the hidden cervices of this fabric, it may reach across the expanse of time like the handprint in the cave, to a student of the future batch and say: “I was here”.



JANAKI JAGAN
COORDINATOR



BHAVANA
PANDEY



PRERNA PRASAD
SINGH



JINSON CHACKO



SNIGDHA KUMAR
JHA

THE THIRD CONVOCATION, 2014

The Third Convocation ceremony of IIM Ranchi was held on April 11, 2014 at The 'Dr. Ramdayal Munda Kala Bhawan Auditorium' in Khelgaon, Ranchi. The event was presided over by Shri R.C. Bhargava, Chairman of the Board of Governors, IIM Ranchi along with Shri B. B. Chakrabarti, Director In-Charge of IIM Ranchi. Shri Aroon Purie, Chairman and Editor-in-Chief of the India Today group was the Chief Guest of the occasion and he delivered the Convocation Address.

A total of 203 students graduated this year with 109 from Post Graduate Diploma in Management (PGDM), 36 from Post Graduate Diploma in Human Resources Management (PGDHRM) and 58 from Post Graduate Diploma in Executive Management Programme (PGEXP). Shri Aroon Purie felicitated the toppers of the three batches with Gold Medals. 'Best Outgoing Students' were also awarded gold medals. Silver Medals were given to the Second Rank Holders of all streams.

Ms. N. N. S. Manogana and Ms. Megha Pranesh attained the top ranks in PGDM and PGDHRM respectively. Mr. Nipun Bansal was awarded a Silver Medal for securing Second Rank and was also awarded a Gold Medal for being the "Best Outgoing Student" in the PGDM batch. In PGDHRM stream, Ms. Pragya Joshi bagged the Silver Medal and Ms. Thatai Pallavi Venkatesan was given the "Best Outgoing Student" award.

Merchant Navy Captain, Kumar Devashish Mishra, posted at Hong Kong, secured the First Position while IOCL Deputy Manager, Rajesh Prasad secured the Second Rank in the PGEXP batch where as Maruti Suzuki Regional Manager, Anup Kumar was granted the "Best Outgoing Student" award.

In his address, the Chief Guest, Shri Aroon Purie was appreciative of the Institute's legacy of imparting superlative education when he said "I notice from your batch profile that a majority of you are graduates in engineering and technology and now that you are adding an MBA, it is a deadly combination. I am sure it will prepare you well to take up any kind of job." He went on to talk about a young India and the capability that the youth has for improving the country.

Shri R. C. Bhargava, Chairman of the Board of Governors, in the Chairman's speech, stated that the Institute continued to progress despite facing many difficulties inherent in establishing a new institute in India. He also expressed his gratitude to the government of Jharkhand for providing the land for a permanent campus in Ranchi. He also said that the increase in the number of permanent faculties would also drive the growth of the Institute. He also added, "The driver for the economy, and as importantly for creating enough jobs for the new entrants to the job market, has to be the manufacturing sector. The IIMs have not contributed much to this sector in the past. I believe it is time the faculty and the students, give a thought to this critical issue. In this way



we will also be able to fully utilize our demographic dividend and enable India to achieve its potential of becoming an economic super power."

Prof. B. B. Chakrabarti, the Director-In-Charge of the Institute briefed on the awards and activities that took place in IIM Ranchi over the last year. He talked about the various consultancy projects undertaken and workshops and training programmes conducted by the Institute. He also said to the students, "I hope that you will face the challenges with a fighting spirit and be victorious in all your future endeavors though the world outside is fiercely competitive."

All the students expressed their deep affection for IIM Ranchi and said that these were the best days in their student life.

It was also announced that from this year on, IIM Ranchi will salute its toppers by inducting their names into a 'Roll of Honour'.

ADMISSIONS

FPM

AMIT KUMAR

Area: Strategic Management

Qualifications: PGDIB (Specialization - International Management),

M.Com ., Engineering/Technology [B.E.], PGDM

Admission Criteria

PGDM

Admission to IIM Ranchi PGDM was based on the performance of candidates in the CAT, Personal Interview & Written Analysis (PI & WA) and their profiles. The PI & WA process was common to all the six new IIMs namely, IIM Rohtak, IIM Ranchi, IIM Raipur, IIM Tiruchirapalli, IIM Udaipur and IIM Kashipur.

Initial shortlisting for WA / PI Process

The initial shortlist for WAT / PI process for admission into PGDM 2014-16 batch at IIM Ranchi was based on CAT performance. The cut-off percentile CAT scores for consideration for admission are given in Table 1 below:

TABLE 1: CUT-OFF CAT SCORES

Category	No. of Candidates Called for Interview	Min. of Quantitative Data Interpretation Percentile	Min. of Verbal Logical Reasoning Percentile	Min. of Overall Percentile
DAP	156	41.42	42.21	50.71
General	4548	70.77	71.09	96.82
NCOBC	2525	63.95	63.81	81.35
SC	1447	50.52	50.51	67.53
ST	500	41.42	40.8	50.71
Total	9176			

The Consolidated Merit List (CML) was compiled on the basis of 30% of CAT score, 30% of PI Score, 20% of WAT Score and 20% of profile. In profile, there were four components - Academics, Work Experience, Academic Diversity and Gender Diversity. To have better Academic and Gender Diversity, 2 and 5 marks were given to non-engineering and female students, respectively. Out of the 9176 candidates shortlisted, 6991 candidates appeared for the interviews, 2104 received the offer and 132 candidates finally joined. Detailed information is presented in Table 2:

TABLE 2: STATUS OF CANDIDATES IN PGDM PROGRAM AT VARIOUS PHASES

Category	Candidates Called for Interview	Candidates Attended Interview	Offers Made	Initial Joinees	Withdrawals	Final No. of Candidates
DAP	156	131	75	4		4
General	4548	3503	909	71	9	62
NCOBC	2525	1916	544	43	5	38
SC	1447	1098	358	25	5	20
ST	500	343	218	11	3	8
Total	9176	6991	2104	154	22	132

Tables 3 to 7 present the distribution of 132 Students of PGDM across various parameters

ADMISSIONS

TABLE 3: GEOGRAPHIC DISTRIBUTION OF PGDM STUDENTS

States as per CAT Data	PGDM Students	States as per CAT Data	PGDM Students
Andhra Pradesh	19	Kerala	4
Arunachal Pradesh	1	Madhya Pradesh	2
Bihar	3	Maharashtra	16
Chandigarh	2	Orissa	6
Chhattisgarh	3	Punjab	2
Delhi	10	Rajasthan	5
Gujarat	1	Tamil Nadu	7
Haryana	6	Uttar Pradesh	9
Himachal Pradesh	1	Uttarakhand	1
Jharkhand	11	West Bengal	16
Karnataka	7		

