

# Raconteur

IIM Ranchi Quarterly Newsletter



**FRESHERS'  
WELCOME**



**MDP FOR PR OFFICERS OF  
JHARKHAND GOVERNMENT**



**OUTBOUND  
PROGRAMME**

“Imagination is more important than knowledge. For knowledge is limited to all we now know and understand, while imagination embraces the entire world, and all there ever will be to know and understand.”  
 – Albert Einstein

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## From the Editorial Board

An M.B.A. has nowadays become a passport to paradise. For some it is their ultimate goal and if it’s from one of the top-notch B schools of the country then he considers himself to be extremely lucky. The goals of profit maximization are entrenched deeply in the minds of an M.B.A. student. In today’s world, when the inequality is growing day by day and the gap between the rich and the poor has widened, how can an MBA be still relevant if it is disconnected from reality?

This is where a new IIM with a different vision and mission was born – an institute not only with a brain but also with a heart. IIM Ranchi has always championed for holistic development. We believe that an M.B.A. programme should aid in overall development of the students. IIM Ranchi teaches its students what are the nuances that a leader should possess.

“You got a dream you gotta protect it” (Chris Gardner in the movie ‘Pursuit of Happiness’). The writing on the wall is clear and simple. IIM Ranchi helps its students to dream big and fulfill their dreams. Innovation is what this institute breathes. Conventions are boring. In fact we believe that it’s high time that we transcend every convention. IIM Ranchi believes in redefining the conventional wisdom of management. With the fresh blood joining IIM Ranchi fraternity, the elite breed of intellectual managers is growing even further. We welcome the new talented bunch and wish them the very best. We hope that they live up to the institute’s values and show the world new paths of innovation.

To borrow a quote from Apple Inc., “Here’s to the crazy ones. The misfits. The rebels. The troublemakers. The round pegs in the square holes. The ones who see things differently...they change things. They push the human race forward. And while some may see them as the crazy ones, we see genius”.

We believe that you can push the human race forward!



Janaki Jagan  
Coordinator



Mohammed Thanveer  
PGDM (2012-14)



Gurtej Singh Chopra  
PGDM (2012-14)



Gaurav Verma  
PGDM (2012-14)

# ADMISSIONS 2013

## ADMISSIONS 2013

“Different roads sometimes lead to the same castle.” – **George R. R. Martin**, *A Game of Thrones*

### Fellow Programme in Management 2013-17

#### Abhishek Srivastava

**Area:** Business Analytics

<b>Qualification</b>	<ul style="list-style-type: none"><li>• Masters in Computer Applications (with honors) , UP Technical University</li></ul>
<b>Background</b>	<ul style="list-style-type: none"><li>• Software Engineer in IT industry in Abode Systems, Verizon, Synapsis (PTC)</li><li>• Freelance IT consultant</li></ul>

#### Anindita Ghosh

**Area:** Neuromanagement

<b>Qualification</b>	<ul style="list-style-type: none"><li>• PGDM (Institute of Management, Nirma University)</li><li>• Diploma in HOTEL MANAGEMENT (IHM, Kolkata),</li><li>• BBA (Annamalai University), Diploma in Advertising Management</li></ul>
<b>Background</b>	<ul style="list-style-type: none"><li>• Co-founder/Director at EnvistaMindmap Services Pvt. Ltd.</li><li>• Faculty and Trainer with CL educate Ltd. for two years</li><li>• Assistant Manager with HDFC Bank Ltd. for three years</li></ul>

#### Nitin Varma

**Area:** Business Analytics

<b>Qualification</b>	<ul style="list-style-type: none"><li>• N.E.T. qualified (teaching), PGDM (SPJain Institute of Management, Mumbai)</li><li>• B.Tech. (N.I.T. Kurukshetra), PMP-PMI (USA, 2009-12)</li><li>• Green Belt Six Sigma (underway)</li></ul>
<b>Background</b>	<ul style="list-style-type: none"><li>• 19 years in consulting and engagement experience in IT Industry in US - with a number of big Fortune 500 consulting companies.</li></ul>

## Rahul Kumar

Area: Business Analytics

<b>Qualification</b>	<ul style="list-style-type: none"><li>• B.E. (Civil Engineering), B.I.T. Mesra, Ranchi</li></ul>
<b>Background</b>	<ul style="list-style-type: none"><li>• 3 year 11 months as Manager Construction in JUSCO (Tata Steel Subsidiary)</li></ul>

## Rajiv Kumar

Area: Information Systems

<b>Qualification</b>	<ul style="list-style-type: none"><li>• M. Tech (Media and Sound Engineering); IIT Kharagpur</li></ul>
<b>Background</b>	<ul style="list-style-type: none"><li>• T2 year 9 months as Software Engineer, Texas Instruments (India) Pvt Ltd, Bangalore</li><li>• 14 months as Lead Engineer and for 2 months as Technical Lead in Samsung India Software Operation Pvt Ltd, Bangalore</li></ul>

