

Campus Connect

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The IIM Trichy Newsletter



भारतीय प्रबंध संस्थान तिरुचिरापल्ली
INDIAN INSTITUTE OF MANAGEMENT TIRUCHIRAPPALLI

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From the Editor's Desk

This year IIM Trichy completed four years of being an institution of higher learning and excellence. Accordingly, this issue of our newsletter opens with a brief about the Foundation Day. We can safely venture to say that we are not a "small and new" institute any more. A number of faculty members have joined us from the best institutions, adding to our academic strength. A third batch of bright youngsters became PGP alumni of IIM Trichy at our Convocation. We are happy that they have all been placed in good positions in industry. Importantly, we also had the first batch of PGPBMs passing out. The working executives who were the students of this programme did a wonderful job of juggling work, family and academics, and it is indeed a great achievement that they pulled it off with flying colours. We wish all our alumni the very best in their professional careers and personal lives!

*Prof. Hari Sreekumar
(Editor)*



Institute Events

FOUNDATION DAY

The Institute celebrated its fourth Foundation Day on the 4th of January 2015. The function was marked by a panel discussion on "Emerging Paradigms in Marketing." Mr. Y. V. Kumar, G.M., Marketing and Sales at Rane Engine Valves, Mr. Indranil Chakravarty, Commercial Director, Bausch & Lomb and Dr. Nalin Shinghal, Chairman and Managing Director, Central Electronics Ltd. participated in the discussion. The discussion was moderated by Prof. V. Gopal, Dean (Academics). Director Dr. Prafulla Agnihotri felicitated the dignitaries.



Panel Discussion during the Foundation Day.
(L to R): Prof. V. Gopal, Mr. Indranil Chakravarty, Mr. Y. V. Kumar and Dr. Nalin Shinghal

THIRD ANNUAL CONVOCATION

IIM Trichy held its Third Annual Convocation on 15th March 2015, at the permanent campus site at Chinna Suriyur. We had the good fortune of having Mr. Uday Kotak, Vice Chairman and Managing Director of Kotak Mahindra Bank, to grace the occasion as Chief Guest. 106 young women and men were awarded with the Post Graduate Diploma in Management. This Convocation was all the more special because it marked the first batch of PGPBM students passing out of the Institute. 25 working executives were awarded the Post Graduate Diploma in Business Management. It was a proud occasion for the Institute, to have graduates of two different programs being awarded their diplomas!



Ankur Lal, PGP topper receives the gold medal from Mr. Uday Kotak
(L to R): Ankur Lal, Mr. Uday Kotak, Mr. M. Damodaran and Dr. Prafulla Agnihotri

Mr. Uday Kotak in his convocation address urged the new alumni to channelize their entrepreneurial energy to achieve excellence. He also stressed on the importance of building great institutions that would eventually outlast the individuals who built them. Mr. M. Damodaran urged his young audience to view excellence as understanding one's own potential, and being the best that one could be. He also advised the batch to hold on to the right set of values while moving towards the goal of excellence. Director Dr. Prafulla Agnihotri presented the achievements of the Institute, and advised the batch to keep in mind that they were privileged to be alumni of an IIM, and exhorted them to maintain high standards and an unimpeachable sense of ethics.



Mr. Uday Kotak, Mr. M. Damodaran and Dr. Prafulla Agnihotri with PGPBM medal winners

MAKE A DIFFERENCE PROJECT

Business schools have often been criticized for prioritizing corporate profit-maximization over social imperatives. IIM Trichy believes that organizational leaders should engage with societal issues that affect their community and offer their organizational and managerial expertise in tackling these complex problems. There is also a growing recognition among the leaders of the corporate world that they need to look beyond the immediate boundaries of their companies. Business leaders as custodians of society's most powerful institutions are increasingly expected to reconnect business success with social progress.

'Make a Difference' (MAD) project is conceived in this context. As part of this project, all the students of the Post Graduate Programme in Management (PGPM) would work in teams of five or six on an issue of social importance. They work on a specific theme such as education, health etc., or work on a project with an organization such as an NGO. All projects necessarily involve an on-the-field component and are carried out under the guidance of a faculty member.