TABLE 4: WORK EXPERIENCE OF PGDM STUDENTS IN MONTHS

Experience	PGDM Students	Experience	PGDM Students
0-5	63	36-41	6
6-11	7	42-47	2
12-17	11	48-53	2
18-23	13	54-59	1
24-29	17	60-65	1
30-35	9	Total	132

TABLE 5: GENDER DIVERSITY OF PGDM STUDENTS

Gender	PGDM Students
F	42
M	90
Total	132

TABLE 6: BACHELOR DISCIPLINE OF PGDM STUDENTS

Bachelor Discipline	PGDM Students
Arts/Humanities	1
Commerce/Economics	5
Engineering/Technology	117
Management	2
Medicine/Dentistry	2
Pharmacology/ Pharmacy	2
Science	2
Others	2
Total	132

ADMISSIONS

TABLE 7: DISTRIBUTION OF HSC, SSC AND CAT PERCENTILE OF PGDM STUDENTS

Number of PGDM Students in the Class Interval			
Class Interval	HSC Marks (%)	SSC Marks (%)	CAT Percentile
45-50	1	0	0
50-55	1	0	4
55-60	0	1	0
60-65	1	0	1
65-70	3	2	4
70-75	8	1	6
75-80	16	9	9
80-85	34	22	10
85-90	39	46	20
90-95	22	47	13
95-100	7	4	65
Total	132	132	132

PGDHRM

For PGDHRM Program an advertisement was put in national newspapers. Out of the 1,818 candidates that applied for the program, 1040 were shortlisted for interviews. This shortlist was based on CAT performance, work experience and bachelor's degree. Category-wise details of candidates applied and were shortlisted are given in Table 8 below:

TABLE 8: CATEGORY-WISE DETAILS OF CANDIDATES FOR PGDHRM PROGRAM

Category	Number of Students applied	Shortlisted for Interview
DA	1	1
General	1305	566
NC-OBC	257	238
SC	226	209
ST	29	26
Total	1818	1040

The Consolidated Merit List (CML) was compiled on the basis of 20% of CAT score, 35% of PI Score, 20% of WAT Score and 25% of profile. In profile, there were four components - Academics, Work Experience, Academic Diversity and Gender Diversity. Out of 1040 candidates shortlisted, 734 candidates appeared for interview, 112 were Should be offered admission and 39 candidates finally joined. Detailed information is presented in Table 9 below:

ADMISSIONS

TABLE 9: STATUS OF CANDIDATES IN PGDHRM PROGRAM IN VARIOUS PHASES

Category	Candidates attended Interview	Offers Made	Initial joinees	Withdrawals	Final No. of Candidates
DA	1	1	1		1
General	403	48	25	6	19
NC-OBC	165	32	14	4	10
SC	147	15	7		7
ST	18	16	3	1	2
Total	734	112	50	11	39

Table 10 to 14 present the distribution of 39 Students of PGDHRM across various parameters

TABLE 10: GEOGRAPHIC DISTRIBUTION OF PGDHRM STUDENTS

States as per CAT Data	PGDHRM Students
Andhra Pradesh	4
Assam	1
Bihar	2
Delhi	3
Haryana	2
Jammu and Kashmir	2
Jharkhand	2
Karnataka	3
Kerala	1
Maharashtra	6
Puducherry	1
Tamil Nadu	2
Uttar Pradesh	7
Uttarakhand	1
West Bengal	2
Total	39

ADMISSIONS

TABLE 11: WORK EXPERIENCE OF PGDHRM STUDENTS IN MONTHS

Experience	PGDHRM Students
0-11	11
12-23	12
24-35	14
36-47	1
60-71	1
Total	39

TABLE 12: GENDER DIVERSITY OF PGDHRM STUDENTS

Gender	PGDHRM Students
F	27
M	12
Total	39

TABLE 13: BACHELOR DISCIPLINE OF PGDHRM STUDENTS

Bachelor Discipline	PGDHRM Students
Commerce/Economics	1
Engineering/Technology	36
Management	1
Science	1
Grand Total	39

TABLE 14: DISTRIBUTION OF HSC, SSC AND CAT PERCENTILE OF PGDHRM STUDENTS

Number PGDHRM Students in the Class Interval			
Class Interval	HSC Marks (%)	SSC Marks (%)	CAT Percentile
45-50	1	-	-
50-55	0	-	1
55-60	0	-	-
60-65	1	-	3
65-70	1	1	3
70-75	1	2	-
75-80	9	3	2
80-85	10	8	5
85-90	8	11	3
90-95	7	14	16
95-100	1	-	6
Total	39	39	39

“If Winter Comes, Can Spring Be Far Behind?”



P. B. SHELLEY

As the numbing winter chill recedes, nature sets in motion a phase of rejuvenation and revitalization. Across the world, this event is marked by festivals that celebrate the homecoming of spring. In continuance with that long standing tradition, Indian Institute of Management Ranchi (IIM Ranchi) invited students from top B-schools of the country to be a part of its annual management spring fest, Arcenciel 2014.

The event brought together the future leaders of the business world on an interactive platform. Here, many ideas which are otherwise neglected, got the recognition they deserved while passion conquered all.

With participation from over 60 B-schools, Arcenciel 2014 was bigger, better and more vibrant than its pre-cursor held last year! With eight never-before seen events and prizes to the tune of INR4,00,000, participants of Arcenciel were brimming with unparalleled excitement.

Here's a glimpse of some of the events:

Guesstimate Knights - was the flagship event of Conundrum, the consulting club at IIM Ranchi. It was a one of a kind team event where teams from different B-Schools got a chance to test their analytical skills in a time crunch. The event mirrored questions frequently asked in most campus interviews.

With an eye on the recent Lok Sabha elections, Conundrum held an interesting event called Politburo- a first of its kind professional political consulting opportunity for the

students. Political Consulting is an up and coming domain especially with parties beginning to realize the importance of marketing campaigns in their success. The event was a unique test of the student's mettle in macro-economics, marketing and strategy.

Sankalp - Net Impact Case Study Competition was organized by Samarpan, the CSR club of IIM Ranchi. It solicited from participants a business case presentation in the areas of CSR, Education, Environment, Hospitality Management and Agriculture.

Marcase- the flagship event of Marquess the marketing club at IIM Ranchi, was a two stage case study competition. In the first round, participants were given 2 mini caselets to analyze. While one caselet needed the participants to create a service blueprint design for an organisation, the other was Value Chain Analysis. In the next round, the selected teams were provided a new case in which they were required to come up with the 'Complete Branding and Positioning Strategy' for a firm.

E-Cell at IIM Ranchi is dedicated to the cause of promoting entrepreneurship. In their endeavour to encourage and nurture the culture of entrepreneurship in the society, the club organized **Veni Vidi Vici** - the event aimed at solving live problems faced by various NGOs through entrepreneurial ideas and was a social entrepreneurship challenge. It was an opportunity for the students to suggest ways to improve systems, invent new approaches and create solutions to change the society for the better.