## Saurav Snehrat

Area: Strategic Management

<b>Qualification</b>	<ul style="list-style-type: none"><li>• B. Tech. (Electrical Engineering) (Honours): National Institute of Technology, Rourkela</li><li>• MBA (with distinction): Ross School of Business, University of Michigan</li></ul>
<b>Background</b>	<ul style="list-style-type: none"><li>• 6 years as Programmer/Analyst and Software Engineer in Infosys Technologies Ltd</li><li>• 4 years (approx.) as Consultant and Programmer/Analyst in Finance, IT and Business Consulting space.</li></ul>

## Shubhadeep Mukherjee

Area: Information Systems

<b>Qualification</b>	<ul style="list-style-type: none"><li>• B. Tech (Electrical Engineering); WBUT</li></ul>
<b>Background</b>	<ul style="list-style-type: none"><li>• 3 year 2 months as Software Engineer in Tata Consultancy Services</li></ul>

## Shweta Sharma

Area: Finance & Accounting

<b>Qualification</b>	<ul style="list-style-type: none"><li>• PGEXP (Finance) IIM Ranchi, JAIIB (IIBF)</li><li>• MA (Economics); MLSU, Udaipur, Rajasthan (University Gold Medalist)</li><li>• BA Hons. (Economics); Rajasthan University, Rajasthan</li></ul>
<b>Background</b>	<ul style="list-style-type: none"><li>• 7 years as Deputy Manager in State Bank of Bikaner &amp; Jaipur with special focus on credit appraisal and assessment of loan proposals</li><li>• 2 years as Economic Analyst at Rajasthan Spinning and Weaving Mills, Rajasthan</li></ul>

# ADMISSIONS 2013

## PGDM 2013-15

Each year, thousands of applicants from diverse educational and industrial background apply to secure admission in the PGDM course at IIM Ranchi. After a fair and careful scrutiny of these applicants, only those with a strong will to excel and a potential to do so finally earn a seat in the course.

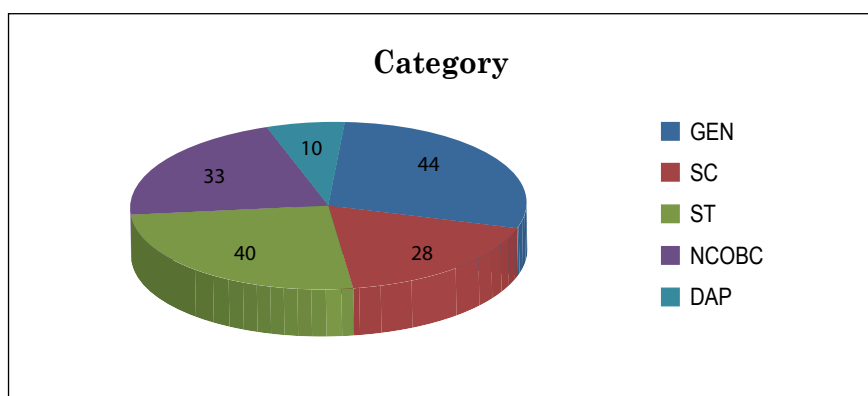
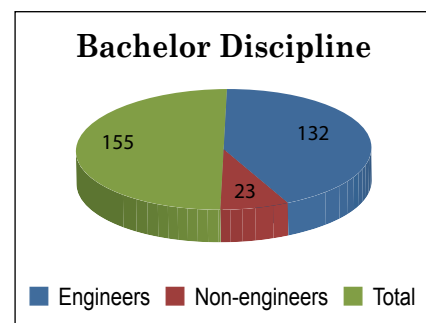
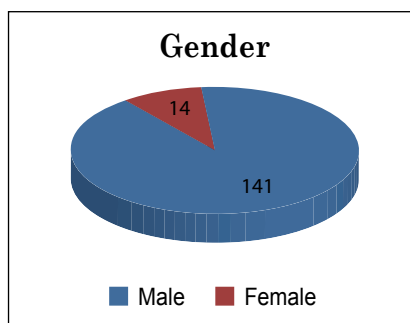
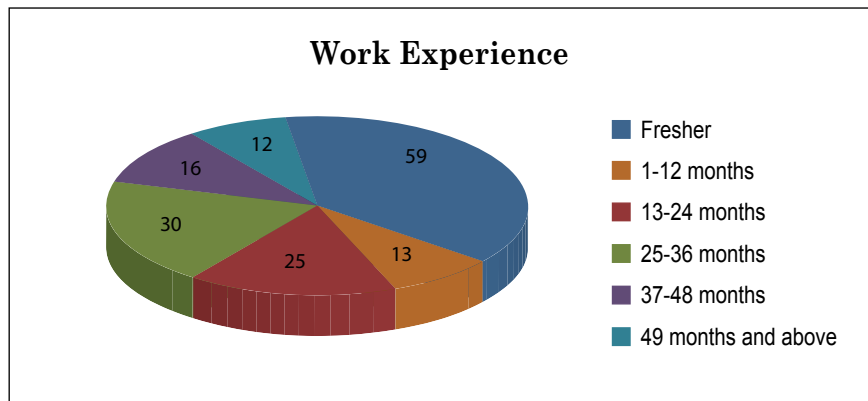
The batch of PGDM 2013-15 is a mixed bag of enthusiastic and talented students belonging to various cultures and ethnicities. They bring along with them an array of skills, competencies and experiences thus enriching the canvas of IIM Ranchi. This batch is a healthy mix of fresh graduates stepping out from prestigious institutes from across the country and experienced professionals who had been a part of leading national as well as multi-national companies.

