

5 Years of IIM Trichy



भारतीय प्रबंध संस्थान तिरुचिरापल्ली
Indian Institute of Management Tiruchirappalli

Editorial Team



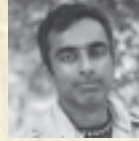
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Message from the Director

Dear Readers,
Greetings from IIM Tiruchirappalli!

Welcome to the visional world of IIM Trichy! I cordially invite you to have a glimpse of IIM Trichy's achievements during the past 5 years since its inception in 2011.

IIM Trichy came into existence in January 2011 as the eleventh IIM established by the Ministry of HRD. It has completed six years of its journey with five batches of Post Graduate Programme (PGP) and three batches of Post Graduate Programme in Business Management (PGPBM) having graduated from IIM Trichy. IIM Trichy has been the first IIM to start the Fellowship Programme (FPM) in the very second year of its operation. Now, we have 22 Fellowship students enrolled at IIM Trichy and we recently welcomed 287 students for PGP to be part of the IIM Trichy family.

We have 35 full time faculty members dedicated to impart knowledge based on the latest pedagogy, with a healthy student-faculty ratio of 8:1. All of them are PhDs or Fellows from IITs or IIMs or the best of the schools in the world with a proven track record of research. Our faculty members have published their research papers in a number of refereed journals and reputed international conferences, while regularly taking up roles as consultants to the industry. We are one of the few IIMs, represented at the prestigious Academy of Management (AoM) Annual Conference in the USA by more than one faculty member every year since inception.

IIM Trichy encourages holistic development of its students by encouraging them to participate in extra-curricular activities and competitions organized by the industry and reputed B-schools to sharpen their leadership, team work and communication skills. Our students have won a number of accolades, both nationally and internationally, in the last five years. IIM Trichy is a socially responsive institute and wishes to instill this value in the minds of its students. We have specially designed a "Make-a-Difference" programme to sensitize our students about various social issues like lack of adequate drinking water, poverty, lack of good schooling and other education facilities, etc., among the socially deprived and less fortunate members of our society. IIM Trichy offers students a global perspective through its International Exchange Programs which introduce these future global managers to the diverse international culture and prepare them to manage global organisations.

I am sure, this special edition will give an insight into the events and activities undertaken by the Institute, its faculty and students, and offer a glimpse of the Institute's achievements.

Warm regards,

P. J. Agnihotri

Prafulla Agnihotri
Director

From the Editor

“When to the sessions of sweet silent thought
I summon up remembrance of things past...”

William Shakespeare, *Sonnet 30*.



The Bard, in his inimitable way, tells us about the bitter-sweet tinge of nostalgia.

My thoughts are akin to his, as I put together this Special Edition of our Newsletter. Five years might be a relatively short time in the life of an Institute, but for an individual, it is quite a long time! I remember the beginnings of this Institute, with just a few tables, and even fewer chairs, with some of us early faculty members taking turns to sit on the chairs. Of course, that phase lasted for barely

a week, and before we knew it, the Director, Dr. Agnihotri, ably supported by our staff members, put together the basic necessities to ensure the Institute could function. We soon had comfortable office spaces, internet connectivity, and other facilities.

IIM Trichy back then was smaller, and if I could say so, a more innocent institute. As I look back to those days, it amazes me to see how much we have grown. From single digit faculty numbers, we now have 35 faculty members, across all the major areas of management. The increase in size has brought with it new opportunities and challenges as well, challenges that I hope we will be able to successfully resolve.

NIT Trichy was kind enough to provide us with land, and infrastructural support for the Institute. However, as the fledgling is ready to take flight, it has to find a new

home for itself. The move to the permanent campus, long in the offing, has become a near inevitability. While there are bound to be challenges, we hope that having our own campus will also help in creating a unique organizational culture, and strengthen our mission.

We have put together this Special Edition so that you, dear reader can get a ring-side view of all that happened at our Institute over the past few years. The Edition covers all the major events and interesting occurrences, starting from 2011. We have generously used photographs, since pictures can convey much more than words. We have also included conversations we have had with our senior faculty members, and staff members. Alumni have provided their insights and feelings about what is now their alma mater. We invite you to take a look at it, and hope the contents leave you in equal measure enthused and enlightened!

Prof. Hari Sreekumar
Editor

About the Institute

On Hallowed Grounds

Indian Institute of Management Tiruchirappalli (IIMT) is the eleventh IIM and was instituted on January 4, 2011 by the Hon'ble Minister for HRD and Telecommunication, Shri Kapil Sibal, under the patronage of the Government of India and the stewardship of IIM-B. Tiruchirappalli is a prominent city for art and culture. IIMT is building its sprawling permanent campus spread over 170 acres of land on Trichy-Pudukottai highway, 12 km from Tiruchirappalli International Airport and in the interim the Institute is functioning from NIT Tiruchirappalli.

Moulding Excellence

IIM is a name that has steadily become synonymous with excellence and has established a benchmark for unwavering quality. IIMT aims to find its own footing in developing competent professionals for the industry. The flagship programme, Post Graduate Program in Management (PGPM), has been instrumental in the achievement of this goal.



Heart of the Being

Hard work, perseverance, passion and integrity are some of the virtues necessary to attain success. IIMT boasts of a collection of eminent faculty and motivated students which form its backbone. Therefore students are chosen after thorough screening. IIMT takes excellent care in ensuring an optimal student-teacher ratio to encourage better learning and to impart appropriate guidance.

Guiding Star

"Knowledge is endless" is a motto that is at the core of IIM Tiruchirappalli. IIMT has strong values which it imparts to its students, primary amongst which is an unceasing desire to learn. IIMT strongly believes that the foundation of value creation lies in the path of continuous learning. The institute recognizes the fact that its students would be catalysts of change and takes great responsibility in shaping them into leaders of tomorrow.



About the Logo

The logo is born out of the idea of 'Celebration of Learning'. It takes the shape of a human form with out-stretched arms signalling the spirit of achievement and fulfilment. The freshness of Orange captures the vibrancy of the Institute's culture. The subtle shape of the Blue between the arms also indicates a flame - a traditionally recognized symbol of education. The logo design combines tradition with a contemporary touch. IIM Trichy as the base unit forms the foundation for that learning and growth.

Mission and Values

Mission

To nurture a learning environment, for the creation and dissemination of management knowledge by integrating global standards to develop leaders of enterprises who add value to society, and to be a partner in nation building

Values

- Dignity of the individual
- Academic freedom with professional responsibility
- Fairness
- Diversity to promote inclusiveness
- Spirit of collaboration
- Learning and research environment
- Innovation and continuous improvement
- Sustainability and
- Ethical behaviour

Dignity of the individual

We uphold the dignity of the individual in all our transactions and activities.

Academic freedom with professional responsibility

We believe in academic freedom. Academic freedom means (I) freedom to undertake and publish research, (ii) freedom to design and offer courses, and (iii) freedom of expression in the classroom. We will be guided by the highest standards of academic integrity in exercising our academic freedom.

Fairness

We treat our employees, students and other stakeholders in ways that are just, honest and free from prejudice. We rely on the principles of justice in allocation of resources and distribution of benefits and outcomes to our stakeholders.

Diversity to promote inclusiveness

We promote inclusiveness by supporting and encouraging diversity in age, gender, cultural and academic background. As an academic institution and thought leader, we also create an atmosphere of mutual respect by accepting and accommodating multiple and diverse perspectives.

Spirit of collaboration

We respect and nurture the spirit of collaboration with all stakeholders for achieving academic excellence.

Learning and research environment

We promote a learning and research environment among the faculty and students of IIM Trichy. We strive to contribute to academia and industry by continuously involving ourselves in pioneering research that will contribute to the body of knowledge and shall help industry to improve its processes. We believe that knowledge is endless and one keeps on learning throughout one's life.

Innovation and continuous improvement

We strive for continuous improvement in all our activities to enable a thriving learning environment. We are open to innovate in all our processes.

Sustainability

We are sensitive to our natural environment and resources and promote their efficient and sustainable use.

Ethical behaviour

We wish to inculcate among all stakeholders honesty in whatever the person does. Ethical behaviour should be an integral part of one's personality and it should be depicted in whatever a person does in his/her professional or personal life.

Board of Governors

Indian Institute of Management Tiruchirappalli

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Ms. Darshana Momaya Dabral

Joint Secretary & Financial Advisor (HRD), Department of Higher Education, Ministry of HRD, Government of India

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Dr. R. Karunamoorthy

Academic Administrator & Strategic Planner, Gopalan Foundation, Bengaluru

Dr. Prafulla Agnihotri

Director, IIM Trichy

Prof. V. Gopal

Professor, IIM Tiruchirappalli

Dr. K. Selvanathan

Secretary to the Board, IIM Tiruchirappalli

Our Institute is located in the city of Tiruchirappalli in Tamilnadu. Tiruchirappalli has many names, often referred to as Trichy, and even Tiruchi. The British called it Trichinopoli.

Trichy is an ancient city, with a rich cultural heritage. The present inner-city area of Woraipur was once the capital of the Cholas, a hugely influential south Indian power from the 9th to the 12th centuries. The Cholas were major seafarers, and frequently traversed the Indian Ocean and Bay of Bengal to trade with neighbouring regions such as Sri Lanka

About Tiruchirappalli

and South East Asia. The resources obtained from this trade were deployed in a temple-building frenzy in the 10th to 12th centuries. This resulted in stunning works of architecture such as the 11th century Brihadeeswarar temple at Thanjavur, located about an hour's drive from our campus. The 7th century Rock Fort temple is yet another example of the architectural and historical splendour of Trichy. Trichy and its vicinity are dotted with numerous ancient temples, big and small, with splendid carvings on stone.

Trichy's location, close to the major seafaring ports on the Eastern coast, has given it a history of cosmopolitanism. The town has historical and deep-rooted connections with the Middle East and South East Asia. The hoards of Roman coins found in the vicinity of the city point to trade connections even further west, to Greece and Italy. The Tamil diaspora, spread across the world, and particularly in South East Asia is testimony to the international connections of Trichy. Trichy is no stranger to international trade, and to this day, rather peculiarly, the Trichy airport has more international than domestic flights!

The city also has a culture of education, learning and rich engagement with the arts. Renowned Carnatic musicians trace their origins to the city and its suburbs. The country also has Trichy to thank for Dr. C.V. Raman, the pioneering Nobel Laureate in physics. In short, what Trichy lacks in size, it more than makes up in learning, arts and commerce!





The Beginning...

4 January 2011 is an auspicious day in the history of IIM Trichy as its foundation stone was laid on that day by the then Minister for HRD and Telecommunication, Shri. Kapil Sibal at Mathur, near Trichy. The foundation was made on 192.35 acres of land provided by the Government of Tamil Nadu. This piece of land is situated between Bharathidasan University and Anna University. The site is well connected to major areas in Trichy. It is approximately ten kilometres from the airport and about fifteen kilometres from the heart of the city. Thus the eleventh IIM in the country was established.

The Institute was appropriately established at the beginning of a new year. Since 2011, on the fourth day of January every year, the Institute celebrates its Foundation Day.

Shri. Kapil Sibal laying the foundation stone of the Indian Institute of Management Tiruchirappalli. Also present in the picture are Dr. D. Purandeswari, Minister of State for Human Resource Development and Mr. M. Damodaran, IAS (Retd.), Chairman of Board of Governors, IIM Tiruchirappalli.