Sankriya - The Operations Club @ IIM Ranchi presented a unique opportunity to exercise both sides of the brain simultaneously and win grand prizes in the process! The participants were asked to take up any basic concept from Operations Management, new or old, and make a short movie out of it. The major judging criteria were the unconventionality, creativity and ease of understanding the concept.

Organizations today are waiting eagerly for polished managers to arrive and storm their board rooms with innovative ideas and their intellectual insights. This was the thought behind **Vorstand**, organized by the IIM Ranchi HR Club. The event witnessed management students entering the corporate world with a real industry problem in hand and their challenge was to convince the Board of Directors.

“Prize is what you pay. Value is what you get”. The Finance Club of IIM Ranchi organized **Plutus'14**, a valuation challenge where teams from the top B-Schools of the country fought it out to win INR 30,000 and demonstrated their skills of capital management and value-investing. Participants were given a sector to analyse with the target to build an investment thesis on the sector.

True to its name, Arcenciel (which literally means an arch in the sky or rainbow in French) was a unique confluence of several stimulating events that encompassed the panorama of learning in a B- school. IIM Ranchi looks forward to hosting such unique and engaging events in near future!

EVENTS ORGANIZED



Toastmasters chartering ceremony

On 8th March 2014, Indian Institute of Management Ranchi (IIM Ranchi) became the first Business (B) School of Jharkhand to have an affiliation with Toastmasters Club (TI), a non-profit educational organisation that operates clubs worldwide for the purpose of helping members improve their communication, public speaking and leadership skills. The global club offers a programme of communication and leadership projects designed to help people learn the arts of speaking, listening, and thinking.

On the occasion of the chartering ceremony of the club a knowledge sharing session on **Public Speaking and Leadership Skills** was organized, headed by Janaki P Pattanaik, Division Governor of District-41 of Toastmasters

International. About 60 students comprising 10 students from Birla Institute of Technology (BIT) Mesra and Xavier Institute of Social Service (XISS), along with 50 students from IIM Ranchi itself participated in the event. The ceremony began with a Judging Workshop by Janaki Pattanaik and was followed by the chartering ceremony where Janaki Pattanaik awarded the members of the club the certificates. The club also conducted a meeting to show the general public the manner in which the Toastmasters club meetings are conducted. The theme of the meeting was 'Women are the Real Architects of the Society' to honour and give respect to the women of the country on Women's day.

President of this Club, Priyanka Samaddar who is also a student of Post Graduate Diploma in Human Resource

EVENTS ORGANIZED



Management said that IIM Ranchi got the opportunity for this affiliation due to its 'holistic approach' towards academic development. The students of IIM Ranchi chartered this club believing it to be the greatest investment they could make in themselves. The members conduct meetings with a learn-by-doing approach to hone their speaking and leadership skills.

There are about six learning phases. The duration of this programme depends on the grasping power of the participant. It includes 'seminars and conferences' as well besides the regular training sessions. "In Jharkhand a similar club is running successfully at Indian School of Mines (ISM), a renowned engineering college," Priyanka said. With a new batch joining the institute soon, the Toastmasters Club is expected to grow from strength to strength.



EVENTS ORGANIZED



TEDxIIMRanchi `14

The stage buzzed with a panoply of ideas. Manifesting in the form of music, dance, technical innovations and social reforms, the ideas made their way into the hearts and minds of the audience attending TEDxIIMRanchi. Into its third year in 2014, TEDxIIMRanchi is a TEDx event hosted by IIM Ranchi where x stands for an independently organized TED event. True to the spirit 'Ideas Worth Spreading' of TED conferences that provide a platform to bring together people from three

worlds: Technology, Entertainment and Design, IIM Ranchi has been hosting a number of national and international speakers who have realized their vision in a variety of fields including policy making, social activism, entrepreneurship, media, arts, public administration and other such diverse disciplines. IIM Ranchi is the first B-school in India to get a level-2 licence which grants it to host more than 100 attendees.

This year, with the theme 'Beyond Conformity',

EVENTS ORGANIZED

TEDxIIMRanchi sought to focus the exchange on boundaries that limit our perspective, vision and creativity essential to transcend them. The speakers belonging to a plethora of fields were invited, which included eminent dignitaries like Mrs. Brinda Karat –Member of Rajyasabha and a prominent campaigner for gender issues, Mr P.P. Sharma- ex Chief Secretary of Jharkhand, Mr. Varad Pande- Officer on Special Duty (OSD) to India’s Minister for Rural Development, social activists like Dr. Medha Samant, Mr. Harsh Mander and Swami Sarvapriyananda, entrepreneurs and innovators like Mr. Myshkin Ingawale and Mr. Anand Damani, Carnatic Singer Vijyalakshmi Subramaniam and Bollywood Actress Diya Mirza to share their own interpretation of the theme.

Brinda Karat defined non-conformity as a driver to social change, an antithesis to the status quo that exists in our society. She also extended the theme to conceptualize the notion of “Modern Women” and their need to break away from the trappings of traditions. Myshkin Ingawale, an Electrical Engineer from Maharashtra, who came up with a novel idea of cheap biomedical equipment designed to bring down the cost of pathological diagnostics, gave a glimpse into his innovations whereas Tulsi Avtar Tathagat of Patna shared his experience of coming under the limelight as the youngest physicist holding a Guinness World Record for passing school finals at the age of nine and holding a PG degree at 14, Tathagat talked about his struggles with the legal restrictions to appear for the examinations.

Emma Dawson Verghese, the London based author, dissected non-conformity into its constituent elements and brought forth the contradictions through which it manifests itself. “In order to go beyond conformity, we must understand and live through it”, she underlined her address. Vijyalakshmi Subramaniam had the audience absorbed and singing along with her ‘The Carnatic Sangeet’ along with her and Diya Mirza won hearts with a candid and touching account of alcoholism and its implications in the Indian context.

A well decorated stage with brilliant props like motorbikes and bicycles made of cane and rectangular hanging frames with an angel fixed atop one of them added to the aesthetic value. Perfect lighting arrangement and brilliant crowd management was what made the event world class. In keeping with the standards of the speakers, Kavita, a first year student, enthralled all with her sand art show in which she depicted the story of Paramveer Albert Ekka’s life. The event came to a cathartic end with a band performance by Swaratharma. With detailed & careful planning and sustained efforts around the year TEDxIIMRanchi as a stage has only grown bigger in scale and with that anticipation from the next year rose as well.

It’s a challenge every student of IIM Ranchi looks forward to.



EVENTS ORGANIZED



Ranchi Premier League

Study Hard, Play Harder

@ IIM Ranchi !