MAD was launched on the 25th of November 2014, in a function with Mr. Chandrakant B. Kamble, IAS, Managing Director, Tamilnadu Cements Corporation Limited as the Chief Guest.



(L to R): Prof. Suresh Paul Antony, Mr. Chandrakant Kamble and Dr. Prafulla Agnihotri at the MAD inauguration

Placements

SUMMER PLACEMENTS

This year 41 companies visited the campus for summer placements, offering roles across various sectors such as BFSI, Consultancy Services, FMCG, IT/ITES, Manufacturing, Media and Advertising, E-commerce, and NGOs among others. There were diverse roles offered in exciting profiles in Consulting, Sales & Marketing, Operations, Finance, HR, and IT/ITES. Some niche roles catering to the students' interests were offered in Public Policy, Strategy and Vendor Management.

A total of 91 offers were made to the first year students of IIM Tiruchirappalli. The highest stipend offered for the internship period is INR 1,40,000 and the average stipend is about INR 45,000. Twelve students have opted out of the summer internship process. They will be pursuing niche roles in areas such as Private Equity, Supply Chain Management, Process Optimization and Strategy Consulting.

No. of Students in the Batch (2014-16)	103
No. of Students Registered/Eligible for Summer Placements	91
No. of Students Offered Summer Internship	91
Highest Stipend offered for the Internship Period	INR 1,40,000
Average Stipend Offered for the Internship Period (Top 20 Percentile)	INR 1,07,188
Average Stipend Offered for the Internship Period (Top 50 Percentile)	INR 69,110

FINAL PLACEMENTS

IIMT successfully completed final placements for the 2013-15 PGP batch. All 103 students registered for final placements were placed. This was the third consecutive year where the entire batch was placed.

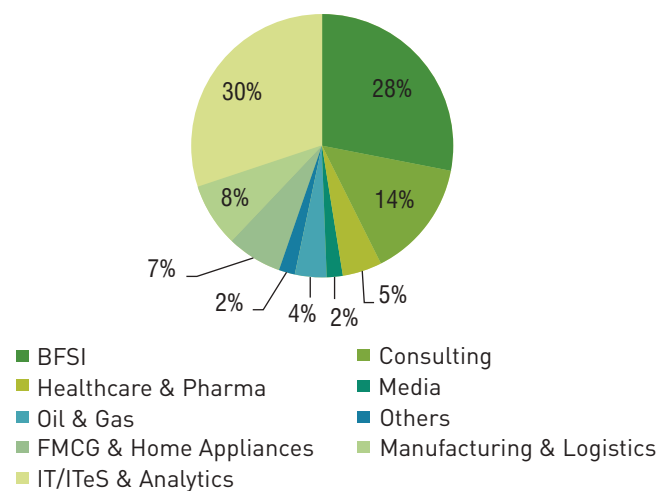
Prominent recruiters from various sectors such as BFSI, Healthcare & Pharma, Oil & Gas, FMCG & Home Appliances, IT/ITeS & Analytics, Consulting, Media, Manufacturing & Logistics, Sales and Marketing, Strategy, Banking and Finance, and Operations and Project Management participated in the Institute's final placement process. Some of the recruiters who participated in the process include Berger Paints, BPCL, CBC, Dabur, Decathlon, HCL, HCL – SSJV, ICICI Bank, KPMG, L&T, LatentView, Mahindra, TAFE, ANZ, Aryaka Networks, Aspire IT Systems, BIG FM (Reliance Broadcast Network Ltd), CCD Beverages, CRISIL, Dr. Agarwal Eye Hospitals, Dun & Bradstreet, Evalueserve, Future Supply Chain, Greenway Appliances, Hansa Cequity, Housing.com, ICICI Prudential, Indus Valley Partners, Infosys Management Consulting, IQR Analytics, Jubilant Life Sciences, Meritus, Murugappa Group, Muthoot Home Fin India Ltd, RBS, SBI, Sonata Software, Stovekraft, and TVS Logistics among others.

The recruiters offered diverse job profiles to students across functions such as finance, marketing, operations, HR, consulting and general management. The table below provides a snapshot of the salaries offered.