A whopping 62% of the batch is having work-experience and the varying levels of experience add to the richness of the academic interactions that take place in the campus and make them much more interesting and stimulating. A blend of experienced professionals from private as well as public sector enterprises helps bring in new dimensions to otherwise streamlined classroom discussions.

Diversity of this batch not only lies in its past but also in its future

ambitions. Different students have different interests with a majority of them aspiring for finance, marketing, consulting and operations related roles in near future. Strategy and analytics are also being seen as

emerging, fast-growing areas of interest. Various simulation exercises organized by the academic committee as well as different clubs gears up the students to take up challenging job roles in different fields.



# ADMISSIONS 2013

Apart from having a strong academic background, the students of the current batch also boast of having a wide range of extra-curricular activities. Singers, dancers, musicians, painters, orators, writers, quizzers- we have them all under one roof. A large portion of the batch, however, is undoubtedly sports-lovers consisting of amazing cricketers, badminton and table tennis champions, athletes,

basketball players and soccer enthusiasts. Amazingly, there are students having multifarious interests and are able to excel in a number of activities in spite of their busy academic schedule.

Not only is each individual unique in his/her own way but the whole batch of PGDM 2013-15 stands out as a team working together to achieve goals. These students understand the need

to build a bridge between theory and practice and believe in observational and experiential learning. Unlike most B-school students, students share a common perspective of looking at what lies ahead as less of a race and more of a journey.

Whether it be in the form of a manager, a facilitator or a leader, it is important for them, they say, to be an effective contributor.

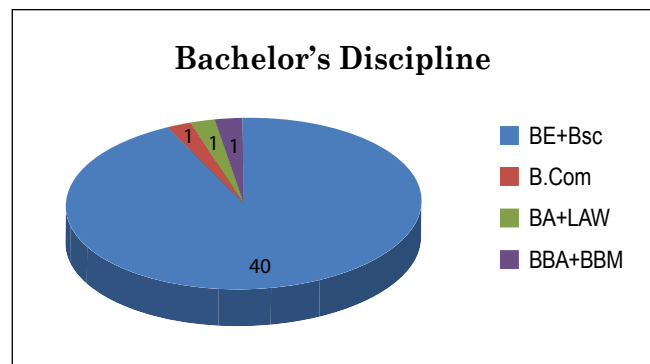
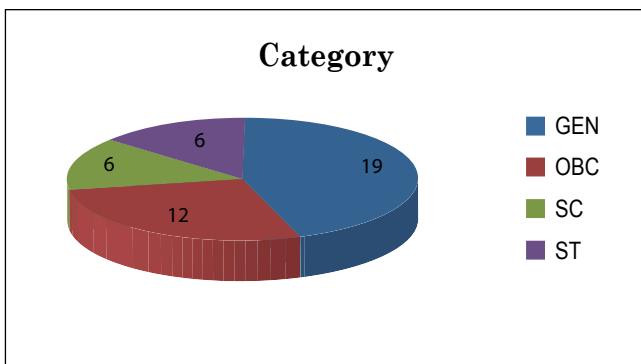
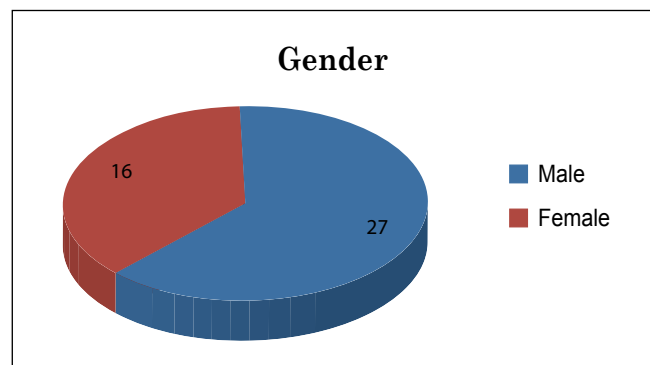
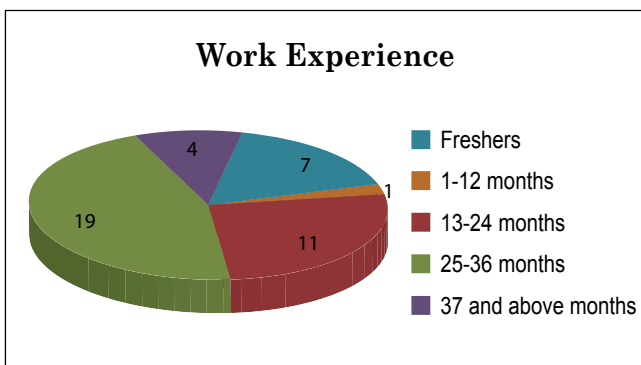


## PGDHRM 2013-15

**P**GDHRM 2013-15 batch of IIM Ranchi comprises of 44 students - 28 are male and 16 are female. The composition of batch defies the conventional notions about aspiring HR professionals in many ways. It has been a commonly held assumption that Human Resource Management is a career ordained