IIM Ranchi has got umpteen cricket enthusiasts who keep their passion for cricket alive even in the hectic B-School life they lead here at Ranchi. The Sports and Cultural Committee (popularly known as the SnC) of IIM Ranchi leaves no stone unturned to ensure that it provides the right platforms for students to showcase their talents. Ranchi Premier League- an intra-college cricket tournament was organized by the SnC in order to bring all cricket lovers together. The

tournament was conducted in a format similar to IPL where teams were bought and players were bid for.

The redundant owners of each team had to invest Rs.8000 while aiming to multiply their investments as prizes worth Rs. 48000 were up for grabs! – Rs.32000 for the winning team and Rs. 16000 for the runners up. Moreover, there were separate cash prizes for the Man of the match, the Highest Run Scorer and the highest wicket taker.

It was interesting to watch the team

owners strategizing their stakes while bidding for the players they thought would get them the coveted winner's title. Bidding involved allocating each team owner a limited number of virtual points which could be used to buy players for their teams. While some were risk-takers betting almost all of their points on a handful of stars, others cushioned their risks by creating a well-balanced portfolio containing players with different skill-sets.

RPL emerged like a mini-fest for

EVENTS ORGANIZED

all the sports-lovers of the institute. Owing to the lack of time due to regular classes, many of the matches were scheduled at 6 am in the morning. The spirit of the tournament was such that the players as well as fans would wake up early in the morning despite their busy schedules. The late night studies and project submissions did not hold them back.

Being an initiative taken by management students, it was delightful to watch how wonderfully the whole tournament was organized in a constrained setting.

Eight teams participated in the tournament- The Fight Club, Hurricane Hunters, Mahan Cricket Dal, DhurandarDabang, Swasthik Maniacs and Berserkers United. The teams were divided into two pools out of which the semi-finalists were selected to compete against each other. The brand ambassadors upheld the flags of their respective teams while each team strived to establish a strong brand image and to gather a loyal fan following. Updates of each match were posted on a dedicated Facebook page rightfully named Dharmyuddh!

The teams seemed like clans branching out from a religion that unites many- Cricket!

Team Berserkers Unites emerged as the winner while team Dhurandar Dabang was the runner up. Both the teams displayed excellence throughout the tournament. Though the winners were few, all agreed that RPL was a great way to break the monotony that sets in for students juggling classes, presentations and projects as a part of their daily routine. RPL was just another example of how students make sure that life at IIM Ranchi is never drab!



STUDENTS' ACHIEVEMENTS

Workshop

Entrepreneurship is living a few years of your life like most people won't, so that you can spend the rest of your life like most people can't.

While most B-school students are in a rush to grab plush job offers and get a taste of the fascinating corporate life, there are still a handful of students who give up all this to pursue something they consider more exciting. Those who are driven by a desire to build something from scratch and have a passion for watching an idea take its shape, Entrepreneurship runs in their veins. What it needs is a opportunity to express itself.

The E-cell of IIM Ranchi in collaboration with Tata and NEN (National Entrepreneurship Network) hosted an intensive one-day workshop on 17th November 2013. Tata First Dot is a revolutionary pan-India event dedicated solely to the purpose of development of entrepreneurs and entrepreneurship. Students from various institutes from in and around Ranchi participated in the workshop conducted at IIM Ranchi.

The workshop was driven by Professor Kaustabh Dhargalkar, who ran his own 'Machine Tool Manufacturing Unit' for 15 years before diving into academics. He conducts regular workshops on design thinking, idea generation & concept prototyping at Welingkar Institute of Management. Professor Dhargalkar helped the

participants gain crucial insights into investors' perspectives on successful start-ups. Participants also learnt the effective use of frameworks to assess different opportunities and translate them into winning business plans.

The lively session by Professor Dhargalkar was followed by an equally interesting panel discussion focusing on sharing and addressing the key challenges faced by start-ups in India. The panel members consisted of Amitava Bakshi, Chief Procurement Head at Tata Steel and two young entrepreneurs Shadab Hassan and Kamlesh Chauhan. Shadab Hassan, an alumnus of BIT Mesra, had a truly inspiring story to share with the participants of the workshop. Shadab is the Director of H.H. High School Brambe which imparts quality education to more than 500 underprivileged students. The school runs various initiatives to engage the country's youth in spreading awareness about the importance of education in rural areas. Another budding entrepreneur Kamlesh Chauhan, the Managing Director of Pioneer B-Factory Consultancy and Services Private Limited, accompanied Shadab. Pioneer B-Factory is a professional training and management preparation firm running across three verticals: B-school

entrance preparation, law entrance preparation and soft skill development. The four panelists including Professor Dhargalkar discussed the various issues faced by start-ups in India and brainstormed on ways to tackle them. Amitava Bakshi, who has more than 20 years of experience in Tata Steel operations, gave insightful opinions on various questions posed by the panellists and the audience.

Following the panel discussion, two student entrepreneurs from IIM Ranchi showcased their ventures: Todo- a T-shirt design firm and Socialredirect.com- a social media marketing firm. This was an open mentoring and peer learning session which provided deeper insights into transition from ideation stage to venture creation stage and various challenges faced during and after venture establishment.

Most participants stated that their overall experience was enlightening and that it was a Sunday well utilized. The Entrepreneurship-cell of IIM Ranchi was overwhelmed by the feedback received from the audience and the club endeavours to host similar events in future in order to serve as a learning platform for budding entrepreneurs in the region.

STUDENTS' ACHIEVEMENTS

IIM Ranchi Students Battle it out in RPG Blizzard 2.0

Students of IIM Ranchi cheered in blue and white as RPG blizzard hit the Institute. RPG Blizzard- 'Campus Experts' is an annual case study challenge held across top B-schools of India. Each year, it beckons young minds of the country to tackle business challenges, thus engaging them in a productive brainstorming session.

Students of IIM Ranchi battled it out through various rounds of the case study competition and brought forth solutions and ideas for case studies dealing with major management domains of Marketing, Finance, HR and Strategy. The jury from RPG included Mr. Saurabh Sood, Senior Manager, KEC Int'l Ltd; Mr. Ranjan Sarkar, GM-HR, Ceat Ltd. and Mr. Indrojit Saha from the HR Group of RPG.

The winners- Team Blitzkrieg (Manogana Narayanam, Nishant Chauhan and Rasa Rahul) bagged a prize money of Rs.50,000/- while the runners up-Team Iguanas (Pulkit Bohra, Pulkit Mathur and Tarun Gupta) won Rs.20,000/-. RPG also awarded Dilleswar Rao, winner of 'Brand it' - a poster design competition and Nitish Jain, winner of weekend online quiz hosted by the company.

Overall, the whole event was a great learning opportunity for the students and resulted in creation of a large pool of ideas for RPG enterprises.