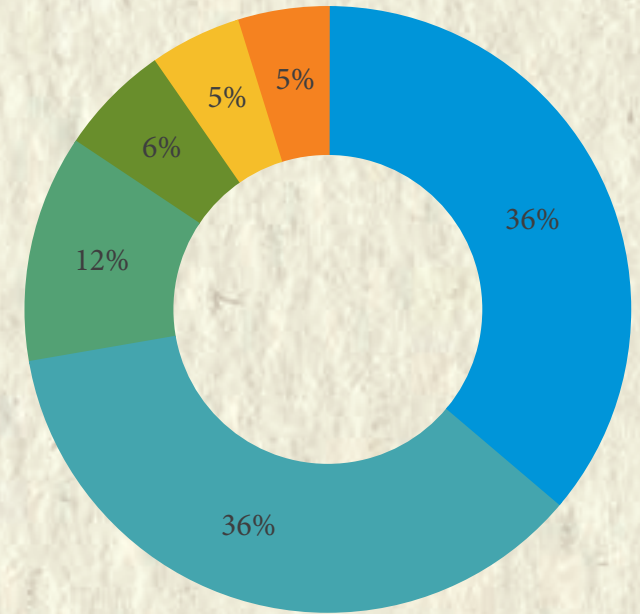
Mr. M. Damodaran, IAS (Retd.), Chairman of the Board of Governors, IIM Trichy inaugurating the first PGP by lighting the lamp. Also in picture are the Chief Guest, Mr. Gopal Vittal (R), Executive Director, Hindustan Unilever Limited, and Dr. Prafulla Agnihotri (L), Director, IIM Trichy

Inauguration of Post Graduate Program (PGP)

On June 15, 2011, IIM Trichy inaugurated the very first batch of its Post Graduate Programme (PGP). Mr. Gopal Vittal, Executive Director, Hindustan Unilever Limited was the Chief Guest while Mr. M. Damodaran, IAS (Retd.), Chairman, Board of Governors, IIM Trichy presided over the function. Mr. Damodaran welcomed the incoming batch, and offered sound advice to the students. Mr. Vittal provided the students with insights from his rich experience in the industry.

The institute also launched its official website www.iimtrichy.ac.in on that day. Director Dr. Agnihotri welcomed the students and introduced the faculty members to the incoming batch. The Institute had only ten full-time faculty members on board at the time, including the Director. While the faculty numbers were small, we can proudly claim that each one of the faculty members was well qualified and committed. The incoming batch comprised of 84 students, belonging to various parts of the country. While the Institute had originally planned to have only one section of students, when the merit lists were drawn up and admission offers made, the response from candidates was so overwhelming that in the very first batch itself, IIMT could have two sections of bright PGP students.

In line with its commitment to nature and mother Earth, IIM Trichy celebrated the inauguration of its first PGP batch by planting saplings in the academic block. The saplings planted in 2011 have now become trees, and serve as a pleasant reminder of our commitment to the environment. Since then, on various occasions, IIMT has undertaken tree planting and similar green initiatives in the NIT Campus as well as at the site of the permanent campus at Chinna Suriyur.



● Marketing ● Finance ● Operations ● Consulting
● Strategy ● HR

Sector-wise Placement of Students for Summer Training

Summer Placements

The very first Summer Placement Season at IIM Tiruchirappalli concluded on a high note, garnering support from industry leaders. IIM Tiruchirappalli emphasized on the objective of catering to each student's specific career needs and has successfully achieved the same by forging fresh ties with a number of corporate firms. The placement process started in the grandest possible manner with an international offer. IIM Tiruchirappalli took pride in announcing it catered to the career aspirations of every student; even certain niche and unique interests such as renewable energy, mobile healthcare and online marketing were considered while placing students.

A total of 40 companies recruited 83 students in various domains such as Marketing, Finance, Operations, HR, Consulting and Strategy. One student ventured out to pursue his own interest in the area of corporate sustainability. Given that this was the very first summer placement initiative carried out by a new Institute, the response from the industry was heartening. The placement process appeared to be a harbinger of good days to come!

Student Activities

Good students are essential to the success of any academic program and institution. At IIM Trichy, we are proud of having a bunch of bright, talented and entrepreneurial youngsters who, besides academics, involve themselves in numerous co-curricular and extra-curricular activities. Listed below are some of the achievements of our students in 2011 and 2012.

- 1 Successfully completed a Real Time Live Project on Campus Branding Strategies of different conglomerates and recommending a campus branding strategy for Murugappa Group
 - Mr. Abhijit Paul
 - Mr. Karande Akshay
 - Mr. Abhishek Kumar Singh
- 2 IIMK – Backwaters 2011: Ranked amongst top 20 teams amongst the 100+ participants in “Beat the Market – The microeconomics strategy game”
 - Ms. Divya Devarapalli
 - Ms. Isha Suman
 - Ms. S. Karthika
 - Ms. Swapnil Gupta
- 3 One of the finalists out of 414 participants in the event “TAS Altius”, a highly specialized event in the domain of General Management held at “Confluence 2011”, IIMA's annual management summit
 - Mr. Karthik Malaiappan
- 4 Selected as one of the finalists in the event “TAS Zeus”, a highly specialized event in the domain of General management held at “Manifest 2011”, IIML's Annual International Business Conclave
 - Mr. Karthik Malaiappan
- 5 Top 25 in “Iquiz”, an event conducted by SJMSOM in association with Mahindra Scorpio where 500+ teams participated
 - Mr. K. Prashanth Kumar
 - Mr. K. S. Manish
- 6 Ranked amongst Top 20 teams in EduNirvana Economist of the Year Competition at IIML Manifest 2012
 - Mr. K. Prashanth Kumar
 - Mr. K. S. Manish
- 7 Finalist in Barter event conducted at IIMB
 - Ms. S. Karthika
 - Ms. Divya Devarapalli
 - Mr. Rohan Shinde
- 8 Presented a Paper on “New Marketing Channels Driving the Retailers” in an International Conference on Innovation in Management Practices
 - Mr. Subash Krishnan A
 - Mr. Kaushik Sundararajan
- 9 Presented a Paper on “Role of e-governance in Higher Education Institutions” in a NAAC sponsored National Level Seminar
 - Mr. Subash Krishnan A
 - Mr. Kaushik Sundararajan
- 10 Winner of “Oil Barons” – an economic strategy event in “Confluence 2011” conducted by IIMA
 - Mr. Sudhakar Ayyagari
 - Mr. Devulapalli Sharath
- 11 Received Merit Scholarship covering full tuition, hostel and Mess Fees for the two years of PGP from “Societe Generale”
 - Mr. M. R. Sundar Srinivasan
- 12 One of the final teams in the event “Hiranya Garbha” conducted by IFMR in 2012
 - Mr. Karthik Malaiappan
 - Mr. M. R. Sundar Srinivasan
- 13 Finalist in “Samaaj” – Case Study conducted by Ernst and Young
 - Ms. Swapnil Gupta
- 14 Ranked first in “King of Advertisements”, the marketing and advertising event in “Confluence 2011”, the annual business conclave of IIMA
 - Mr. Abhijit Mishra
 - Mr. Mohanraj Ganesan

- 15 Ranked sixth in “Sampreshan”, a national level Ad Design Contest at “Udaan 2012”, the annual conclave of IRMA
 - Mr. Abhijit Mishra
 - Mr. Mohanraj Ganesan
- 16 Live Project with Pantaloons Retail (India) on insights on Consumer Behaviour in a Tier-3 City and increasing sales at Pantaloons, Durgapur
 - Mr. Abhishek Kumar Singh
- 17 Live Project to design marketing Strategy for Solar PV Rooftop Solutions
 - Mr. Ghatole Vijay
 - Mr. Sripathi Reddy V
- 18 Published an article in FMS “Sportskeeda” on “Sports Marketing”
 - Mr. Gowrishankar R
- 19 Interviews published in “Economic Times” and in a topline MBA portal “Pagalguy.com”
 - Dr. Kishor Chindam
- 20 Live Project for Voltas, Coimbatore about the feasibility of Marketing Voltas products
 - Ms. Renuka S
- 21 Published a Paper on “Reduction of Production line cycle time using simulation” in a journal published by Central Manufacturing Technology Institute, Bangalore
 - Mr. Sameer Patil

Student Clubs

The following clubs were created by the students to organize and take part in activities in fields of their interest.

MAC The Marketing Club

MAC, a student-run organization operating out of the IIM Trichy campus puts all its efforts in helping the students know what it takes to be a better marketer. It strives to reduce the gap between industry and academia and create a knowledge-sharing network that will serve as a backbone to students pursuing a career in marketing and hence make them industry-fit.

Finvest The Finance and Investments Club

The Finance and Investments Club of IIM Tiruchirappalli is a student-driven initiative that aims to cultivate the students' interest in finance as an academic discipline and as a career option. The club organises industry talks, seminars, workshops, guest lectures and quizzes.

SigmaEta The Operations Club

SigmaEta is the operations club of Indian Institute of Management Tiruchirappalli. The objective of the club is to kindle the thought process of the students and enhance their understanding of operations management.

Matrix The Systems and Technology Club

Matrix Club has been established by the students in order to provide increased awareness of the various career options and opportunities in the IT / Systems industry for management graduates. It is an excellent platform for future technocratic managers to collaborate and hone their skills through various events and activities in the domains of IT Consulting and Services, Business Development and Software Product Management. It also helps students gain exposure to hands-on work experience and relevant IT certifications through industry partnerships and project work.

Quizzotica The Quiz Club

Quizzotica – the Quiz Club of the students of IIM Trichy aims to foster intellectual stimulation and a desire amongst the students to know and to further incorporate this as a way of life. The club conducts a plethora of quizzes involving different topics ranging from the mundane to the esoteric that serve as an excellent platform for students to share their knowledge.

Elixir The Social Responsibility Club

Recognizing that caring is an integral part of life, Elixir was founded with the aim of directing the students' sensitivity to social issues towards generating actionable ideas and plans to implement.

The club members also undertake several initiatives through which the students participate in concrete programmes and activities that aim to create sustainable positive changes in the society.

11Megapixels The Photography Club

A picture is worth a thousand words. At 11Megapixels, the students try to create stories through their photographs. The club looks at improving the members' skills and exploring new avenues in photography. Away from the rigorous tasks and demands of the academic world, 11MP seeks to provide a pleasant distraction to its members and provide the budding artist within each of them an avenue to display their creative talents. In order to achieve this, the club organizes activities, seminars, challenges and trips and gives the shutterbugs a reason to start clicking.

Swara The Music Club

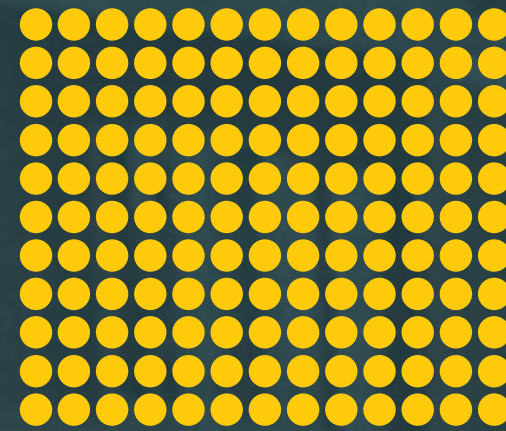
Swara, the music club of IIM Trichy, is a voluntary organization where a group of ardent music followers exalt the harmony of notes. Music is a universal language and a uniting force which knows no barriers. At Swara, this spirit of music is kept alive with chords, beats, notes and rhythm. The music club provides a vast canvas with a palette of colors ranging from Indian classical music to popular music and western music. The professional and aspiring musicians of IIM Trichy get together to share their passion for music by performing individually and in groups in every club meet.