Another long held presumption about HRM is that it deals with the soft side of the business. One of the implications of which is that most of the working professionals especially Engineers in India tend to shy away from the course and Humanities is considered to have a better correlation with HRM. PGDHRM 2013-15 batch breaks

a different dimension altogether due to the diverse sectors they represent. Although service sector claims a significant proportion of it, the batch also has representation from Manufacturing, Telecom & Power sectors. Similar sort of differentiation can be observed in the disciplines in which the students have graduated in. The



for women and constitution of most HR specialization batches tend to reinforce the myth. PGDHRM 2013-15 is a refreshing batch where the male to female student ratio isn't skewed in favour of later.

away from that notion as well and out of 44 students, 40 possess work experience. The period of work-experience ranges from 16 months to 57 months. The cumulative wealth of work experience acquires

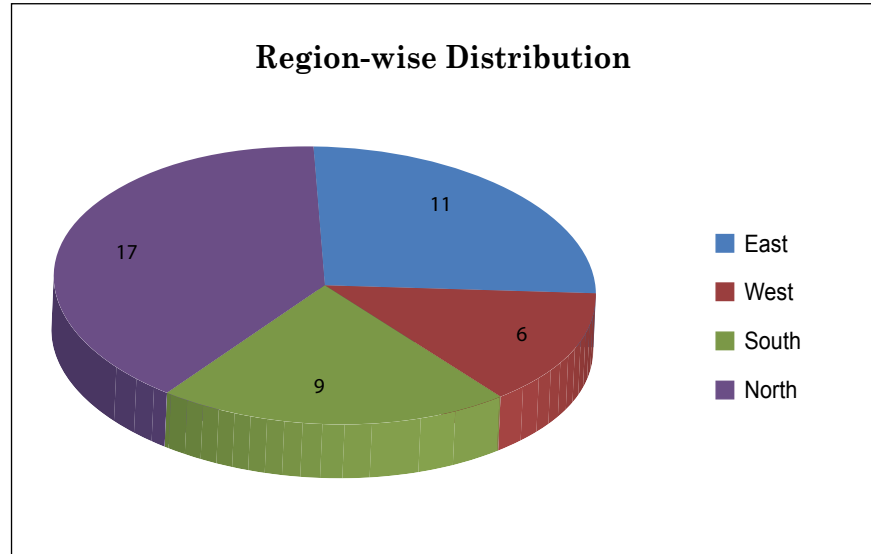
co-existence of almost all the specializations of Engineering including IT, Electronics, Mechanical, Power, Civil and even Metallurgy contributes to the rich basis of knowledge. The batch also

# ADMISSIONS 2013

has graduates in Law & BBA adding yet another distinctive feature to its constitution.

The academic record of the PGDHRM 2013-15 batch carries a mark of excellence as well. Marks in 10th Board go as high as 95% and on an average are in mid 80s. In 12th board also the batch consists of students who have scored as high as 92% and the average score lays around 80%. Graduation percentage for most of them lies in high 70s, a feat in itself. Not surprisingly, the batch consists of some of the top performers from the CAT-2012.

The batch excels in the extra-curricular activities as well. In spite of having a relatively lower strength, it has obtained close to 50% presentation in all the student council bodies. It boasts of a classical dancer with a national



recognition, a consummate guitar player with a band of his own and a district level cricket player.

PGDHRM course at IIM Ranchi has been designed with a vision of creating rigorously trained HR professionals who can fulfil the demand of rapidly changing industry where the Human

Resource management has attained a greater focus lately. PGDHRM 2013-15 batch, with the significant industry exposure it already has and the academic rigour it has started to undergo at IIM Ranchi, is replete with promise and is destined to set high benchmark for the batches to come.



# FRESHERS' WELCOME



## FRESHERS' WELCOME

**P**rof. M J Xavier, Director, IIM Ranchi addressed the students on the 1st day of the induction programme. Speaking to the students he stressed upon the fact that IIM Ranchi is a unique institute that gives emphasis on overall personality development.

He said, "We are Working on an Alternate Paradigm. We are not there yet. Our vision is to attain thought leadership through erudite fusion of 'western processes and technologies for knowledge creation, dissemination and application' and 'the wisdom the east' for the holistic development of students, businesses and the society at large."

The students found the 'welcome address' quite unusual and inspiring.



# VISIT OF SHRI JAIRAM RAMESH



## VISIT OF SHRI JAIRAM RAMESH

**S**hri Jairam Ramesh, Hon'ble Minister for Ministry of Rural Development, Government of India visited IIM Ranchi on April 26, 2013 and addressed the Faculty, Staff and students in the presence of the Director M. J. Xavier. He appreciated the fact that as a part of the Institute's 'Erudite Vision', it becomes imperative that IIM Ranchi works towards Inclusive Growth in the state. The Minister asked IIM Ranchi to develop a business model suitable for tribal regions' development while taking into consideration their concern for environment. He appreciated the

fact that Institute had taken up projects like the Barefoot Manager and has also managed to carve a niche in the Academic World. Prof Shibasish Chakraborty, Chairperson-Admissions updated him on the admission status of IIM Ranchi and Dr. Arpita Sutradhar gave him an overview of the Inclusive Growth programmes by the Institute.