STUDENTS' ACHIEVEMENTS

The academic session 2013-14 witnessed remarkable performances by the students of IIM Ranchi at various notable country-wide contests. The students upheld the flag of IIM Ranchi in several competitions and proved that classroom lessons when taken beyond the four walls, can do wonders

SOME OF THE NOTABLE ACHIEVEMENTS ARE:

Event	Winner(s)
Philips India Campus Journos Week 3	Sandeep Kumar, Praveen Shekhar Ronak Johari
Operation Chariot, an inter B-school operations event	Runner-Ups Debasish Sethi Shashidhar Boga
RPG Blizzard 2.0	N N S Manogana, Rasa Rahul Nishant Chauhan
RPG Blizzard 2.0 Brand it!	Dilleswar Rao
Philips India Campus Journos Week 2	Vikash Kr Bhagat
Athlos 5.0 (XIMB Sports Fest) winner in Athletics & Carrom	Vikash Kr Bhagat & Vineet Rai
L.I.M.E. - National WILD Card Entry	Finalists Prateek Jaiswal, Ron Babu John Vikram Keerthi
MAXIM(OTDC)- powered by TATA Steel at XIMB	3rd Prize Winners Ram Jaiswal, Saurabh Dhotre
Mahindra War Room Season 6	National Champions Nipun Bansal, Venkatesh Kumar R Priyank Deshmukh, Archan Rawell
Mahindra AQ (Auto Quotient) East Zone	Finalists Archan Rawell, Anirudh
Strategy White Paper Competition- XIMB's Flagship Consulting & Strategy Conclave	2nd Prize Archan Rawell
Athlos 5.0(XIMB Sports Fest) Chess	Best Player Saket Kamboj
Athlos 5.0 (XIMB Sports Fest) Chess	2nd Position Saket Kamboj, Mohit Rathi Ravi Ranjan Soren, Ranjith
Infosys Ingenious	Pallavi Srivastava Gurtej Singh Chopra, Gaurav Verma Ankur Krishna, Akshat Gupta Randeep Singh Brar

STUDENTS' ACHIEVEMENTS

Industrial Relations Research Paper Presentation Competition, amongst more than 100 entries, at the 6th National Industrial Relations Conference (XLRI, Jamshedpur)	First Prize Yashwant Singh Yadav
Deloitte - Maverick "Be The One" Challenge	Winner (East) DilleswarRao
Among 560 participants in "Corporate Catalyst" (Valuation Challenge) at Intaglio, International Business Festival of IIM Calcutta	2nd prize Anirudh Prakhya, Mihir D Mehta Saurabh Jain
VirBela Business Simulation Event (Global)	3rd prize Jubin Goyal
Deloitte - Maverick "Battle of the Bands" - National Level (Eastern Region)	2nd Winner Aditya Singh , Russell Warjri Sumit Anand, Vivek Tomar V Ganesh
OPJEMS National Scholarship	Anmol Sikka
Call for Arms: An Inter B-school event by IIM Lucknow	Finalist Aishwarya Krishna, Preeti Kumari
First Awanish Dev Memorial Lecture, Organized at XISS, Ranchi by Maruti Suzuki India Ltd.	Student Panelis Akshat Gupta
Kamyab Strategist contest by Biz Research Labs for recommending growth strategy	First Runner up Nipun Bansal
TATA Motors_Mindrovers season3, 2013 competition	Ranked 13th in finals Gaurav Raj, Ashish Raj
LatentView's Data Premier League (Analytics Challenge)	Randeep Singh Brar
Ensemble XLRI, Frames 2013	Winner Ainsteena Martin
Selected for final round during EMergeon, a national Operations event conducted by Great Lakes Institute of Management, Chennai	In top 5 teams Ejaru Sagar
Pan-India Business Quiz organized by IIM Rohtak	First Runner up Shivang Ganatra Nagarjuna Dheram
Pan-India HR Event Gladius, IMI New Delhi	Finalists Shivang Ganatra Pragya Priyadarshani Nirbhay Bhandari

STUDENTS' ACHIEVEMENTS

Pan-India HR Case Study event DecipHR, IIM Shillong	<u>Finalists</u> Shivang Ganatra, Pragya Joshi
SRIJAN, Case Study event of HR and LR fest MANTHAN 2014 of TISS, Mumbai	<u>Finalists</u> Kaustabh Hazarika Devanshu Wadhawan
Leadership Summit - Vision 2020, IIM Ranchi	<u>Winners</u> Pulkit Bohra, Nitansh Platia Diptesh Mallick
North Zone Campus Round, Mahindra War Room	<u>Winners</u> Pulkit Bohra Pulkit Mathur Tarun Gupta Mudit Jain
Deloitte Maverick	<u>Finalists</u> Pulkit Bohra Pulkit Mathur Tarun Gupta
Microsoft Talent Hunt	<u>Winner</u> Abhinandan Narayan
In Quizitive Quiz, IIFT Delhi	<u>Runner -ups</u> Abhinandan Narayan Jyotsna Singh
Campus Experts, RPG Blizzard 2.0	<u>Runner -ups</u> Pulkit Bohra Pulkit Mathur Tarun Gupta
Mahindra War Room, North Zone Campus Round	<u>Runner Ups</u> Pulkit Bohra Pulkit Mathur Tarun Gupta Rahul Gupta
Benchmark Six Sigma	<u>Campus Winner</u> Pulkit Bohra Anshuman Bharati Abhijeet Yadav R Saravanan
HULT International Prize Competition conducted by Bill Clinton Foundation	<u>Regional Finalist (Dubai)</u> Pulkit Bohra Nitansh Platia Anshuman Bharati Rohit Agarwal Shobhit Saxena

STUDENTS' ACHIEVEMENTS

IIM Calcutta Carpe Diem, Joka Idol, Duet, Winner	<u>Winners</u> Deborah K Belho Russell J Warjri
Marketing Article writing competition organized by LIBA	<u>1st Prize</u> Archan Rawell
Flagship event "Olympus" of IIM Calcutta sponsored by TAS	<u>Runner-Up</u> Ankur Saurabh
Winner, flagship event of IIM Shillong sponsored by PGTI (official governing body of Golf in India)	<u>1st Prize</u> Ankur Saurabh Anuj Kumar Verma
Stock Mogul, trading competition, NMIMS	<u>Winners</u> Ankur Saurabh
Fin-trading competition, XIMB-Bhubaneswar	<u>PPI</u> Ankur Saurabh
Trade Mogul event, Futures First	Ankur Saurabh
SPJIMR, Mumbai, strategy event	<u>Runners-up</u> Abhijeet Yadav Ankur Saurabh Subha Mookherjee
Mbaskool.com, Article writing competition	<u>Certificate of Appreciation</u> Ankur Saurabh
Athlos 5.0(XIMB Sports Fest) Carrom	<u>Second Position</u> Vineet RAI Vikash Bhagat
Tata Mindrover Season 3	<u>Among top 15 teams</u> Ashish Nimje Sourav Roy
Neetishastra' 13 by IIM Indore	<u>Ranked 11</u> Nachiketa Sharma Sourav Roy Zeeshan Ali
pan-India HR Case Study competition, IIM Kozhikode	<u>Finalists</u> Shivang Ganatra Manas Pratim Bora Leena Handique
National-level HR Case Study competition, IIM Raipur	<u>Finalists</u> Shivang Ganatra Parul Katyal