Consulate The Consulting Club

The Consulting Club, Consulate, is an organization pursuing excellence in the field of management consulting. It seeks to educate the student both on consulting as an academic field and as a career option. Consulate aims to create an environment for exchange of knowledge between students, academia and the industry and offers a platform to develop interest and inclination towards the field of consulting through live projects and competitions.

Enviro The Green Club

Enviro is a club that works for the environmental cause and helps in educating the students on careers in related segments. It encompasses fields such as Renewable Energy, Energy Efficiency, Energy Conservation and Environmental Education. The club conducts seminars, workshops and competitions thus presenting students with an opportunity to interact with industry experts on the subject. Enviro also provides avenues for the student to learn from NGOs and policy making bodies.



Faculty Publications and Research 2011-2012

Journal Articles

1. Nithyananda, K. V. (2012). Alchemy and IPR - Monetizing Intellectual Property Rights. *Journal of Intellectual Property Rights (JIPIR)*, 17(5), 406-416.
2. Senthil, S., Srirangacharyulu, B., & Ramesh, A. (2012). A Decision Making Methodology for the Selection of Reverse Logistics Operating Channels. *Procedia Engineering*, 38, 418-428. doi: 10.1016/j.proeng.2012.06.052
3. Majumdar, S., & Chattopadhyay, D. (2011). Debt Crunch: What Does It Mean for Base load Investment, Emissions and Prices? *The Electricity Journal*, 24(8), 29-40. doi: 10.1016/j.tej.2011.09.001

Case Studies

Ramachandran, J. & Manikandan, K. S. (2012). *ITC Limited: India First*. HBS No. IMB375-PDF-ENG. Boston MA: Harvard Business School Publishing.

Books

Agnihotri, P. Y. (2011). *Researching into Realities of Management for Better Well-Being*. Nugegoda: Faculty of Management Studies and Commerce, University of Sri Jayewardenepura.

Edited Books

Rathinasabapathy, G., Chandrakumar, V., & Elavazhagan, K. (2011). *Emerging Library and Information Technologies-2011*, Chennai: Tamil Nadu Veterinary and Animal Sciences University, Chennai.

Book Chapters

1. Janardhan, T. G., & Nithyananda, K. V. (2012). Challenges of Marketing Infrastructure related financial products. In Rudra P. Pradhan (Ed.), *Inclusive Financial Infrastructure* (pp. 85-108). New Delhi: Bloomsbury Publishing.
2. Nithyananda, K.V. (2012). Protection of Financial Innovations Related to Infrastructure Projects. In Rudra P. Pradhan (Ed.), *Inclusive Financial Infrastructure* (pp. 276-303). New Delhi: Bloomsbury Publishing.

Conference Presentations

1. Nithyananda, K. V. (2011, December 28-30). *Protection of Financial Innovations Related to Infrastructure Projects*. Paper presented at the International Conference on Frontiers of Infrastructure Finance (ICFIF), Indian Institute of Technology Kharagpur, India.

2. Nithyananda, K. V. (2011, December 28-30). *Challenges of Marketing Infrastructure related Financial Products*. Paper presented at the International Conference on Frontiers of Infrastructure Finance (ICFIF), Indian Institute of Technology Kharagpur, India.
3. Khatua, A. (2011, October 22-23). *Why Goliath Always Wins? Effect of Business Group Size on Value-Creating Potentials during Institutional Transitions in Emerging Economies*. Paper presented at the Society for the Advancement of Management Studies (SAMS) Journal of Management Studies Alternative Conference, Hong Kong.
4. De, R., & Singh, J. B. (2011, August 28). *Scarcity, Exit, Voice and Violence: The State Seen Through E-Government*. Paper presented at the 10th IFIP International Conference on Electronic Government (EGOV-2011), The Netherlands.
5. Khatua, A. (2011, July 07). *Business Group Heterogeneity in Value-Creating Potentials during institutional Transitions in Emerging Economies*. Paper presented at the 27th EGOS Colloquium Reassembling Organizations, Gothenburg, Sweden.

Awards

Prafulla Y. Agnihotri (2012). Bharat Jyoti Award, India International Friendship Society, New Delhi, March 27.



2012

June

Inauguration of the second PGP batch

The inauguration of the second batch of the PGP in Management was held on 13th June 2012 with 108 students. Mr. Awdhesh Krishna, Managing Director, Global Head of HR, Wholesale Corporate, Nomura Services India Private Limited inaugurated the programme and addressed the newcomers of IIM Trichy. Mr. Krishna narrated many incidents from his professional and personal experience, and enlightened the audience. Director Dr. Prafulla Agnihotri also addressed the students. Dean (Academics) Prof. V. Gopal proposed the vote of thanks.

The Institute encourages bright students by awarding them certificates of merit, and also by including their names in the Director's Merit List. This is usually done on the Inauguration Day. Here we present the details of the students who were given certificates of merit and other awards at the 2012 PGP Inauguration.

Certificate of Merit

The Institute awards Certificate of Merit to the meritorious students of the first year. It is awarded based on the Term Grade Point Average (TGPA) computed at the end of each term. The award also consists of a book grant of Rs.2000. The following six students received the Certificate of Merit and book grant:

Ms. Nandhini Ravi | Mr. Dibyadarshan Acharya | Ms. Swati Ram Das | Mr. Ajoy Frederick H | Mr. Anaghh Sharma

Director's Merit List

The Director's Merit List comprised of the following six students who scored the highest TGPA during the first year. Each student received a book grant of Rs.5000 and the Certificate of Merit. In addition, the students' names are enrolled on the Institute Roll of Honour.

Ms. Nandhini Ravi | Mr. Dibyadarshan Acharya | Ms. Amrutha S | Ms. Tina Marshall | Mr. Navin Kumar L | Mr. Ajoy Frederick H

August

The First PGPBM batch

IIM Trichy achieved an important landmark in 2012, with the inauguration of the first batch of PGPBM students. The PGPBM is a program for working executives, with at least 5 years of industry experience. The aim of the Program is to provide management education to working executives who are unable to attend a residential MBA program such as the PGP.

PGPBM was launched to groom working executives in and around Chennai, who aspire to move into senior leadership roles. Towards this, the programme aims to develop competent professional managers, capable of working in any sector of organized activity, provide leadership and achieve excellence even while contributing to the welfare of society at large. The Program also helps IIM Trichy in its industry interface, and brings in fresh ideas and insights to faculty members.

The programme specifically attempts to:

- Equip participants with conceptual and interpersonal skills and sense of social purpose for managerial decision-making.
- Develop leadership capabilities to act as change agents and be a source of motivation in the organizations they work in.
- Nurture the desire to excel in performance without compromising integrity, honesty and fairness.

The Chennai Centre of IIM Trichy is located in the Ekkatuthangal area of Chennai, around 9 km from the airport. The centre is spread over 14,000 square feet and comprises 4 classrooms, a well-stocked Learning Resource Centre, a Computer Centre, faculty and staff offices. The centre is wi-fi enabled.

The first batch of PGPBM commenced on August 27, 2012. Twenty-eight students were admitted and the average work experience of the batch was 10 years.

August

The First FPM Batch

A doctoral program is essential if an institute wishes to contribute to knowledge creation. The Fellow Programme of IIM Trichy, also known as the FPM, is meant to fulfil this purpose. The IIM FPM is widely recognized as equivalent to a doctoral degree.

The Fellow Programme in Management (FPM) is a full time, residential doctoral programme of the Indian Institute of Management Tiruchirappalli (IIMT). The FPM at IIMT is globally recognized, and is a premier source of rigorous, and inter-disciplinary research in all areas of business management. The programme is committed to training individuals who will excel in their areas of research through creation of quality knowledge of international standard.

FPM students specialize in the following disciplines:

- Economics and Public Policy
- Finance and Accounting
- Marketing
- Management Information System
- Organizational Behaviour and Human Resource Management
- Operations Management and Quantitative Techniques
- Strategic Management

The Mission of the FPM at IIMT is to:

- Provide rigorous, world-class, inter-disciplinary training in all areas of business management that will equip students with the ability to conduct cutting-edge research
- To create a group of committed and qualified individuals to create new knowledge in all areas of business management
- To meet the growing manpower needs of academic institutions in India and abroad for quality management teachers

The FPM at IIMT adheres to the following values:

- Professional Ethics
- Intellectual Honesty
- Rigor in teaching and research
- Interdisciplinary and integrated approach

Students are expected to complete the programme within 5 years. It is possible to complete the programme within 4 years also. The maximum duration of the programme is 7 years.

The academic year 2012-13 marked the start of the first batch of the IIM Trichy FPM. Post a rigorous selection process, 3 candidates were selected for the full time residential doctoral programme.

Blood Donation Camp



As part of Independence Day celebrations, Elixir – the social responsibility club of IIM Trichy, in association with Indian Red Cross Society, Trichy organized a blood donation camp on August 14, 2012. Activities such as this reaffirm our commitment to the society. The Blood Donation Camp was an enormous success, and has been organized every year since.

Summer Placement

IIM Trichy had a successful placement season for the summer placement of 2012-14 batch. The Institute, in its second year of operation hosted a total of 39 recruiters of which 20 participated in the process for the first time. Diverse profiles were offered for the students which included Private Equity & Corporate Banking, Sales & Advertising, Supply Chain Management and Manufacturing, Financial Consulting and Small-Enterprise Consulting. Roles in Public Policy and General Management were also offered.

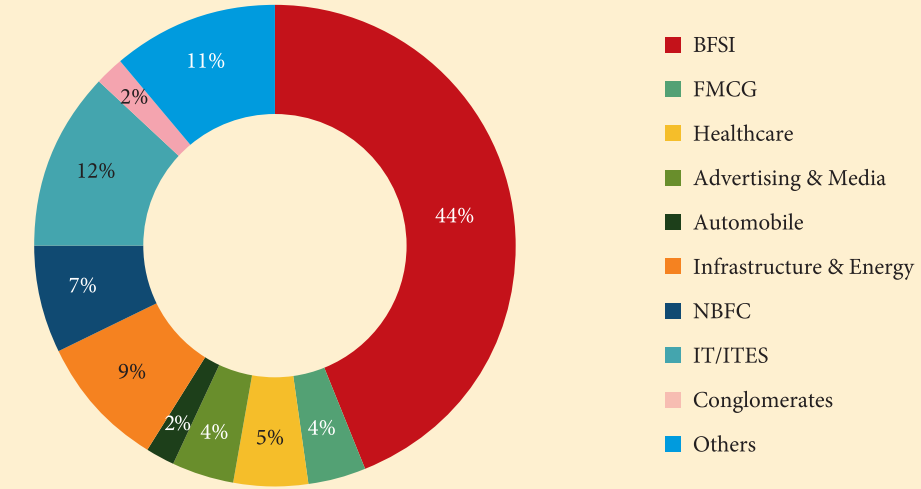
Here is a snapshot of the summer placement results:

Number of students in the batch	102
Number of students registered for summer placement	92
Number of students placed for summer internship	92
Number of companies that made offers	39
Highest stipend for internship period	₹ 1,40,000
Average stipend for internship period	₹ 41,000

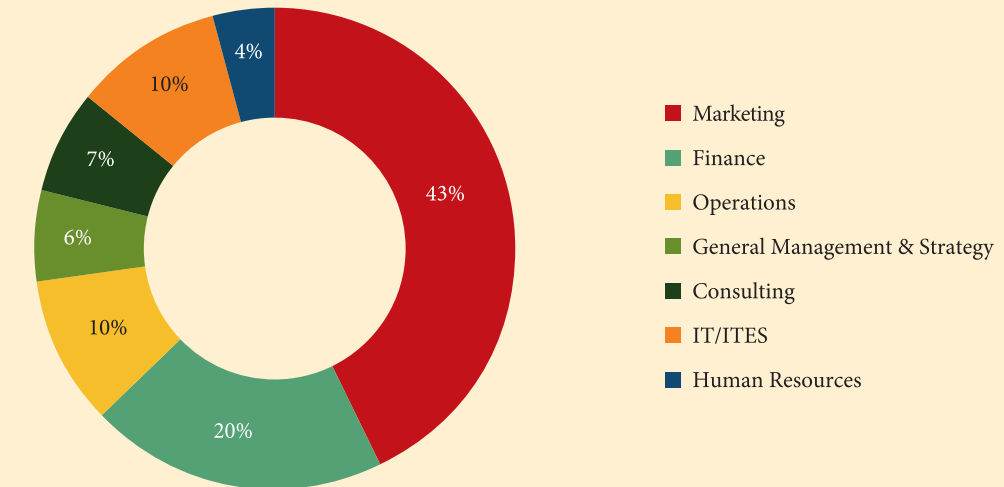
International Relations

Two students from the first batch spent three months at the Graduation School of Business (IAE Aix En Provence) in the South of France during October – December 2012.