Shri Jairam Ramesh announced that IIM Ranchi will take up the



impact assessment of the Saranda Development Plan project and also promised to help IIM Ranchi in acquiring land for its new campus.

# INDUCTION PROGRAMME



# OUTBOUND PROGRAMME

**T**he induction programme for the batch of PGDM 2013-15, PGDHRM 2013-15 and FPM at Indian Institute of Management, Ranchi was conducted from 15/07/2013 - 30/07/2013. It was a unique mix of myriad activities like management game, documentary making sessions, art of living courses and outbound training. While each activity had its own significance, the one that the students enjoyed and learned from the most was outbound training. It was conducted in liaison with STEP Consulting, New Delhi.

The two day exercise started with



# INDUCTION PROGRAMME



a road trip along the picturesque route from Ranchi to Jamshedpur. The first day of the program started with an ice-breaking session where people were divided into teams and a mentor was assigned to each team. All teams had to decide a team name and a war cry for their teams. The war cries ignited the inter-team competition which actually sparked the team bonding.

Before intra-team activities started, an interesting memory game was played. Each member of a team had to take their names with an adjective starting with the same alphabet as their name. They then had to repeat all their names with adjectives of all previous team members in the circle. The first activity “Free fall” required each one of them to fall backwards from a height blindfolded and with hands tied, one by one. The rest of the team had to catch that person. This activity built a sense of trust among the team members. For a lot of students it was about letting that fear of falling go and just be present in the moment. In the brief they were taught that it is

important to trust your team mates in an organization.

The students then geared up for an activity that involved stamina, courage, fearlessness and a hawk eye on your goal- Rock climbing. It was the first time for almost everybody and the enthusiasm was infectious. People cheered at the top of their voices and even injuries could not bog down the spirit of the climbers. Leadership, innovation and “blind” trust was taught by the “Make the square” activity, where the whole team was blindfolded and they had to make a perfect square with a rope. Needless to say that they made a figure which even Euclid could not explain! MBA students cannot miss out on strategy as business professionals. Can they? “The Electric Web” was an amazing game which required them to go from one side of the web to the other, without touching the ground and without touching the web squares. Also, one square would be closed if one person goes to the other side. This activity involved a lot of strategy and team dynamics.

Day 1 finally ended with a delectable dinner and chit chat that went on till the wee hours.

Where Day 1 had started with apprehension and people still getting to know each other; day 2 started with a lot of zeal, team spirit and of course rivalry. It was also an action packed day. In the first activity “Pass the message”, students were supposed to stand in a line and pass on a message without either speaking or seeing each other. It demanded coordination and attentiveness. Games like “Pass the Marble”, “Human Ladder”, “Cross the river” etc. were also played. They taught financial planning, strategic positioning, leadership skills, selection of apt resources, effective time utilization and working under stress to the students. The final activity involved all teams to form a human chain and cross a maze made of bricks. Any brick that lost human touch was removed and if anyone broke the chain, the whole activity was repeated. It made all the rival teams come together, formulate an action plan and execute it meticulously.

The outbound was the best way to end the induction. It was an excellent example of ‘Action Learning’. The students worked and learnt together by tackling real issues and reflecting on their actions. They acquired knowledge through actual actions and practice rather than through traditional instruction. It enabled each person to reflect on and review the actions they took. This will guide their future action and improve the performance and understanding. It made them feel more connected to each other and welcome to the IIM Ranchi family.

# INDUCTION PROGRAMME



## RURAL IMMERSION PROGRAMME

**I**IM Ranchi believes in holistic development of individual, institution and the society at large and aims to inculcate core values like humility, honesty and hard-work in its students so as to crystallize its vision 'Working to bring change towards success, not only for one's self, but also for the

community'. Believing in such an ideology, as a part of its induction programme for the new wave of students joining at IIM Ranchi, the premier institute organised a one day Rural Field Visit, as part of 8 month long Rural Immersion Programme. The objective of which was to make the students of IIM

Ranchi aware of the problems faced by various communities at Ranchi and the activities performed by organisations including NGOs for the betterment of the underdeveloped. Students were divided into groups and were assigned different organisations to visit.

# INDUCTION PROGRAMME

The field visit started off, with students of IIM Ranchi, visiting the head-offices of NGOs. Here the students had a round of formal introduction with the members of NGOs. Later the members shared information about the activities undertaken by their organisation and how it helps in the upliftment of the target communities. This was followed by a question-answer round, which further helped

the students of IIM Ranchi to understand the magnitude of the activities and its impact on the people.

A field visit to various sites was arranged by the respective NGOs for the students of IIM Ranchi, where they got a first-hand experience of interacting with different communities and understanding their way of life.