STUDENTS' ACHIEVEMENTS

Pan-India HR Competition, FMS Delhi	<u>Finalist</u> Shivang Ganatra Parul Katyal
Aroma Foods Pvt. Ltd.(Ranchi). Competition was organized by Consulting Club (IIM Ranchi)	<u>Live Project</u> Hila Jimosaya Vellanki Kishore
NTPC Electron Quiz-2012	<u>National Finalist</u> Debasis Sahoo Ankur Krishna
NTPC Electron Quiz-2012	<u>National Finalist</u> Prमित Agrawal Zeeshan Ali
Tata Crucible Regional Jamshedpur	<u>Runner Ups</u> Prमित Agrawal Jubin Goyal
All India rank 13 Flip national challenge 2013 Wealth management certification exam	Priyesh Thakur
ELAN IIT Hyderabad Entertainment quiz	<u>All India 13th Rank</u> Jinson Chacko
IIT Kharagpur Spring Fest - Sports quiz Olympique	<u>Runner Ups</u> Jinson Chacko
IIM Calcutta - Carpe Diem - General Quiz	<u>Runner Ups</u> Abhishek Tripathy Saurav Mukhopadhyay Jinson Chacko
Gameathon - Counter Strike - Panache, XISS	<u>Winners</u> Hemanth Kumar Banda Vinay Srikanth Bizza Sandeep Kota Dominic Lal Nachiketa Sharma
Winners - Marketing Marshal, Panache- XISS	<u>Winners</u> Prateek Jaiswal Chahat Ranga Areef Syed, Nachiketa Sharma

22 The baton is now in the hands of the coming batch and IIM Ranchi hopes that this winning streak will continue.

STUDENTS' ACHIEVEMENTS



INTERNSHIP EXPERIENCE

Internship Experience on District Disaster Management Plan

While exciting & thrilling, placement months in a B-school have their ups and downs. Here at IIM Ranchi, as summer internship placements were at their peak, some of the students were disappointed at not making it to the elite companies that visited the campus.

In due course though patience and resilience pays off, 17 PGDM students of IIM Ranchi got selected for a project quite unusual for IIM students: To design and develop disaster management plans for all the 24 districts of Jharkhand. Hired by State Disaster Management Authority (SDMA), working in tandem with United Nations Development Program (UNDP), these students explored uncharted territories. Most of the districts never had a disaster management plan (DDMP) ever. It demanded a detailed study constituted of field visits.

Due to parliamentary elections, internship began from 21st May, 2014. Apart from an introductory session by Mr. Arun Kumar Singh IAS, Chief Secretary, Disaster Management Department, Jharkhand Govt, students went through an extensive training of a month under the guidance of Col. Sanjay Srivastava & Mr. Dileep Kumar. Lots of eminent dignitaries from different departments of Jharkhand appraised them with their department related disasters. Most notably, they underwent a week-long session with National Institute Disaster Management professors Dr. Anil K. Gupta & Ms. Sreeja S. Nair.

In the second month of internships, students were ready for field work and were received by their respective District Administrations and updated about the different disasters possibilities. District Collector (DC) conducted 3 meetings with different blocks BDOs, COs, departments' heads and industry safety officers. They obtained advice from the Army and different industry experts on the topic 'how to mitigate disasters' and create a series of awareness for "AamAadmi". An immediate response system (IRS) was created which would work as a chain of command during emergencies to avoid any scuffle.

Interns gained versatile exposure to disaster related concerns while visiting different industries like TATA Steel, Jindal, CCL, Usha Martin etc., crisis suffering villages (elephant menace, floods, and droughts), and vulnerable sites. They met different department's heads (25 and more) to collect the district related data and tried to understand how they facilitate during any emergency. Data collection was a part of pre-planning strategies for any emergency.

Challenged by plenty of glitches and surprises that made the work quite stressful at times, students came through enriched by the experience; finding bottlenecks and gaps which were documented in the plan as recommendations.

The final draft turned out to be exemplary and IIM Ranchi interns received praises from the state & district authority as well as media. Local media did an extensive coverage of their reports and visits. In the end it turned out to be another case of student representation IIM Ranchi is proud of.

PUBLICATIONS AND CONFERENCES

Publications And Conferences

Prof. Anand

Presented a paper titled “A Study of Sources of Information Content of Analysts’ Estimates of Accounting Earnings” at the India Finance Conference 2013, jointly organized by IIMA, IIMB, IIMC and held at IIMA (Dec.18-20, 2013).

Prof. Bijaya Mishra

“Organizational Learning and Work Engagement: A Study of an IT Organization” published in the (Co-author: Prof Uday Bhaskar), Indian Journal of Industrial Relations, Jan.2014.

Presented a paper on “Impact of learning organization attributes on organizational performance: A study of an Indian PSU”, IAM-2013 Conference held at IIM Ahmedabad on 12-14 Dec, 2013 and published in the Conference proceedings of IAM 2013.

Prof. Mousumi Padhi

“Impact of Spirituality, Religiosity and Method of Compensation on Ethical Behaviour of Employees”, Global Conference on Managing in Recovering Markets at MDI, Mar.5-7, 2014.

Prof .Sasadhar.Bera

Paper presented titled “Integrating a Modified Desirability Function Approach and Ant Colony Strategy to Solve Two-stage Multiresponse Optimization Problem” (Co-author: Indrajit Mukherjee), International Conference on Industrial Engineering and Operations Management (IEOM), Bali, Indonesia, Jan.2014 ((Pp.1895-1903).

Paper presented on “A Mahalanobis Taguchi System-based Approach for Correlated Multiple Response Process Monitoring” (Co-authors: Sagar Sikder, Indrajit Mukherjee, Subhash Chandra Panja), International Conference on Industrial Engineering and Operations Management (IEOM), Bali, Indonesia, Jan.2014 (Pp.2118-2125).

Prof .Tanusree.Dutta

Paper presented on “Scent-Sational: Olfactory Driven Purchase Decision” at International Conference on Research in Marketing at IIT Delhi, Dec.21-22, 2013.