Sector-wise Categorization



Function-wise Categorization



The First Book Exhibition at the Learning Resource Centre

The Learning Resource Centre, in a more “old-fashioned sense” referred to as the Library, is the nodal centre for knowledge creation activities of the Institute. The LRC is ably headed by Dr. K. Elavazhagan, the Librarian and Chief Knowledge Officer of IIM Trichy. The Book Exhibition is very much Dr. Ela’s brainchild, and attempts to bring together academics, publishers and their representatives under one roof. The event also provides an opportunity for faculty members to take a look at the latest publications in their fields, and update themselves. Moreover, even in the so-called digital era, physical books play an important role given their manipulability, user-friendliness, mobility, permanence, and the opportunities for serendipitous learning provided by the physical library.

LRC organized the first book exhibition on October 10, 2012. Around 10 reputed international publishers were invited to display their publications. More than 1000 titles were selected on the same day at a cost of ₹ 20,00,000 which helped to enhance the LRC physical collection.





IIM Trichy Chennai Centre Inauguration

IIM Trichy's Chennai Centre was formally inaugurated by Mr. T. S. Sridhar, IAS, Additional Chief Secretary to Government of Tamil Nadu on November 21, 2012. Mr. M. Damodaran, Chairman, Board of Governors, IIM Trichy presided over the function. Also present were Dr. Prafulla Agnihotri, Director, Prof. V. Gopal, Dean (Academics) and Prof. Suresh Paul Antony, Chairperson, PGPBM.

Student Achievements

Team Members	Event Name	Prize
Akshay Karande	Guinness world record : Mass cracking Of Rubik's Cube, 2012	Guinness world record
Ajox Frederick H, Dibyadarshan Acharya, Vishwanath S.R	"Arthayuga" – Event of Economics, conducted during L'Attitude 13 05'- the national level management fest of Great Lakes Institute of Management	Second
Hansini Mutte & Karthika S	Long Bets, Arcturus '13	First
Ganesh Subramanian	Souvenir'13 - a crossword quiz event conducted by Sigma Eta – operations Club of IIM, Trichy	2nd Prize
Niranjan P, Mohammed Farhan	Marketing Competition at IFMR, Chennai	1st Prize
Niranjan P, Sharon Prasad	Consulting Competition at IIM Trichy – Infographics Design	2nd Prize
Hemanand Y	Secured finalist position in Best Manager Event	Finalists
Preetika Agrawal	Sangram in IIMB (Silver medals in 6 swimming events)	Silver medal
Samyukta, Shiva, Aditya J	Treasure hunt, Arcturus 2013	1st Prize
Aditya J	Football, Sangram 2013 at IIM B	2nd Prize
Supratim Paul, Nandhini Ravi, Niranjana S, Prabhakaran	Chandragupta Institute of Management, Patna. GNosis'13. Aurora- ad making competition	Finalists
Mohanraj, G Phanidhar, Abhijit Mishra, Subash Krishnan	Mahindra Warroom 2012, IIM T/Mumbai	Campus winner/ one among top 20 teams in India (out of 1820 teams)
Niranjana S, Rama Devi A V	'Chanakya' held as a part of intaglio '13- IIMC Management fest	Finalists

Team Members	Event Name	Prize
Niranjana S, Nandhini Ravi	Bazaar, held for the students of IIMT	Runners
Sharon Prasad, Gitu Ajayakumar, Prayukti Shankar, Preeti Admane	Leo Club Dance Competition, NIT Trichy	Winner
Jayshree Bhole, Niketa Chauhan	Toyota Green Challenge	Finalists
Rahul Dumawat	The Strategist 2012, Cognizant	Winner
Viswanath SR, Anand Kumaresh K	View to Kill- Strategy event (part of Abhyodhaya)	Winner
Renuka S	mUreka, biggest analytics competition conducted by MU Sigma and IIM Lucknow	Winner (2nd runner up)
Niranjan P, Farhan M	'Occult Invasion 2013' Marketing event – Institute for Financial Management and Research, Chennai	2nd prize
Ganesh Subramanian, Latha Vijayakumar	Esencia De HR - HR event in the management fest "Chrysalis" conducted by LIBA, Chennai	Finalists
Karthika, Nandhini Ravi	Arthakshetra, conducted as a part of "Chrysalis", management event by LIBA, Chennai	Finalists
Navin Kumar L, Mohit Kumar	Optimus, Case study competition Arcturus 13 at IIM Trichy	Winners
Navin Kumar L, Mohit Kumar, Anusri Vashistha	Gen G, Video making contest, Arcturus 13 at IIM Trichy	Winners
Navin Kumar L	Last man Standing, IFMR, Chennai	Finalist



Mahindra War Room 2012

Mahindra is a large Indian corporation into multiple businesses such as automobiles, farm equipment, information technology and financial services. Mahindra War Room is a competition that offers an opportunity for India's best B-school minds to work on the live business problems faced by Mahindra and devise comprehensive and realistic solutions to these.

2012 saw the inaugural Mahindra War Room. The event saw an enthusiastic participation from both the PGP batches. Students showcased their analytical and strategizing skills in developing the approach to identify feasible and realistic solutions to case-lets provided by the company. Mahindra War Room has resulted in Mahindra developing an on-going relationship with IIM Trichy. Many IIM Trichy students have since been placed in the company, and contribute to its growth in myriad ways.

Faculty Publications and Research 2012-13

Journal Articles

1. Godwin, T., Gopalan, R., & Narendran, T. T. (2013). Factors influencing the design of a linear rail network for a dedicated freight corridor. *International Journal of Logistics Systems and Management*, 14(1), 73-92. doi:10.1504/IJLSM.2013.051021
2. Nilakantan, K. (2013). Estimation of Career Progression and Growth Properties in Markov Manpower Systems with a Competitive Climate. *International Journal of Business and Systems Research*, 7(3), 292-317. doi: 10.1504/IJBSR.2013.055321
3. Nilakantan, K. (2013). Replenishment Policies for Warehouse Systems under Cyclic Demand. *International Journal of Business Performance and Supply Chain Modelling*, 5(2), 148-176. doi: 10.1504/IJBPSM.2013.053491
4. Nithyananda, K. V. (2012). Software Patents and the Management of IT and ITES Companies in India. *Indian Journal of Management Technology*, 1(2), 131-154.

Case Studies

Chadha, A. (2012). Daiichi Sankyo's Generic (MIS) Adventure: The Ranbaxy Takeover. *Emerald Emerging Markets Case Studies Collection*, 2(8), 1-10. doi:10.1108/20450621211308122

Books

Kotler, P., Armstrong, G., Agnihotri, P. Y., & Haque, E. (2013). *Principles of Marketing: A South Asian Perspective*. New Delhi: Pearson.

Book Chapters

Pattnayak, S. S., & Chadha, A. (2013). Role of International Monetary Fund, World Bank and Asian Development Bank in Tackling Financial Crises in Asia. In Kallidaikurichi, E. Seetharaman (Ed.), *A Tale of Two Crises: A Multidisciplinary Analysis* (pp.73-90). Oxan: Routledge.

Conference Presentations

1. Selvanathan, K. (2013, March 07-08). *Inclusive Growth in Management Education: Is it A Myth?* Paper presented at the National Seminar on Inclusive Growth: Economic, Institutional and rights Perspectives, PSG College Arts and Science, Coimbatore Tamil Nadu, India.
2. Sreekumar, H. (2013, February 15-17). *A Study of Stigma among Subaltern Consumers*. Paper presented at the AMA Winter Marketing Educators' Conference 2013, Caesars Palace Las Vegas, United States of America.

3. De, R., & Singh, J. B. (2012, September 03). *ICTD and Political Freedom: Issues of Local Context*. Paper presented at the 11th IFIP International Conference on Electronic Government (EGOV-2012), Kristiansand, Norway.
4. Khatua, A. (2012, August 07). *An Epitaph for Crony Capitalism? Business group affiliation, capital structure and liberalization*. Paper presented at the 72nd Annual Meeting of the Academy of Management, Boston, Massachusetts.
5. Ramachandran, J. & Manikandan, K. S. (2012, August 06). *Growth and Persistence of Business groups in Emerging Markets: Towards Solving the Puzzle*. Paper presented at the 72nd Annual Meeting of the Academy of Management, Boston, Massachusetts.



PC: Nidhin Basheer (PGP 2016-18)



PC: Nidhin Basheer (PGP 2016-18)

Foundation Day

IIM Trichy celebrated its Second Foundation Day on 4 January 2013. The prime attraction was a panel discussion on 'Financial Sector – Growth and Prospects in 2013'. The panellists engaged in an in-depth discussion about stock exchanges, start-ups and the banking sector in India.

There was also an eye donation pledge camp, organized by Elixir, social responsibility club of IIM Trichy, in association with Joseph Eye Hospital, Trichy.



Kumar Mangalam Birla, Director Prafulla Agnihotri, Chairman, Board and faculty members with graduating students

First Annual Convocation



Mr. Birla addresses the audience at the First Annual Convocation

The First Convocation is a memorable event in the life of any academic institute. IIM Trichy's first annual convocation was held on 16th April, 2013. The convocation was held at the permanent campus site in order to give convocating students a sense of attachment and connect with what was then only a piece of land. The convocation committee and PGP Office, along with numerous supporting staff went to great pains to set up at the venue a *pandal* with air conditioning, and adequate seating for the numerous students and visitors.

The First Convocation of the Institute was a mega event, and a resounding success. We were honoured to have Mr. Kumar Mangalam Birla, Chairman of the Aditya Birla Group to preside over the convocation as the Chief Guest. Mr. Birla is a household name in India, and is among the wealthiest industrialists in the world. He also proved to be a humble and down to earth individual, and addressed the students with great warmth. Mr. Damodaran, Chairman of the Board of Governors awarded the diplomas to graduating students. Dr. Agnihotri presented the Annual Report of the Institute. With the first convocation, our young Institute had established itself, with its graduates ready to make a mark in industry and society.

“Run your own race. Your circumstances make you different from all the rest.”