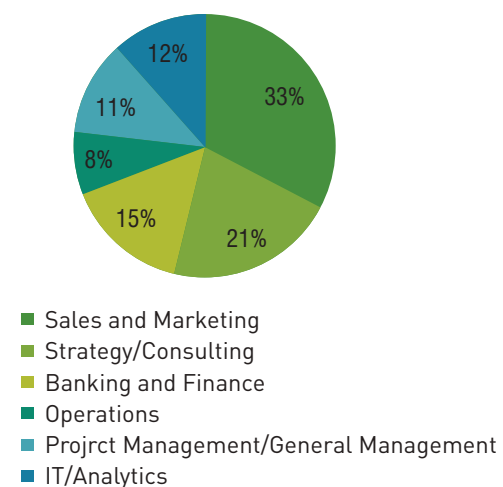
Average Annual Compensation (Top 10 Percentile)	Rs. 16.00 Lakhs
Average Annual Compensation (Top 20 Percentile)	Rs. 14.93 Lakhs
Average Annual Compensation (Top 50 Percentile)	Rs. 13.24 Lakhs
Average Annual Compensation (Top 75 Percentile)	Rs. 12.17 Lakhs
Average of all offers	Rs. 11.32 Lakhs

The successful final placement of our students is testimonial to the perseverance and determination of our faculty and students. IIMT has always been committed to excellence. It is this focus on quality and rigor that has groomed our students and secured the confidence of recruiters. We wish our alumni all success in their corporate careers!

Domain-wise breakup



Role-wise break up



SNAPSHOT OF VISITING COMPANIES



Faculty Activities

JOURNAL PAPERS

1. Som, Anirban. (Forthcoming). Goal Progress, Goal Commitment and Goal Inconsistent Behavior: Effect Revisited. *Academy of Taiwan Business Management Review*.

CONFERENCES

1. Nithyananda, K.V. (2015). Teaching the Elective "Legal Aspects of Innovation and Entrepreneurship" to Management Students at IIM Trichy. *ICIER-IIMB International Conference on Entrepreneurship Education Training: Design, Delivery and Effectiveness, Bangalore, January 29-31*.
2. Nath, Papri. (Forthcoming). Does Feeling Positive Contribute to Well being at Work? Symposium Presentation entitled 'A Proactive Approach to Organizations: Impact of Positive Organizational Behavior on Well being at Work' at the *14th European Congress of Psychology 2015, Milan, July 7-10*.
3. Nath, Papri. (Forthcoming). Are Positive People more Happy and Healthy? Examining the role of Personality Factors. Symposium Presentation entitled 'A Proactive Approach to Organizations: Impact of Positive Organizational Behavior on Well being at Work' at the *14th European Congress of Psychology 2015, Milan, July 7-10*.
4. Nath, Papri. (Forthcoming). Does Feeling Positive lead to Broad and Flexible Thinking? Exploring the Immediate Function of Positive Emotion on Cognitive Processing. Symposium Presentation entitled 'A Proactive Approach to Organizations: Impact of Positive Organizational Behavior on Well being at Work' at the *14th European Congress of Psychology 2015, Milan, July 7-10*.
5. Totawar, Abhishek and Nambudiri, Ranjeet. (Forthcoming). Mood and Self-efficacy: Hedonic and Utilitarian Motivation as Moderators. *14th European Congress of Psychology 2015 (Symposium), Milan, July 7-10*.
6. Totawar, Abhishek and Nambudiri, Ranjeet. (Forthcoming). How Mood Influences Self-efficacy? Experimental Test of Hedonic and Utilitarian Motivation as Moderators. *52nd Annual Meeting of the Eastern Academy of Management 2015, Philadelphia, May 7-9*.

BOOK CHAPTERS

1. Sreekumar, Hari and Rohit Varman. (Forthcoming). History of Marketing in India. *Companion to Marketing History*, Routledge UK.

FACULTY VISIT TO HARVARD CENTRE, SHANGHAI

Faculty members Godwin Tennyson, Jang Bahadur Singh and Hari Sreekumar attended the Case Writing Workshop at Shanghai in February. The four day Workshop was the second part of the Harvard Business School Global Colloquium on Participant Centred Learning.