Paper presented on “Acoustics to Decode Customers’ Black Box: Neuroscience as an Embryonic Tool”, Annual Conference of the Emerging Markets Conference Board at IIM Lucknow, Noida Campus, Jan.9-11, 2014.

Global Colloquium on Participant-Centered Learning

Prof. Amit Sachan will be attending the “*Global Colloquium on Participant-Centered Learning*” organized by Harvard Business School, Boston in two parts - a 7-day session from July 20-26, 2014 at Boston and then a 3-day session in January or March 2015 at another location.

PUBLICATIONS AND CONFERENCES

Winds of Change: Role of CSR Fuelled Internal Motivation in Promoting Harmonious Employee Relations

Yashwant Singh Yadav and Sharad Agarwal

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sharad2021@gmail.com

Yashwant Singh Yadav, PGDHRM 2012,14 received the First Prize (Industrial Relations Research Paper Presentation Competition) from amongst more than hundred entries at the 6th National Industrial Relations Conference organized at XLRI, Jamshedpur on 11th January 2014. The competition was adjudicated by Professor E. A. Ramaswamy, eminent academician and a stalwart in the field of Indian Industrial Relations.

Abstract:

The paper is aimed at finding out the impact of firms' socially responsible behaviour on industrial/employee relations. The research uses employee internal motivation as a proxy for industrial harmony. A survey was administered on 206 working professionals whose organizations were engaged in CSR activities. The research hypothesis was tested using regression and correlation analysis. The findings indicate a positive relationship between CSR and employee internal motivation. The results have immense potential to be utilized by HR practitioners to tailor their social initiatives, particularly local community relations to ensure cordial employee relations

INTRODUCTION

Although industrial relations and its newer avatar, employee relations may seem as a subject best relegated to the history of the younger breed of Indian managers, it is a discipline which has made a comeback with a vengeance as illustrated by the recent incidents of industrial strife in the country's automobile sector. Industrial harmony and cordial employee relations are to a great extent underpinned by high internal motivation amongst the employees who collectively translate it into the much coveted organizational citizenship behaviour.

Contemporary research on the theme of motivation suggests the possible use of Corporate Social Responsibility (CSR) as a means of attracting and retaining top talent by organizations. Active deployment of CSR by organizations, both internally and externally, has been found to have a favourable impact on employee commitment, loyalty, retention, performance, turnover and satisfaction (Heslin and Ochoa, 2008; Aguilera et al., 2007). Therefore proactive organizations can suitably use their CSR initiative portfolio as a mechanism for enhancing internal employee motivation and in turn bolstering their employee relations.

This paper aims at harnessing the potential of CSR to foster harmonious employee relations by tapping into employee internal motivation.

THEORETICAL FRAMEWORK AND HYPOTHESIS

Employee relations

Industrial relations which has been rechristened as employee relations in the 21st century is a multidisciplinary lens that examines the relationship between employers and employees (Ackers, Peters, 2002). C.S. Venkataratnam defines employment relations as an overarching term for relations between employers and employees in all aspects of work. With the changing character and composition of the workforce, employee relations are being viewed as a further broadening of HRM itself (Paul Banfield; Rebecca Kay, 2008). The industrial/employee relations policy of organizations are influenced by a variety of factors including the external and internal environment, organizational culture, technology, legislations and together they determine the presence of industrial peace. Organizations have to devise and execute their employee relations strategy by taking into

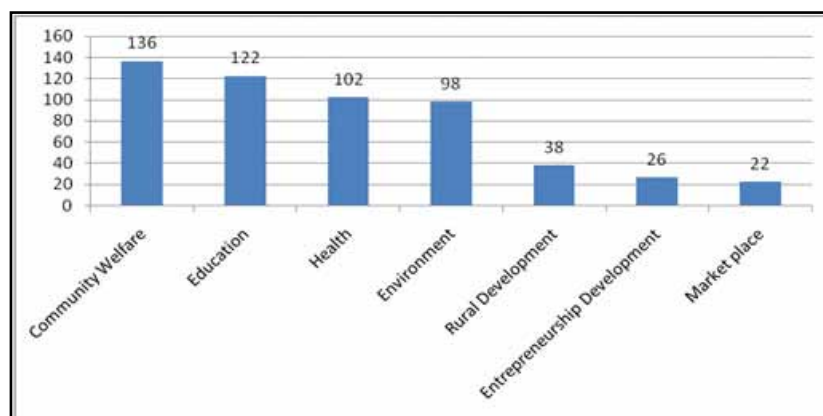
PUBLICATIONS AND CONFERENCES

account their context specificities. Harmonious employee relations assume a critical stature in organizational priorities in a milieu where workplace indiscipline and incivility may range from rudeness to even physical altercations (Bradford M. 2001).

Corporate Social Responsibility

According to World Business Council for Sustainable Development, 2001, CSR is “the commitment of business to contribute to sustainable economic development, working with employees, their families, and the local communities”. In India, there has been a gradual realization by firms that expanding their scope and ambit of social responsibility is the pertinent need of the hour. The Indian government has also legislated a new Companies Bill in the Indian Parliament clause, 135(5) of the same bill prescribes that every company with a net worth of at least Rs.5000 million, or a turnover of at least Rs.10,000 mn., or a net profit of at least Rs.50 mn will have to spend 2 % of its three years’ average profit on CSR activities.

Since the inception of Industrial Revolution in the country, Indian firms have been proactively contributing towards the welfare activities of the society through their contributions in promoting education (building several academic institutes), health (through hospitals etc.), and various other activities such as philanthropic donations for religious activities and much more. It is only now that the western concept of Corporate Social Responsibility (CSR) is being adopted by the Indian organisations. The adoption of this western concept has led to the development of structured CSR goals and activities for organizations and most of the corporations have a dedicated department or sub department to manage these activities. According to Singh and Agarwal (in press), 32 percent of the top Indian companies have their own dedicated foundations to pursue CSR activities, around 30 percent of them work through several NGOs, 23 percent of the top corporations work in association with the government bodies while only 9 percent of the corporations are directly involved in carrying out their CSR activities; probably because they do not perceive CSR as their area of expertise. Singh and Agarwal (in press) also found that the Indian organizations primarily work in broadly seven areas to fulfil their responsibility towards the society. These areas are Community welfare, Education, Health, Environment, Rural Development, Entrepreneurship development, and Marketplace. The following chart depicts the number of Indian companies working in each of these areas (from top 200 Indian companies)



Number of Indian corporations practicing CSR activities

(Source: Singh and Agarwal (2014, forthcoming))

Though Indian companies devote a lot of resources to CSR activities, addressing a wide range of social causes benefiting several stakeholders including employees, the scholars have remained sceptical about the impact of CSR philosophy in the emerging economies as the concept primarily developed in the West and the developed societies are inherently different in their needs from the emerging economies. Blowfield and Frynas, mentions that the CSR philosophy continues to “legitimize and reproduce values and perspectives that are not in the interests of developing economies or the poor and marginalized” (Blowfield and Frynas, 2005, p. 510). In our research we explore the impact of CSR activities of the firm on the employees’ internal motivation which in turn should lead to the development of harmonious employee relationships.