– Kumar Mangalam Birla

Inauguration of the Third PGP Batch

The third incoming batch of PGP students received a warm welcome at the inauguration function held at EEE Auditorium on 27th June 2013. The Chief Guest for the event was Mr. Satish Pradhan, Chief of Group HR, Tata Sons. Mr. Pradhan stressed the importance of having a clear conscience while on the job. He was of the opinion that while the straight and narrow path was a difficult one to traverse, that alone would assure peace of mind. Mr. Kumar Ramanathan, Director – Commercial, Analytics of Vodafone, Africa, Middle East and Asia Pacific was the Guest of Honour. Dr. S. Sundarajan, Director of NIT Trichy was a special invitee. The Chief Guest and Guest of Honour distributed the merit awards and certificates. Dr. Prafulla Agnihotri welcomed the incoming batch. Prof. Suresh Paul Antony, PGP Chair proposed the vote of thanks.



Mr. Pradhan addresses the audience

Dr. Agnihotri welcomes Mr. Ramanathan



Shri. Ashok Thakur, IAS declares the Conclave open



Panel Discussion at the First HR Conclave



Members of the audience at the First HR Conclave, Chennai

First HR Conclave

IIM Tiruchirappalli organized its maiden HR Conclave on 20th September, 2013 at the Hilton, Chennai. The event turned out to be a huge success with active participation from corporate and academic fronts. The objective of the conclave was to offer a forum for the industry and academia to come together and share the latest knowledge and practices in the field of HRM.

The event was inaugurated by Mr. Ashok Thakur, IAS, Secretary, Ministry of HRD, Govt. of India. Dr. Prafulla Agnihotri, Director, IIM Tiruchirappalli and Prof. V. Gopal, Dean of Academics, IIM Tiruchirappalli also addressed the gathering during the inauguration.

This was followed by the first panel discussion on “Leadership and Change”. The invited panelists were Mr. Sasi Sunkara, Partner, McKinsey India, Mr. K. Ganesan, VP-HR, TCS and Mr. Muthu Kumar Thanu, CHRO, TAFE. The discussion was moderated by Prof. Abhishek Totawar of IIM Tiruchirappalli. The discussion started with defining leadership in various contexts and appreciating

how leaders are superior to managers. The panel opined that effective leaders should not just accommodate change but anticipate and lead change

The participants, including corporates, students of IIM Tiruchirappalli and other business schools took this opportunity to interact with the panellists and get cues to carve their way to be the leaders of tomorrow influencing change.

The second panel discussion went on with the theme “Talent Retention” for which the panelists were Mr. Dharmarajan, VP-HR, Head of Buildings & Factories, L & T; Mr. Krishna Bhagvan, Director HR, Motorola Solutions; Mr. Rajesh Padmanabhan, Corporate VP/ CHRO, Capgemini and Mr. Prince Augustin, Executive VP-Group HR and Leadership Development, Mahindra and Mahindra. The discussion was moderated by Prof. Vijaya of IIM Tiruchirappalli.

The group dealt with aspects like retention of talent physically, mentally and emotionally. Some of the panelists spoke about retention of technical talent and the effect of the aura of managerial positions cannibalizing technical talent. They emphasized the importance of emotional connect an employee should have with his work and his organization especially after being in a firm for more than a couple of decades.

They also noted that flexibility is an important factor to retain and nourish talent today as against rules and systems of the earlier days. But they added that this flexibility should be in line with the goals of the organization. The influence of cultural differences and diversity was discussed by this panel too and it opined that the techniques of Human Resource Management should be customized to suit the need of the hour.

The post lunch session was equally interesting and interactive with a panel discussing on *“Redefining Culture for Employee Engagement”*. The panelists were Mr. Samir Agarwal, Principal, BCG; Mr. C. Mahalingam, Executive Coach and HR Advisor to corporate (he was with firms like IBM, Phillips India and Meritor Fuelite formerly); Mr. Soma Valliyappan, Life Member, NHRD; Ms. Vidya Muralidharan, HR, Business Partner, Ashok Leyland and Dr. Karthikeyan, MD, Gemba Consulting. The discussion was moderated by Prof. Mouloud Madoun of IIM Tiruchirappalli.

The panel said that developing emotional engagement with oneself is the first step of nurturing engagement of an employee with the organization. One of the panelists disagreed with the notion

of equating engagement with entertainment and told that engagement should help an employee gain mastery over her task, give freedom to express and explore and create a sense of purpose that is beneficial to her, to the organization and to the society on the whole.

The panel said that true engagement stems from personal interaction with the employees with respect towards their ideas. The panel also said that any personal development program should be need based and focused and should not just be a ritual.

The valedictory by Mr. Awadesh Krishna, MD, Global Head- HR, Nomura Ltd., gave a wonderful finishing touch to the proceedings of the day. He said that Human Resource Management is as much as a science as any other domain of management or technology. He pressed on the importance of change and described HR as “the profession of the century”. He encouraged the young HR professionals to stand up for their profession. He later interacted with all the students personally and cleared queries in topics like the feasibility of inducing change in others, the challenges of being an HR in the corporate world and the role of HRM in public sector enterprises.

The event was concluded with a vote of thanks by Prof. Mouloud Madoun and Prof. Abhishek Totawar of the institute.

“Mentoring the Mentors”

Academic pressure, high levels of competition and the wish to excel result in considerable stress on students. Some students find it difficult to cope with such pressure, and go through avoidable distress and trauma. During such situations, it is important that faculty members play a supportive role, and help the student through mentoring, listening to the student, or directing her to a competent counsellor. IIM Trichy wishes to provide an



Faculty members engaged in brainstorming and discussion



Sharad Sakorkar in an informal interaction with faculty members

enabling and stress-free environment to students. With this intention, the Institute organized a workshop for its faculty members at Thanjavur. The programme was imaginatively christened “Mentoring the Mentors.” (Courtesy Prof. Suresh Paul Antony, PGP Chairperson!).

The programme was anchored by Madhukar “Sharad” Sakorkar, a reputed trainer and corporate coach. Held in a peaceful location on the banks of the Kaveri, the programme helped faculty members to introspect on the different roles they played – as teachers, as facilitators, as guides, seniors and mentors to students. Sharad organized various interesting activities such as discussions, thought exercises, and role plays to help draw out the various modalities and nuances of mentoring. The programme was a resounding success, and the Institute is operationalizing a full-fledged Mentoring and support-providing mechanism for its students.



Director Dr. Agnihotri inaugurates the 2013 Book Exhibition

Second Book Exhibition at the Learning Resource Centre

IIM Trichy takes pride in fostering a culture that is conducive to knowledge creation and dissemination. The LRC organized the second Book Exhibition of IIM Trichy on the 22nd of October 2013. The annual Exhibitions provide an opportunity for publishers to present their works, and helps faculty members to remain abreast of the latest developments in their fields.

Director Dr. Prafulla Agnihotri inaugurated the Exhibition. Around 10 select and reputed international publishers were invited to display their publications. More than 3000 new titles, CDs and DVDs were displayed during the Exhibition. More than 700 titles were selected on the same day at a cost of around Rs. 28 lakhs, which helped to enhance the LRC physical collection.



"Well, this one seems to be worth ordering..."



Dr. Prafulla Agnihotri delivers his talk on HR at the NIPM Madras Chapter

Director's Talk at NIPM Madras Chapter

Director Dr. Prafulla Agnihotri delivered a talk on HR at the NIPM Madras Chapter's Southern Regional Conference 2013.



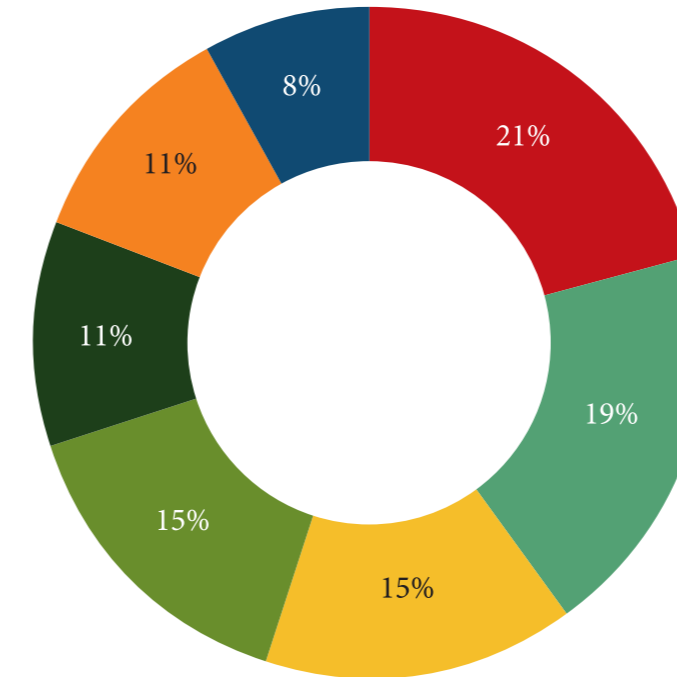
Lateral and Final Placement

IIMT had a successful final placement process for the 2011-13 batch, the largest first batch among all new IIMs. It saw a total of 60 recruiters. Diverse profiles were offered in domains such as Corporate Banking, Product Liability Management, International Sales, General Management, Operations Consulting and Supply Chain Planning. Niche roles such as CXO Recruitment Consulting and Executive Assistant to CEO were also offered. Being the very first final placements for IIM Trichy, this happens to be a major milestone in the history of the Institute.

Below is a snapshot of the results of the 2011-13 batch final placements:

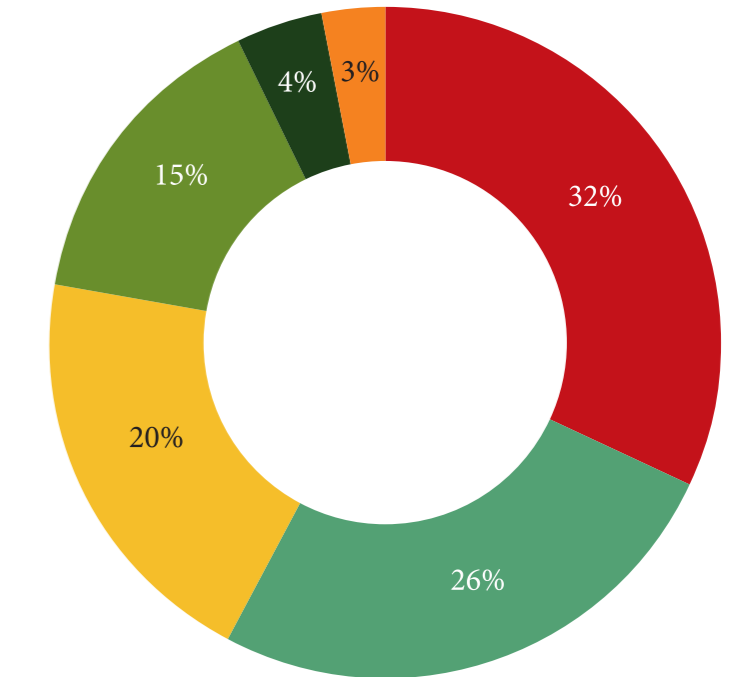
Number of students in the batch	80
Number of students registered for final placement	74
Number of students placed	74
Number of companies that participated in the process	60
Total number of offers made	76
Number of Pre-Placement Offers (PPO)	5
Minimum Annual Compensation (in Rs. Lakhs)	6.04
Average Annual Compensation (in Rs. Lakhs)	10.92
Median Annual Compensation (in Rs. Lakhs)	11.5
Maximum Annual Compensation (in Rs. Lakhs)	21.5

Lateral & Final Placements: Sector-wise Categorization



- BFSI
- Consulting
- IT/ITES
- Infrastructure & Energy
- FMCG
- Healthcare
- Manufacturing & Others

Lateral & Final Placements: Function-wise Categorization



- Marketing
- Finance
- Consulting
- IT/ITES
- HR
- Operations

Vigilance Awareness Week

As a reputed public institution, IIM Trichy is expected to set an example in terms of adhering to the highest standards of honesty and integrity in their dealings with stakeholders. As part of this broad mission, the Institute observed a Vigilance Awareness Week from the 28th October to 2nd November. Various activities such as anti-corruption pledges, seminars and lectures were held at the Institute. Shri. K. Ganesan, AGM (Vigilance), BHEL Trichy presented an engaging seminar on "Promoting Good Governance."