In one such visit organised by

an NGO SPAR, students visited Khunti village, which is situated 34 kilometers away from Ranchi. Here SPAR undertakes activities to spread awareness of 'lac' cultivation amongst villager. Lac is the scarlet resinous secretion of a number of species of insects. This substance is extensively used in national defence and civil industries; for finishing woods and metals; as paints, varnishes, sealing wax, and binder or lubricants; as an ingredient of lithographic ink and insulating material in electrical work; and in making phonograph records, airplanes, linoleum, buttons, pottery, toys, and imitation fruits and flowers, etc. Given its varied use lac in much demand and with its cultivation people can earn good profits and improve their livelihood.

On their way towards Khunti students of IIM Ranchi visited a farm where a plant named 'Samyalata' was cultivated which acted as a host plant for 'lac'. This way of lac production is cost effective and easy to manage, given the ease with which lac can be removed from Samyalata and convenience in its cultivation. After visiting the farm, students visited Khunti, and met with the natives of the village belonging to Munda tribe. Here the students of IIM Ranchi had a lively discussion with the natives to understand their day-to-day problem and the role of SPAR in resolving them.

Some of the students got a



# INDUCTION PROGRAMME

chance to visit Jharkhand Mahila Samakhya Samitee which is a programme of the Government of India's Ministry of Human Resource Development. The students interacted with the head of the organisation, whereby they came to know about the activities undertaken by organisation, which focuses on women empowerment through education. The students had a talk with the women who were a part of the 11 month programme organised by Mahila Samakhya Samitee. They came to know that the organisation not only motivates the women to complete their education but provides them vocational training as well.

Another group of students visited SRI (Society for Rural Industrialisation), started by a group of scientists, engineers and senior government functionaries to respond to the increasing demand for alternative development system. The head of the organization explained to the students that anybody within an age group of 18 to 25 years can enroll himself in SRI for a duration lasting from 5 days to 3 months. The institution provides a total of 7 trades, each taught by

two faculty members. The enrolled students are taught skills ranging from mobile repairing, carpentry, table lamps repairing, masonry, etc. with the aim to provide skilled labours to the society and to promote self entrepreneurship, so that after learning such skill a person can open his/her own repair shop. The students interacted with some of the students of SRI and got to know about their learning experience at the institution.

Some students visited Vikas Bharti Bishunpur, an NGO which aims to eradicate extreme poverty, achieve universal education, reduce child mortality rate, combating HIV, malaria and other diseases, promoting environmental sustainability and youth empowerment. Here the person in charge explained to the students about the programmes undertaken by the organization to march ahead in the direction of its goal. Talking about the programme to eradicate poverty and hunger he said that the organization provides vocational training and livelihood opportunities and makes people aware of government schemes. The organisation also focuses on

universal primary education for tribal, poor and adolescent girls and teaches them need based courses like handicraft, jute craft, beauty culture and health care. He also talked about women-empowerment programme where the organisation provides primary education for the drop-out girls and secondary education to adolescent girls.

A day long Rural Field Visit left the students of IIM Ranchi with a heightened sense of responsibility towards serving different fractions of communities who still need to taste the fruits of developing India.

Next day, the students prepared presentations to share their on-field experiences with other students of IIM Ranchi. The presentations had a multiplier effect on the students, as numerous experiences were consolidated and vicariously felt. The session ended with a lively question-answer session that helped the students to understand the core problems faced by various underdeveloped communities at Ranchi and come-up with suggestions for improvements in the existing structure of the programmes undertaken by the social organizations active in Ranchi.

# INDUCTION PROGRAMME

## A HEALTHY BEGINNING

*Health and intellect are the two blessings of life – Menander*

The Induction programme of the 2013-2015 batch of IIM Ranchi started with a five day Yes plus (Yes! +) course from the Art of Living Foundation by Shri Akhilesh Parmanu. This course introduced the students to ancient Indian wisdom, pranayama (breath control), yoga, and meditation, fused with contemporary intellectual exchanges, music and games. It also aimed at inculcating the values of IIM Ranchi, viz., humility, honesty and hard work in the students. The students learned about compassion, spiritual awareness, peace with oneself and the world, discharging stress, inhibitions, bad habits, and barriers.

The number of students that became the part of IIM Ranchi family this year is considerably large as compared to the previous years. The onerous task that lay at hand was to get the students familiarized with each other and with the values of the institution. The course begun with an activity that required the students to choose different partners, hold hands with them, introduce each other and say "I belong to you". Naturally there was apprehension in the beginning but it was an efficient way to break the ice and soon the students got comfortable with each other and started enjoying. The course helped



the students in knowing each other and building strong bonds in a short duration of time.

Erudite discourse was given on developing a positive outlook, importance of being in the present, accepting others and oneself, effective listening skills, ethics and morals. The students discussed things that they struggled with e.g. time, anger and stress management, dealing with adversity, prioritizing activities; to name a few. The aim of the course was to build physically fit, mentally sharp, emotionally strong, and spiritually sound individuals.

Many learning games and

activities were part of the itinerary. These activities promoted teamwork, cooperation and coordination among the students. Various activities like jotting down positive points about each other, talking to each other about ambitions and expectations from the institute, were conducted. On the final day of the course, the students were asked to close their eyes and dance like nobody was watching. Apart from being a fun learning experience, it also helped them to let go of their inhibitions and be more accepting and comfortable around each other. The students are expected to build symbiotic relationships, in which they mutually enrich each other and this course helped lay a foundation to achieve the same.