Internal and external (community relations) CSR

CSR and its impact has been considered to be multidimensional and therefore, we look at CSR both from an internal and external perspective (Augilera et al, 2007). Internal CSR activities and initiatives typically represent the organization’s actions such as ensuring quality of work, SHE and pay parity within the organization (Brammer et al, 2007). External CSR on the

PUBLICATIONS AND CONFERENCES

other hand is concerned with organizational initiatives with respect to its external stakeholders such as customers, local communities and business partners.

Social engagement and CSR initiatives with respect to local communities is the most common and most important influence on harmonious industrial relations. A lot of HR managers, particularly in extractive industries tend to lead charity and philanthropic initiatives such as supporting local art, culture and sporting events as well as making critical infrastructure investments to win the trust and goodwill of local community members (Aguilera et al, 2007). Indian companies which employ local community members use it as an integral part of their employee relations strategy.

Employee internal motivation

Employees are considered to be internally motivated when they seek interest, self-expression, enjoyment and personal challenge (Amabile, 1993). In his seminal paper, Deci (1973) argues that it is the employee's need for feeling self-determined and competent that forms the edifice of internally motivated behaviours. Intrinsically motivated employees are an asset every organization strives to acquire and develop. Internally motivated employees are more committed and contribute to cordial workplace relations. Exhibition of socially responsible behaviour by the organizations has a positive impact on employee attitude, commitment, loyalty, retention, turnover and employer image (Aguilera et al., 2007; Heslin and Ochoa, 2008). The paper seeks to understand the impact of internal employee motivation developed as a result of socially responsible behaviour of organizations on employee relations. Therefore it is hypothesized that:

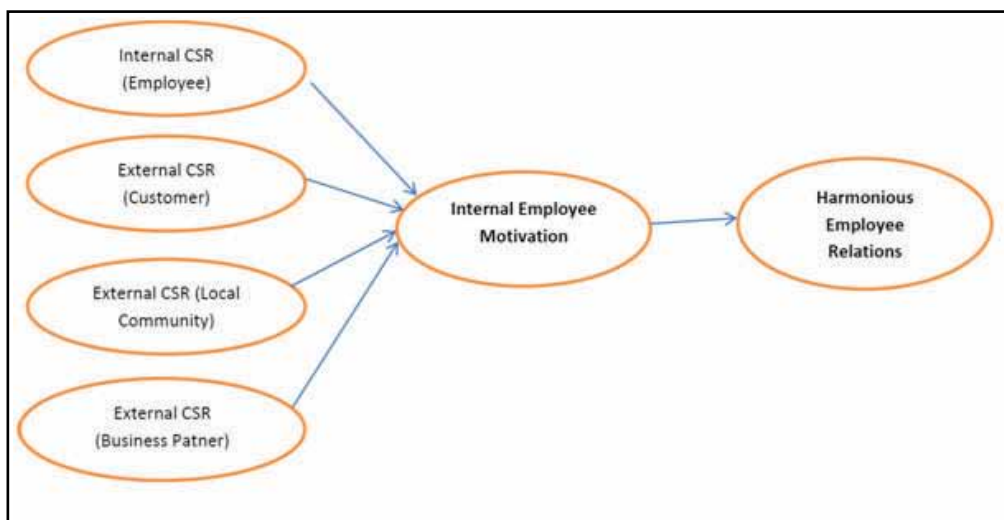


Figure 1: Conceptual framework of factors influencing Harmonious Employee Relations

CONCLUSION / MANAGERIAL IMPLICATIONS

The results of the paper indicate a positive correlation between the demonstration of socially responsible behaviour by the organization and the employees' internal motivation. It also reveals a strong correlation between the organization's local community relations and employees' internal motivation. This has far reaching implications for industrial/employee relations as organizations can and should utilize their CSR initiatives to foster harmonious employee relations. HR practitioners can draw a number of readily implementable takeaways from the results of the study. First, both internal and external CSR has a significant and positive impact on the employees' internal motivation. Managers can make use of this insight to ensure greater employee involvement in the organization's CSR initiatives. The employees need to be involved more in local community development and engagement activities to foster increased interaction and rapport between the company and its immediate local community members. Trustful, mutually respectful and goodwill based community relations would in turn yield improved industrial/employee relations as the organization would enjoy the support of local community leaders and members. Secondly, HR managers can effectively exploit CSR to build their credibility and image as an employer of choice.

The findings suggest ways and means by which CSR, in general and community relations, in particular, can be used to address deteriorating industrial relations being faced by many of the organizations in the country today. Thus the paper has sought to understand CSR as a factor influencing harmonious employee relations.

Awards Received



Prof. Amit Sachan

He has been nominated for “Best Professor in Operations Management” by LOKMAT National Education Leadership, 2014 at TajLands End, Bandra, Mumbai.

Prof. Anand

He presented his paper titled “An Examination of Time Varying Price Response of Information Content of Analysts’ Estimates of Income” at the International Conference on Technology & Business Management organized at American University in the Emirates, Dubai and has been shortlisted in the top 5 papers for ‘Outstanding Paper Award’ in ‘INFOMS Best Paper Competition’, at ICTBM 2014.

Prof. Shibashish Chakraborty

Received the “Academic Excellence Award” for Outstanding Contribution in the field of Academics from International Research & Development Association (IRDA) on Feb. 2, 2014

FAREWELL

“Fare thee well! and if forever,
And still forever, fare thee well.”

- Lord Byron

A dream nestled in one corner of his heart, nurtured through dedication and sincerity, realized as he stepped into the premises, and then... time flew!

“Every good thing must come to an end”, though very clichéd, captures the very essence of life itself. It’s the end and an eternal hope for a new beginning that makes the heart cherish the days gone by and welcome the future with a smile.

This is exactly how IIM Ranchi bid farewell to its 2012-14 batch this February. As the evening of fun and nostalgia unfolded, the seniors were treated with a host of events that showcased their two years of life at IIM Ranchi. While their tales of friendship and love were enacted, the audience broke into guffaws of laughter and then turned into tears reminiscing the time they had together.

Amidst all the frolic and pangs of separation, the carefree laughter and the heavy heart within, the celebration did not signify the end of good times. Rather, it marked the beginning of yet another chapter of life. As Tom Petty sang...



*You and I will meet again
When we're least expecting it
One day in some far off place
I will recognize your face
I won't say goodbye my friend
For you and I will meet again...*



*Sayantika Majumdar
PGDHRM 2013-15*

Raconteur

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