Shri. K. Ganesan talks on promoting good governance

Prof. V. Gopal, Dean (Academics) administers the Anti-Corruption Pledge

Student Activities

IIM Trichy organized a TEDx event on 6th October 2013. The prime purpose of TEDx IIM Trichy was to build a powerful speaker program, seeking extraordinary voices in our local community who have a unique story or an unusual perspective and convey it in an interesting way.

TEDx IIMTrichy was aiming at positioning the Institute as a centre for sustainable development and breeding ground for creative ideas. It extended its impact to the ecosystem of Trichy of which the Institute is an integral part. In doing so, it aimed to bring together the unsung heroes of the locality and those who had the potential to create a positive change in the society.



TEDx speakers at IIM Trichy

TEDx speakers at IIM Trichy

- Mr. Nammalvar G who is an Indian Organic Farming scientist hailing from the Thanjavur district of Tamil Nadu spoke on food security and explained the need for organic farming
- Mr. Senthil is working towards providing the families in his village, Thenur with health care, employment and education and he spoke on creating choices in the villages of India
- Mr. Gopalakrishnan reaches out to the rural heartlands of the southern districts of Tamil Nadu to nurture students who aspire to become civil servants. He shared with us his views on how important it is to spot talent in kids when they are young and help them nurture it so that they become "good citizens"
- Mr. Eshwar Vikas, a young scientist and entrepreneur who patented his very own dosa maker and is now building a business around it, spoke on how automation can make a difference in the way we consume food.
- Mr. Berlin Russ Jose, is a social worker who prides himself on being a father figure to dozens of children who are battling HIV. He shared with us his views on the situation of kids and sex workers with HIV and what could be done to make the much needed difference.
- Ms. Jenitha Anto is a physically challenged person. She has overcome her disabilities to win the Gold for Chess at the IPCA world Chess Championship held at Czechoslovakia. Ms. Anto spoke on how being physically challenged does not affect the achievements one can attain.
- Ms. Rani Muralidharan is the executive director of GK Sons Engineering Enterprises Pvt Ltd. With the help of WEAT, a self-help group for women, she reaches out to dozens of women and handholds them in their entrepreneurial journeys.
- The event was publicized using various modes including flash mobs, radio interviews and discussions, online posts and competitions, etc.

Participation by IIMT students in various inter-collegiate competitions

The students of IIM Trichy participated in many competitions organized by other institutions and B-schools of repute. Some of the highlights of the participation are provided below:

Xpressions, XIMB

Xpressions is the annual B-School fest organized by the student community of XIMB, in their endeavor to foster interactions with the corporate world and other B-Schools. Xpressions was conducted from 8th to 10th of November 2013. Kurukshetra is one of the toughest business simulation games in the country and the flagship event of Xpressions. The game tests contestants on their ability to understand the complexities of a business case and make cross functional decisions that impact the profitability of a virtual company. Teams from the best B-Schools from all across the country battled it out in the online round to make it to the top 8. The winning teams were invited to Bhubaneswar to play the final two rounds, Kurukshetra (the business simulation module) and Chakravayuh (the outdoor module).

To the consistent belonged the spoils of victory, Dibyadarshan Acharya and Abhinandan Gupta, Team Spartans from IIM Trichy emerged as the clear winners of Kurukshetra, 13 and were awarded a cash prize of Rs. 35,000 along with trophies and certificates.

Passion, IMT Ghaziabad

Passion, the annual management and cultural fest of IMT Ghaziabad is considered to be the 'Mecca' of B-school fests. The best management brains from the top institutes across the country compete with each other as they try to prove their mettle in a plethora of events spanning diverse areas of knowledge and fields of interest. Displays of prodigious skill, rare talent and the participants' desire to succeed by pushing their personal boundaries, are the hallmarks of this mega event. If the mornings are full of intense competitions, the evenings comprise energy-filled cultural events that are sure to create excitement. Spread over a period of three days, Passion is a scintillating experience that exemplifies the essence of student life at IMT.

Tatva is the flagship event of IMT Ghaziabad and the most sought after challenge - one of its kind, across the best business schools. It offers students a unique opportunity to showcase significant contributions that they have made to their respective organizations, in the course of their Summer Internship. These are subjected to a rigorous evaluation process by various stalwarts in the Industry, who preside over as judges. TATVA 2013 was a national competition open to all business schools. It is an individual event but multiple entries from the same institute were allowed. Students who had completed their summer internship of 2013 were eligible for participation.

From IIM Trichy, Bala Teja Swaroop participated in this event and secured 1st place in the HR domain.

Launchpad, IMI Delhi

IIM Tiruchirappalli came out victorious at IMI Delhi's Launchpad '13 which was conducted in association with HCL and ICES.

The event featured students from prominent B-schools across the country such as IIM Ahmedabad, FMS Delhi and IIM Rohtak to name a few. Post a rigorous screening round, the competition was trimmed down to 6 teams. The final challenge involved drawing up innovative strategies for HCL's Digital Marketing Campaign. The competition was judged by HCL's Kavita Khushalani - Brand Manager, Saloni Seth - Senior Executive, Marketing & Advertising and Harshit Pandey - Campus Recruitment, University Relations. The winners - IIM Tiruchirappalli's Navin Kumar L., Mohit Kumar and Ayushee Nigam - have received Pre-Placement Interviews (PPIs) from HCL.



IIM Trichy students conduct a flash mob to publicize the TedX event

IIM Trichy students at IMI Launchpad

IIMT students Dibyadarshan Acharya and Abhinandan Gupta at "Kurukshetra"

Journal Articles

1. Senthil, S., Srirangacharyulu, B., & Ramesh, A. (2014). A Robust Hybrid Multi-Criteria Decision Making Methodology for Contractor Evaluation and Selection in Third-Party Reverse Logistics. *Experts Systems with Applications*, 41(1), 50-48. doi: 10.1016/j.eswa.2013.07.010
2. Totawar, A. K., & Nambudiri, R. (2014). Can fairness explain satisfaction? Mediation of quality of work life in the influence of organizational justice on job satisfaction. *South Asian Journal of Management*, 21(2), 101-122.
3. Totawar, A. K., & Nambudiri, R. (2014). How does Organizational Justice Influence Job Satisfaction and Organizational Commitment? Explaining with Psychological Capital. *Vikalpa: The Journal for Decision Makers*, 39(2), 83-97.
4. Chadha, A., & Pattanayak, S. S. (2013). Technical Efficiency of Indian Pharmaceutical Firms: A Stochastic Frontier Function Approach. *Productivity: A Quarterly Journal of the National Productivity Council*, 54(1), 54-62.
5. Elavazhagan, K., & Udayakumar, M. S. (2013). Use of Resources in the BITS, Pilani – Hyderabad Campus: A Study. *International Research Journal of Library and Information Science*, 3(3), 470-479.
6. Nagashree S. N., & Nithyananda, K. V. (2013). Agricultural Productivity and Rural Sustainability. *OIDA International Journal of Sustainable Development*, 6(2), 77-82.
7. Poruthiyil, P. V. (2013). Weaning Business Ethics from Strategic Economism: The Development Ethics Perspective. *Journal of Business Ethics*, 116(4), 735–749. doi: 10.1007/s10551-013-1818-8

8. Ramachandran, J., Manikandan, K. S., & Pant, A. (2013). Why Conglomerates Thrive (Outside the U.S.). *Harvard Business Review*, 8(12), 99-108
9. Srirangacharyulu, B., & Srinivasan, G. (2013). An exact algorithm to minimize mean squared deviation of job completion times about a common due date. *European Journal of Operational Research*, 231(3), 547–556. doi: 10.1016/j.ejor.2013.06.017

Book Chapters

Tatachari, S., Manikandan, K. S., & Gunta, S. (2014). A Synthesis of Organizational Learning and Knowledge Management Literatures. In M. Chilton, & J. Bloodgood (Eds.), *Knowledge Management and Competitive Advantage: Issues and Potential Solutions* (pp. 122-147). Hershey, PA: Information Science Reference. doi:10.4018/978-1-4666-4679-7.ch008

Conference Presentations

1. Srirangacharyulu, B. & Chadha, A. (2014, March 24). A Simulated Annealing Algorithm to Minimise Mean Squared Deviation of job completion times about a common due date on identical parallel processors. Paper presented at the International Conference on Technology and Business Management (ICTBM-14), Dubai, UAE.
2. Pattanayak, S. S., & Chadha, A. (2014, January 06-08). *Is Health Care Really a Luxury? The Debate Revisited with New Evidence from Emerging Economies*. Paper presented at the 9th International Business and Social Science Research Conference, Novatel World Trade Centre, Dubai, UAE.

3. Godwin, T. (2013, December 20-22). *Simulation Modeling of a Toll Plaza Operation*. Paper presented at the XVII Annual International Conference of the Society of Operations Management, Chennai, Tamil Nadu, India.
4. Hansoge, N., Marisetty, V. B., & Singh, P. (2013, December 20). *Can Business Groups Survive with Institutional Development? Theory and Evidence*. Paper presented at the Conference on Emerging Markets Finance 2013, The Westin, Bombay, India.
5. Hansoge, N. (2013, December 19). *Tunneling in business groups and average stock returns*. Paper presented at the India Finance Conference 2013, Indian Institute of Management Ahmedabad, Gujarat, India.
6. Hansoge, N., Marisetty, V. B., & Singh, P. (2013, December 18). *Can Business Groups Survive with Institutional Development? Theory and Evidence*. Paper presented at the India Finance Conference 2013, Indian Institute of Management Ahmedabad, Gujarat, India.
7. Ramachandran, J., Pant, A., & Manikandan, K. S. (2013, December 17). *Strategy-on-the-Go: Revisiting Strategic Choice and Strategic Leadership*. Paper presented at the Strategic Leadership: An Emerging Market Perspective, Indian School of Business, Mohali, India.
8. Totawar, A. K., & Nambudiri, R. (2013, December 12-14). *How does Organizational Justice Influence Job Satisfaction and Organizational Commitment? Explaining with Psychological Capital*. Paper presented at the 3rd Biennial Conference of the Indian Academy of Management (IAM) 2013, India Institute of Management Ahmedabad, Gujarat, India.

9. Godwin, T. (2013, December 09). *Intelligent Selection of a Server among Parallel Identical Servers*. Paper presented at the 2013 Winter Simulation Conference, Washington, DC, USA. (Poster)
10. Vijaya, V. (2013, November 15-16). *The Psychological Contract with Employee*. Paper presented at the Southern Regional Conference 2013. National Institute of Personnel Management - Madras Chapter, Chennai, Tamil Nadu, India.
11. Totawar, A. K., & Nath, P. (2013, November 15-16). *Competent snobs and lovable fools: How personality traits affect corporate choices*. Paper presented at the Southern Regional Conference 2013. National Institute of Personnel Management - Madras Chapter, Chennai, Tamil Nadu, India.
12. Nithyananda, K.V. (2013, November 9-10). *Teaching Legal Aspects of Innovation and Entrepreneurship to Management Students at the Post graduate Level*. Paper presented at the International Conclave on Innovation and Entrepreneurship in 21st Century Higher Educational Institutes, Indian Institute of Technology Roorkee, Uttarakhand, India.
13. Lukose, P. J. J. (2013, October 25-27). *Financing Constraints and Investments in R&D: Evidence from Indian Manufacturing Firms*. Paper presented at the VIII Annual Conference on Forum for Global Knowledge Sharing, Indian Institute of Technology Bombay, Bombay, India.
14. Sundaravalli, N. (2013, October 21-23). *GNU Linear Programming kit (GLPK)*. Paper presented at the International Conference on Operations Research for Data Analytics & Decision Analysis (ICORDADA 2013), University of Kashmir, Jammu and Kashmir, India.