There was much surprise among the new students at the inclusion of this course in the induction programme. However, at its conclusion, it was understood that it is a perfect example of the farsightedness of IIM Ranchi. The emphasis here is on expanding the scope of teaching and learning by building life-skills rather than just imparting topical knowledge about various technical aspects of management. The institution aims at the holistic growth and development of its students, and the society at large, by the means of its students.



## ENGAGING LEARNING

### Simulation Games

**A**s a neophyte into the world of the MBA, everyone is forced to confront his desire to own a company. But what does that entail? How much does theoretical knowledge count? Do numbers matter? And how much do they matter? All these questions, and much more, were addressed by Dr. Vinod Dumblekar, CEO and founder of MANTIS, who helped the newly inducted students of IIM Ranchi realize all they had to look forward to, in the years to come.

MANTIS is a company dedicated solely to the use of simulation games and experiential learning exercises in business management education. They design, develop and deliver games for learning and for competitions. Dr. Vinod Dumblekar is India's foremost authority in the field of software-based simulation games. He was gracious enough to grant his presence and share his wisdom with the students at IIM Ranchi.

The half-day session began with gyansharing with Dr. Dumblekar, wherein he outlined the qualities of a good manager. This quickly and quietly gave way to the crux of the session, the Simulation game. The Simulation game had the students form "companies" of four each, one for each role – a CEO,



a CFO, a CMO and a COO. Each company was given a product to sell (car brands) and it was up to the company to set the parameters for sale of cars such as price, inventory, etc... Each company had one task – maximize profit.

It was baptism by fire as each company struggled with resources to come up with the best strategy for their product. Heated arguments and murmurs of agreement permeated the classroom as each company struggled to submit their proposals for the sale of cars within the time limit stipulated. Each company's decisions were fed to

the simulation game from where the results came out. As with any game, there are winners and losers, so too with this game, there were companies in profit and companies that had under-performed.

As the game continued, the fight grew harder. The second phase of the simulation was marked by the players strategizing all possible ways to eke out every ounce of profit from the venture. There was fervor in the room as each company realized the problems that any real company would face – dwindling resources and monetary constraints. Finally, the session done, everyone confronted their profits and losses in the game. The game was hard-fought and the returns were immense.

IIM students are expected to be rational, forward thinking and innovative. Reading theory, while imperative, is also limiting in that it instills the author's point of view. Nothing can compare to the thrill and joy of hands-on experience. Hence, the three hours spent with Dr. Dumblekar playing a game, proved as useful as reading a book on the subject. This strange new method of teaching was quite introspective and helped prepare the students for the upcoming two years of management education. A new and bold approach for a new and bold IIM.

# KNOWLEDGE PARTNER

## *Jharkhand Outstanding Contribution Awards 2013*



Ms Shovona Samanta

**C**NFC Media along with media partner ET NOW, Prabhat Khabar, The Pioneer & Knowledge partner IIM- Ranchi conceptualised the award scheme “Jharkhand - Outstanding Contribution Awards” to appreciate those who have put their best and honest effort in their domain of work, contributed in Jharkhand’s development and worked towards empowering the lives of millions of people in the State.

The award scheme recognized efforts of various State Government departments, Schemes/programmes, officials, private companies, individuals and NGOs for their commendable contribution in Jharkhand’s growth story.

The trophy was presented to a number of selected individuals and groups of individuals, both from Government and non-government sectors/departments, who have distinguished themselves by making outstanding contributions to the development and welfare of the society.

The awards were given in a grand award ceremony at hotel Radisson Blu -Ranchi on 10th June 2013 by the Hon’ble Governor of Jharkhand, Dr. Syed Ahmed. The process was designed to determine and appreciate the most deserving, who have contributed through their work and achievements. Various categories and evaluation methodologies were developed by the knowledge partner - IIM Ranchi.

Applications were sought in response to a questionnaire based on quantitative and qualitative aspects. Applications received were evaluated by Ms Shovona Samanta, Mr Shiv Shankar Kumar and Ms Rishu Srivastawa under the guidance of Prof. M. J. Xavier and Prof. Arpita Sutradhar. Decisions on final awards were taken by an independent panel of eminent experts from IIM Ranchi.

# PUBLICATIONS



## Prof Amit Sachan

*A Review on Online Travel and Tourism Industry an Indian Context* (Co-author: Shubham Kumar Choudhary), *Productivity*, Vol.53, No.4, 2013, pp.303-310



## Prof Anand

*A Study of Information Content of Analysts' Estimates of Accounting Income Numbers*, *Proceedings of India Finance Conference (IFC) at IIM Calcutta*, Dec.2012



## Prof M J Xavier

*Wake up*, *Digital Learning*, May 2013 (pg.78)



## Prof N Sivasankaran

- Calculating Personal Risk Premium to assess creditworthiness, *Financial Express*, Apr.2013
- Curtail expenses to increase return on invested capital *Financial Express*, Apr.& May 2013
- How Discounted Cash Flow method can be used to evaluate individual finances, *Financial Express*, Apr.2013
- Cash Shortage or Excess: How to avoid extremes, *Financial Express*, Jun.2013
- How to construct your income statement, *Financial Express*, May 2013
- Key factors in generating maximum value for a company, *Financial Express*, May 2013



## Prof Sasadhar Bera

*An Integrated Approach Based on Principal Component and Multivariate Process Capability for Simultaneous Optimization of Location and Dispersion for Correlated Multiple Response Problems*. *Quality Engineering*, (Co-author: Indrajit Mukherjee) Vol 25(3), pp. 266-281.