SIGNIFICANT AWARDS AND FELICITATIONS

Dr. Prafulla Agnihotri has been conferred with the prestigious 'Amity Academic Excellence Award' on 26th February 2015 for his excellence and overarching propagation of world class best practices in education.

Student Activities

CFA INSTITUTE RESEARCH CHALLENGE

IIM Trichy won the national round of the 8th Annual CFA Institute Research Challenge in India, along with SCMHRD Pune. The team from IIM Trichy, comprising of Ankur Lal, Ajit Kumar, Bhanu Putumbaka, Gourab Biswas and Georgy K. Joseph, were adjudged unanimous winners at the National round, held on 2nd February 2015 at the Bloomberg office in Mumbai. The teams had to present an equity research report on the given company before an eminent panel of judges comprising of senior finance professionals.



The successful IIMT team at the CFA Institute Research Challenge

ARCTURUS 3.0

Arcturus 3.0 was organized to challenge conventional approaches towards management.

- Events covering various business functions, namely, Marketing, Finance, HR, Strategy, Operations and IT were conducted.
- 6 major campus events, 7 online events, and 4 on-the-spot campus events were conducted.
- A total of 1698 teams i.e. around 3200 students from top institutes like IIMs A,B,C,L,I,K,S, Ranchi, Raipur, Kashipur, Rohtak, Udaipur, XLRI, FMS, MDI, NITIE, SP Jain, JBIMS, SIBM, SCMHRD, IIT Madras, NIT Trichy, ISB Hyderabad, Great Lakes, GIM Goa, BIM Trichy, TAPMI etc. registered actively for the events. More than 300 top b-schools across India were invited for the event.
- The Arcturus 3.0 website had more than 2500 unique users visiting the website within a week's time.

New members of IIM Trichy

Gajanand M. S.

Area: Operations Management & Quantitative Techniques

Qualification: Ph.D (IIT Madras); B.E. (College of Engineering Guindy, Anna University Chennai)

Gajanand holds a bachelor's degree in Industrial Engineering from the College of Engineering Guindy, Anna University, Chennai. He worked for Ernst and Young Global Shared Services, Bangalore for about a year. He then joined the Ph.D. Programme at the Department of Management Studies, Indian Institute of Technology Madras. He has publications in the International Journal of Logistics Research and Applications and in the International Journal of Operational Research. He has presented his research work in various leading International Conferences. His current research interests include Supply Chain Management, distribution planning, Green Logistics and Green Manufacturing.



Arcturus 3.0 Main Banner during Inauguration Ceremony



Persona Team with winners at HR event HResolve



B-Fest Committee members during on the spot events



Famous stand-up comedians Sundeeep Rao and Sanjay Manaktal

IIM TRICHY FOOTBALL LEAGUE (ITFL 4.0)

ITFL is the annual football tournament conducted by the Sports Committee of the institute. ITFL 2015 was the 4th edition and was played among 6 teams. The teams had a good mix of first year and second year students. The teams selected the captain and players through an auctioning process. Dr. Prafulla Agnihotri, Director IIM Trichy inaugurated the tournament on 8th January, 2015. The final was played on 7th February, 2015 between the teams Six Sigma and Golden Boots, and the latter came up as the winner of the tournament. A few of the faculty members were also present to grace the occasion. The tournament played a crucial role in creating some fun moments amidst the busy schedules of students.

BERYL CRICKET LEAGUE (BCL 1.0)

BCL is the annual cricket tournament conducted by the Sports Committee of the institute. BCL 2015 was the inaugural edition and was played among 6 teams. The teams were selected through an auction process and all the teams had a good mix of first year and second year students. The tournament was started on 8th Feb 2015 with the inaugural match played between PGP 1 and PGP 2 girls' teams. The final match was played on 18th February 2015 between the teams Mavericks and Old school Outlaws with the former emerging winner in a thrilling encounter.