15. Nagashree, S. N., & Nithyananda, K. V. (2013, August 6-7). *Agricultural Productivity and Rural Sustainability*. Paper presented at the International Conference on Sustainable Development 2013, Toronto, Ontario, Canada.
16. Totawar, A. K., Nambudiri, R., & Selvaraj, P. (2013, August 13). *Justice, Satisfaction, Commitment: Mediation of Quality of Work Life and Psychological Capital*. Paper presented at The 73rd Annual Meeting of the Academy of Management, Lake Buena Vista (Orland), Florida, USA.
17. Chadha, A., & Ying, Z. (2013, July 29). *TRIPs, Innovation and Survival of Indian Pharmaceutical Firms*. Paper presented at the 10th Annual International Conference on Small and Medium Sized Enterprises: Management-Marketing-Economic Aspects, Athens, Greece.
18. Pattanayak, S. S., & Chadha, A. (2013, May 30 – June 01). *Health Care Expenditure and Income Emerging Economies: The Case for Inclusive Growth*. Paper presented at the First Pan-IIM World Management Conference: Emerging Issues in Management, Goa, India.
19. Nithyananda, K. V. (2013, May 23-25). *Alchemy and IPR: Monetizing Intellectual Property Rights*. Paper presented at the Strategic Management Forum XVI Annual Convention 2013, Indian Institute of Management Kozhikode, Kerala, India.



PC: Shantanu Katakam (PGP 2016-18)



PC: Shantanu Katakam (PGP 2016-18)



Mr. Subramanian, Exec. VP, L&T addresses the audience at the Third Foundation Day of IIMT

3rd Foundation Day

IIM Trichy celebrated its Third Foundation Day on the 4th of January 2014. As part of the celebrations, there was a panel discussion on “Manufacturing sector: a source of global competitiveness for India.” The panelists were Mr. A.V. Krishnan, Executive Director, BHEL Trichy, Mr. S.R. Subramanian, Executive Vice-President (Machinery and Industrial Products IC), Larsen and Toubro, Ms. Rani Muralidharan, Chairperson-CII, Trichy Zone and Dr. Prafulla Agnihotri, Director, IIM Trichy.

At the discussion, the panelists shared their insightful views on the manufacturing sector with the audience. Mr. Subramanian opined that the manufacturing sector could record tremendous growth if logistics and taxation issues were resolved. He pointed out that there was a tremendous amount of talent in the region, which could be harnessed to produce innovations. Mr. Krishnan highlighted the importance of the manufacturing sector in terms of its sheer size and ability to create jobs and spur economic growth. Ms. Rani Muralidharan presented the perspective of micro, small and medium enterprises, stressing on the need for the manufacturing sector to focus on quality, process improvement, safety and health issues. Dr. Agnihotri argued that the manufacturing sector was of critical importance for the country to be globally competitive. Dr. V. Gopal, Dean (Academics) of IIMT moderated the discussion.



Dr. Agnihotri addresses participants at the TEQIP



Director and faculty members of IIMT with TEQIP participants

TEQIP

The Ministry of HRD, Government of India has certain objectives with regard to Higher Education in India. According to the 12th Five Year Plan, higher education in India needs to be aligned with global trends and knowledge development. In line with these objectives, IIM Trichy was selected by the Ministry of HRD to conduct a Technical Education Quality Improvement Programme (TEQIP) for other institutes.

The TEQIP programme of IIMT was specially designed to orient Principals, Vice - Principals, and other academic and administrative personnel who have a leadership role to play in designing quality education programmes and run them in their institutions based on quality standards. Certificates of participation were issued to the attendees. The TEQIP was scheduled for five days, from 10 to 14 February 2014, and heads of 27 educational institutions from 3 states – Andhra Pradesh, Tamilnadu and Puducherry participated in the Academic Leadership Programme. The programme was held at the Chennai centre of IIM Trichy.

Summer Placements

IIMT successfully completed summer placements for its PGP 2013-15 batch with 45 companies participating in the process. All 94 students registered for summer placements received summer internship offers.

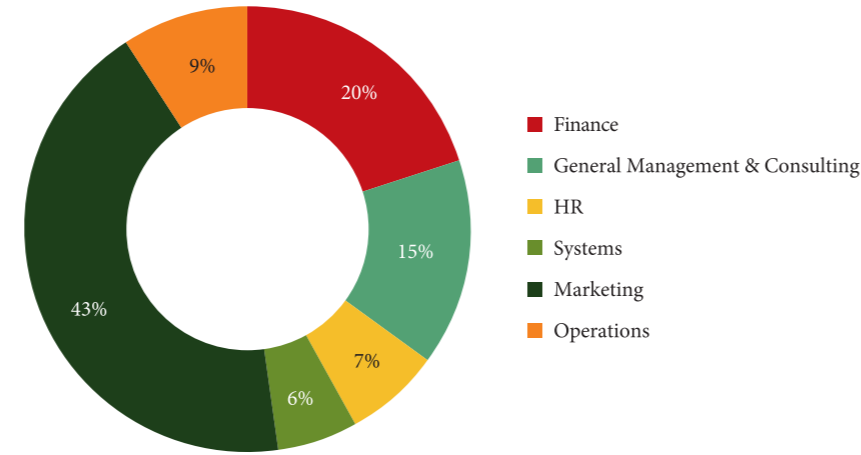
Prominent recruiters from various sectors such as BFSI, FMCG, Media & Advertising, Manufacturing, Consultancy and IT/ITeS participated in the institute's summer placement process. Some of the recruiters are as follows: World Bank, RBI, Citibank, Mahindra GMC, KPMG, Cognizant Business Consulting, ICICI Bank, Dabur, Mapro, TAFE, Genpact, HCL, Saint Gobain, TVS Rubbers, Emami, HCL Axon, Marmore, L&T, Indus Law, TTK Prestige, TCIL, ICCL (BSE), IIFCL, Garuda Vaayu Shakti Ltd., Lapiz Digital, Reliance Broadcast Network, Draft FCB Ulka, Explico Consulting, Prequate Mindworks, DoodleBlue, Basket Option, Simplify 360, Index Advisory, Nodwin Consulting, Knowledge Faber Consultants, DCB Bank, United Biscuits, Kshatriya Sports, Hidesign, ACH Consultants, Metis India and MyDeals24x7.

Summer Placement Statistics*

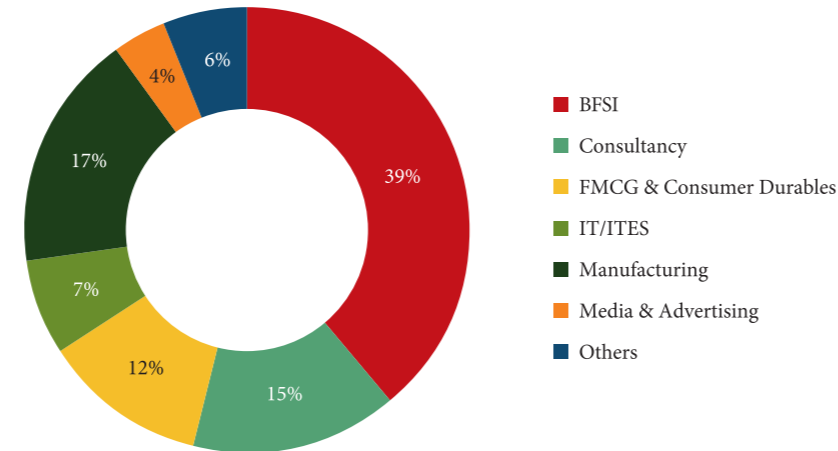
Number of Students in the batch	107
Number of Students registered for Summer Placements	94
Number of Students offered Summer Internships	94
Highest Stipend offered for the Internship period	₹ 1,40,000
Average Stipend offered for the Internship period (Top 25 Percentile)	₹ 95,909
Average Stipend offered for the Internship period (Top 50 Percentile)	₹ 66,108
Average Stipend offered for the Internship period (Top 75 Percentile)	₹ 51,042
Average Stipend offered for the Internship period (All offers)	₹ 42,657

* Stipend statistics exclude travel allowances and daily allowances offered by many companies

Classification by Function



Classification by Sector



The Second Convocation



Mr. A. M. Naik, Group Executive Chairman, L&T addresses the graduates at the Second Annual Convocation



Dr. Prafulla Agnihotri, Mr. A. M. Naik and Mr. M. Damodaran with the medal-winners



The Convocating batch with faculty and BOG members

IIM Trichy held its Second Annual Convocation on the 15th of March 2014, at the site earmarked for the new campus. Mr. A. M. Naik, Group Executive Chairman, Larsen & Toubro, was the Chief Guest for the function. Mr. Naik while addressing the graduates, stressed on the importance of values, transparency and commitment to society. Citing his own example, Mr. Naik also pointed out that what mattered was a person's work and deeds, and not the degree or institution that he or she is associated with. Mr. M. Damodaran, Chairman, BOG of IIM Trichy exhorted the pass-outs to pursue happiness in their careers and personal lives, and live according to their beliefs and potential.

Director Dr. Prafulla Agnihotri presented the various achievements of the students and faculty members of IIM Trichy. He urged the graduates to aim for high achievements, and at the same time remain compassionate to colleagues and juniors. Chairman Mr. M. Damodaran presented the diplomas to graduating students, and Mr. Naik presented the medals. 104 students were awarded the Post Graduate Diploma in Management.



Mr. Damodaran in an informal interaction with PGP students at IIM Trichy

Chairman's visit to the campus

Chairman of the BOG of IIMT, Mr. M. Damodaran, visited the campus on the 14th March 2014. Mr. Damodaran had an informal interaction with faculty members. He also took a tour of the institute and its facilities, and interacted with the PGP students.



Dr. Elavazhagan (Librarian and CKO) and Dr. Agnihotri at the Language Learning Centre inauguration

Language Learning Corner at the LRC

The ability to speak and understand multiple languages is a crucial business skill in today's inter-connected world. Moreover, understanding other languages broadens one's outlook, and enables greater access to other cultures. With these aims, the Language Learning Corner (LLC) at the Learning Resources Centre was inaugurated by Director Dr. Agnihotri on the 4th January 2014. The LLC is a part of the broader "Language Lab" set-up at the LRC. It is a self-learning centre, equipped with user-friendly digital learning materials, and provides a wonderful opportunity to the library users to enhance their speaking, reading and writing abilities in Asian and European languages.



PGCBAM participants during a campus visit to IIMT

Launch of new programs at IIMT

The Institute has also launched certificate programs for working executives through interactive learning mode, in collaboration with NIIT Imperia. Three programs have been launched as of now – Finance Essentials for Managers, Post Graduate Certificate in Brand and Advertising Management, and Post Graduate Certificate in Business Management. The response to the programs has been good, with many working professions using them as an opportunity to enhance their professional knowledge and skills.