## Prof Vikas Srivastava

*Infrastructure Finance: Challenges of Restructuring* (co-author: Kaveri), *The Indian Banker*, March issue, Publication of Indian Bank Association, 2013

# PUBLICATIONS



## Ms Bhumika Mishra

(Faculty Research Associate)

**Effectiveness of Leadership in Organizational Culture and Performance: An Overview of HealthCare Programs in Jharkhand** (Co-author: Pradeep Kumar), IRDA International Journal of Management & Social Sciences, Vol.1, No.1 Apr.2013 (Pp.18-21)

## BOOKS



## Prof Amit Sachan

Book Chapter, "Measuring Gap between Customer Preferences and Managers Perception of Customer Preferences", published as a 12th chapter in the book titled *Operations Excellence a Key for Performance Excellence*, Edited by Ravi kumar Jain, Bhimaraya A Metri and Jatinder N D Gupta, Excel Book, 2012



## Prof Mousumi Padhi

**Boundary Strategies and Work Family Interface** (Co-author: Pattnaik, S). In M. Mohapatra and B. Srivastava (Eds.) **Capability building for cutting edge organisations in new business order**, New Delhi: Excel Books (2013)



## Prof Tanusree Dutta

Book Chapter titled "Spiritual Intelligence at the Workplace" In Chatterjee, D., Dhal, M., & Pati, S.P. (Eds) in the book titled *High-tech people, High-tech H.R. Are we missing the humane touch?* (Co-authors: Bhatia, N., Srivastava, U., & Kumar, S. (2013), Bloomsbury Publishing India Pvt. Ltd. New Delhi (ISBN: 978-82951-20-9), Pgs181-189.



## Prof Vikas Srivastava

- **Project Finance and Measurement of Risk Focus: Financing Infrastructure by Indian Banks** (2012), ISBN-13: 978-3848490585, LAP, LAMBERT Academic Publishing GmbH & Co. KG, 2012
- **Project and Infrastructure Finance** – ISBN-10-1-12-193484-4, Tata Mcgraw Hill Customised Publication, 2013

# CONFERENCES, WORKSHOPS & SEMINARS

## Conferences, Workshops & Seminars Attended By Faculty



### **Prof Mousumi Padhi**

Presented a paper on “Boundary Strategies and Work Family Interface” in the 42nd International Federation of Training and Development Organizations World Conference and exhibition, jointly organized by IFTDO, ISTD and IMI New Delhi on (Apr.23-25, 2013).



### **Prof Vikas Srivastava**

Was invited as a “*Key Resource Person*” for a 4 day MDP in April 2013 on Credit Evaluation and Risk Management organized by Center for Banking Studies, Central Bank of Sri Lanka at Colombo. Bankers from more than 10 countries participated

Was invited as “*Key Resource Person*” by Bank of Baroda apex staff training college at Ahmedabad for 3 day MDP on Project and Infrastructure Finance.

## *Awards*



### **Prof Pradip Kumar Bala**

Received the “Best Professor in Operations Management” award by the World Education Congress 2013 in their Global Summit in Mumbai on June 28, 2013

# MANAGEMENT DEVELOPMENT PROGRAMMES



## Programme for Officials of the Primary Education Department, Government of Jharkhand

**I**IM Ranchi organized a 6-day in-company customized training programme for officials of the Primary Education Department of the Government of Jharkhand, from April 23 to 28, 2013. The programme was attended by 48 nominated officials, working at various levels within the Department, including at the district and block levels. The programme was inaugurated by Ms. Mamta, Director, Primary Education.

The objectives of the training programme was to introduce the participants to the basic concepts of general management relevant to their work, strengthen their domain-specific knowledge, acquaint them with tools and techniques to effectively handle teams and groups, and develop metrics to



# MANAGEMENT DEVELOPMENT PROGRAMMES

monitor and evaluate their performance. Keeping in mind the specific requirements of the participants arising out of the needs-assessment exercise, the training programme included modules across management domains including finance, IT, HR, OB, Operations, etc. Some sessions were also dedicated to the soft skills development.

The programme was highly appreciated by all the participants, and the feedback was also shared with the Department. Based on the effectiveness of the programme, the Department is now scheduling to send a second batch of participants for a similar training programme.



## Programme for Officers of Jharkhand Information Services

This programme was specially designed to provide an excellent opportunity to officers of Jharkhand Information Services to learn basics of management relevant to their job roles. Such an understanding would enable the participants to assimilate the impact of their actions and decisions on the overall wellbeing of their Department. This programme would facilitate the participants to contribute to the organization as a team rather than as individuals. The participants were exposed to areas such as communication, public relations, e-governance, analytics, HRM etc.. The number of participants for this programme was 19.





*Raconteur*

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