TEDX EVENTS

On the 14th of February 2015, the TEDx Committee of IIM Trichy conducted the TEDx event for the second time (TEDx 2.0). The theme of this year's event was "Change the Game." The event received a good response, with students and faculty members from IIM Trichy, NIT Trichy and BIM Trichy turning up in good numbers.



Organizing team with the speakers



The speakers at TEDx

A total of six speakers from diverse backgrounds presented their ideas in the event.

Mukundhan K.V.

Area: Strategy

Qualification: Fellow (IIM Kozhikode), B.E. (Hons.) Electrical and Electronics Engineering (BITS, Pilani)

Mukundhan's research focuses on the internationalization of emerging market firms from a managerial and organizational cognition perspective. His work has been published in peer-reviewed journals like the International Studies of Management and Organization (ISMO) and Strategic Change. His research has been accepted at various international conferences like the Academy of Management (AOM) Annual Conference, Academy of International Business (AIB) Annual Conference, Strategic Management Society (SMS) Chapter Conference and the Copenhagen Conference on Emerging Multinationals.

Mukundhan obtained a bachelor's degree in Electrical and Electronics engineering from the Birla Institute of Technology and Science, Pilani. Subsequently, he worked for three years with Samsung Electronics and Microsoft Corporation (in a full-time vendor setup) on competitive intelligence, patent analytics and research planning assignments in technology areas related to mobile telephony, human-machine interfaces, automotive electronics, systems biology/pathway analysis and electronic payment gateways



Nilesh Kumar Gupta

Area: Finance and Accounting

Qualification: Fellow (IIM Ahmedabad), B.Tech.

Nilesh has completed his Ph.D. from IIM Ahmedabad where he worked on investor sentiment in the Indian market. Prior to joining IIM Ahmedabad, he worked for two years with Tata Consultancy Services-Financial Services developing software to prevent money laundering. Nilesh has presented his thesis work at the India Finance Conference, 2013 and Doctoral Colloquium at IIMA. His work was also accepted at a doctoral consortium at the University of Bologna, Italy. His primary area of research is in the fields of behavioral finance and empirical asset pricing.



Upam Pushpak Makhecha

Area: Organizational Behavior and Human Resource Management

Qualification: Fellow (IIM Bangalore), MBA (FMS, University of Delhi), M.A. (Psychology, Barkatullah Vishwavidyalaya)

Upam Pushpak Makhecha is an associate professor in the area of Organizational Behavior and Human Resource Management at IIM Trichy. She has completed her Fellow Program in Management (FPM) from Indian Institute of Management Bangalore and her thesis delves into multi-level gaps in HR practices within an organization. She holds an MBA (specialization in HR) degree from Faculty of Management Studies, University of Delhi and a Master's degree in Psychology from Barkatullah Vishwavidyalaya. She did her Bachelor's degree from Indraprastha College, University of Delhi.

She has taught undergraduate courses at MSI, GGSIP University, Delhi and post graduate courses at the Logistics Training Base at Mumbai. She has served with the Indian Navy for nine years and has two years of experience in corporate HR. Her areas of research interest are strategic human resource management, multi-level research in HRM and social entrepreneurship.



Vibhav Singh

Area: Organizational Behavior and Human Resource Management

Qualification: M.Phil. & Ph.D. (Management and Labour Studies) Tata Institute of Social Sciences, Mumbai

Vibhav Singh is an Assistant Professor in the area of Organizational Behavior and Human Resource Management. She holds M.Phil. & Ph.D. degrees in Management and Labour Studies from the Tata Institute of Social Sciences, Mumbai. Her M.Phil. and doctorate work explored inter-generational issues at the workplace. She holds a post-graduate degree in Psychology from the University of Delhi. She completed her graduation in Psychology from Jesus and Mary College, University of Delhi.

She has worked with Aon Hewitt in the areas of employee engagement and Best Employers Asia. Her current research interests lie in the domains of generational diversity, group dynamics, impression management, issues in qualitative research, and feminism. She primarily focuses on interdisciplinary research.

She has been awarded the ICSSR doctoral fellowship (Ministry of HRD) and the best research paper award (Runner's up) at Indian Academy of Management conference at IIM Bangalore.



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