Hindi Classes for non-teaching staff

The HR department of IIMT organized Hindi learning classes for non-faculty members. A local resource person was engaged to impart basic knowledge of Hindi. Staff members were also provided with learning materials and resources to improve their understanding of the language.

Final Placements

IIM Trichy successfully completed the final placement process for the 2012-14 batch of the two year post graduate programme in management. All 85 students who had registered for final placements were placed. The industry reinstated its faith in the Institute as past recruiters along with new recruiters took part in the process this time around. The recruiters were impressed with the diverse views, out of the box thinking, enthusiasm and keenness shown by the students.

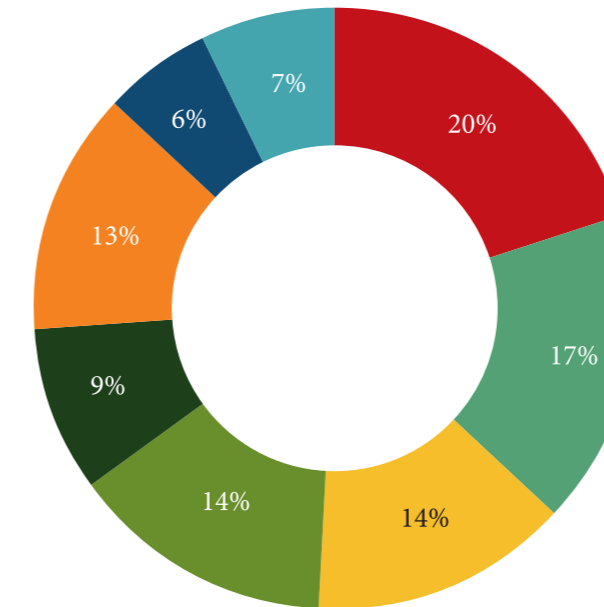
Prominent recruiters from various sectors such as BFSI, FMCG, Media & Advertising, Infrastructure & Energy, Healthcare, Education, Manufacturing, Consultancy, Analytics and IT/ITeS participated in the Institute's final placement process. Some of the recruiters who participated in the process include Cognizant Business Consulting, Citibank, Mahindra GMC, Kellogg's, ICICI Bank, BPCL, Trident Group, SAP India, TAFE Group, Larsen & Toubro, Dabur, HDFC Bank, HCL Technologies, TTK Prestige, TVS Tyres, Avalon Consulting, Berger Paints, Dr. Reddy's Laboratories, Cholamandalam Finance, Lakshmi Machine Works, Tata Elxsi, Tata Power, TCS, Oracle, GAIL, Godrej and Boyce, Indus Valley Partners, Intequant, Dexler, Vernalis Business Consulting, Knowledgefaber, Ikon Marketing Consultants, Infinity Research, Optimal Strategix, Transven, Ennovent, Great place to work, Barry Whemiller, Aryaka Networks, Verytx Technologies, MAQ Software, Abiba Systems, DoodleBlue, CSS Corp, Congruent, IT Xcg, Vembu Technologies, Flexing IT, Manali Petro chemicals, Puravankara, Kwality Milk Foods, Brand Care, Perfint Healthcare, Scio Health Analytics, GE Healthcare, Aditya Birla Group LEAP, Stovekraft, IFB Industries, Nissan, Asahi Glass, Garware Bestretch, Randstad, Rank Junction, FACE, Benchmark Sixsigma, Savegenie, Decathlon Sports, Retailon, Litchi Knowledge Centre, Simplilearn, Housing.com, Latent View Analytics, Musigma, IQR Analytics, Positive Integers among others.

The recruiters offered diverse and enriching profiles to the students across all functions be it finance, marketing, operations, HR, consulting and general management. Some of the notable profiles include Vice President – Strategy, Executive Assistant to CEO, Planning and Strategy, Treasury Services, Corporate Banking, International Sales, Logistics Manager, Capital Markets Consulting as well as consulting in verticals such as Retail, Healthcare and Insurance.

Placement Summary Statistics

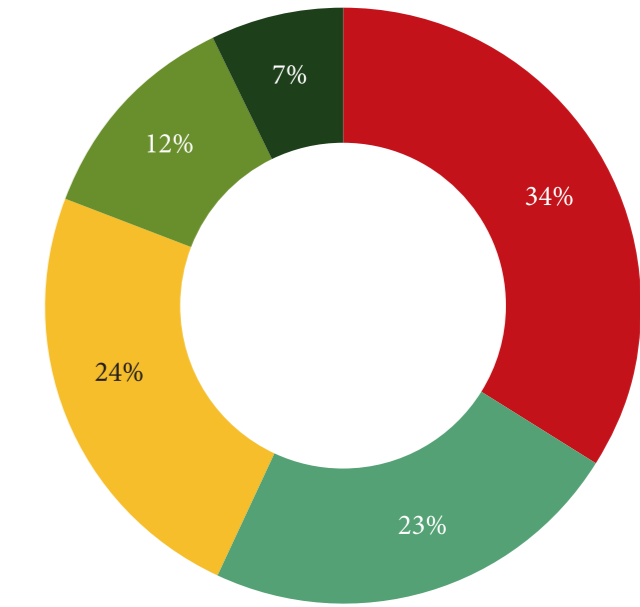
Number of students in the batch	103
Number of students registered for final placements	85
Number of students placed	85
Number of recruiters who participated in the process	76
Total number of offers made	86
Number of Pre Placement Interviews	17
Number of Pre Placement Offers	2
Minimum Annual Compensation (in Rs. Lakhs)	6.1
Average Annual Compensation (in Rs. Lakhs - Top 25 Percentile)	13.95
Average Annual Compensation (in Rs. Lakhs - Top 50 Percentile)	12.88
Average Annual Compensation (in Rs. Lakhs - Top 75 Percentile)	11.78
Median Annual Compensation (in Rs. Lakhs)	11
Maximum Annual Compensation (in Rs. Lakhs)	19.25

Sector-wise Categorization



- BFSI
- Consulting
- IT/ITES
- Infrastructure & Energy
- FMCG & Healthcare
- Manufacturing & Education
- Ecommerce & Sports
- Analytics

Function-wise Categorization



- Marketing
- Finance
- Consulting & Analytics
- Operations
- General Management & Strategy

Corporate Governance Conference 2014

Corporate governance has always been a vital part of the joint stock company era. In recent times, it has assumed greater significance in light of the numerous instances of mis-governance and scandals. IIM Trichy believes that an interaction between academia and industry will help to better understand the challenges in corporate governance. With this aim, the Corporate Governance Conference was held from 13 to 14 June 2014 at Chennai.

The Conference was inaugurated by Mr. M. Damodaran (IAS, Retd.), Chairman of the IIM Trichy Board of Governors. As part of the conference, Mr. Bharat Doshi, Director, Mahindra & Mahindra Ltd., and Board Member of IIMT inaugurated The Centre for Corporate Governance at IIM Trichy.

The conference featured paper presentations and panel discussions on various contemporary topics in finance, accounting and governance.

भूमि पूजा at site of New Campus

A Bhoomi Puja (ceremony conducted before construction) was held at the site for the new campus of IIM Trichy. The function was held on the 26th of June. Dignitaries including Ms. Jayashree Muralidaharan, District Collector of Trichy and Dr. V. M. Muthukumar, Vice Chancellor of Bharathidasan University graced the occasion.



Mr. M. Damodaran, Chairman, BOG unveils the Foundation Stone of the permanent campus. (L to R), Mr. M. Damodaran, Dr. Prafulla Agnihotri, Ms. Jayashree Muralidharan and Dr. V. M. Muthukumar.

Faculty visit to Harvard Business School

Three of the faculty members of IIM Trichy attended the Global Colloquium on Participant Centered Learning at Harvard Business School, in July. Prof. Hari Sreekumar, Prof. Godwin Tennyson and Prof. Jang Bahadur Singh attended the six day program designed for faculty members who are positioned to lead instructional change at their schools over the next decade.



Faculty members Prof. Jang Bahadur Singh and Prof. Godwin Tennyson (Middle and Right) at HBS

Independence Day celebrations

Independence Day 2014 was celebrated with the usual fervor, with flag hoisting, addresses by the Director and Dean, and cultural events organized by the students.



Dr. Agnihotri addresses faculty, staff and students on the occasion of Independence Day

Third Book Exhibition at the LRC

The Learning Resource Centre at IIMT organized its Third Book Exhibition on September 16, 2014. Faculty members, students and staff actively participated and recommended more than 500 books. While electronic resources are important, physical books enrich the library space, and also provide opportunities for serendipitous learning. The addition of these new titles is sure to attract more students to the LRC.



The Third Book Exhibition at LRC, IIM Trichy

Distinguished Lecture Series

Mr. Ashok Sajjanhar, former Ambassador to Kazakhstan, Sweden and Latvia and currently Secretary, National Foundation for Communal Harmony, delivered two lectures at IIM Trichy. The topics were “Foreign Policy of the new Government – Continuity or Change” and “Doing Business with CIS Countries.” The lectures were held on October 7 and 8, as part of the Distinguished Lecture series in collaboration with the Ministry of External Affairs.



Director Dr. Prafulla Agnihotri inaugurates the Second HR Conclave 2014

2nd HR Conclave 2014

IIM Tiruchirappalli organised the second edition of its annual HR Conclave on 18th September, 2014 at Hilton Hotel in Chennai. The event was a huge success with active participation from corporate and academic fronts. The objective of the conclave was to offer a forum for industry and academia to come together and share the latest knowledge and practices in the field of HRM.



Panel discussion at the Second HR Conclave

The event was inaugurated by Mr. Sunil Kumar, Centre Head, World Bank. Dr. Prafulla Agnihotri, Director, IIM Tiruchirappalli addressed the gathering during the inauguration.

The event featured a panel discussion on “Is Organisational Citizenship Behaviour a Myth?” by Dr. Vishal Shah, VP–Corporate HRD, Wipro Limited; Mr. Yogesh Mariwalla, Executive Director, Index Advisory Pvt. Ltd. and Dr. Deepak Malhotra, VP-HR, IL&FS Environmental Infrastructure & Services Ltd.

The second panel discussion had the theme “Does Organisational Commitment translate into Personal Growth?” for which the panelists were Ms. Aparna Sharma, Country Head –HR, Lafarge India; Ms. Sindhuja Shankar, Head-HR, World Bank Group and Mr. Prince Edison, VP-HR, Bharti Airtel Ltd.

The post lunch session was equally interesting and interactive with a panel discussion on “Diversity: A Competitive Advantage”. The panelists were Mr. Surya Prakash Mohapatra, India Head-Knowledge & Capability, HP GBS, Hewlett Packard; Ms. Rituparna Chakraborty, Senior VP & Co-Founder, TeamLease Services Pvt. Ltd. and Ms. Srimathi Shivashankar, Associate VP-Diversity & Sustainability, HCL Technologies.

The valedictory speech by Mr. Awdhesh Krishna, MD & Global Head of HR, Nomura marked a wonderful finish to the proceedings of the day.

The event was concluded with a vote of thanks by Prof. Abhishek Totawar, Chairperson, Placement and External Relations from IIM Tiruchirappalli.

Student Activities

The students of IIMT organized the second edition of the institute's B-school fest Arcturus 2014. The 2014 event had a wide spectrum of events from Marketing, HR, Finance, Consulting, IT and Operation domains bundled with opportunities. It provided an avenue for students from premier business schools in the country to brandish their intellectual swords challenging and battling with the best brains and to showcase their inherent creativity, entrepreneurial skills and business acumen in various exciting and interesting business events/games.



Dance performance during Sanskriti, an intra-college cultural competition



Students inaugurate Arcturus 2014



Prof. Manikandan (seated first from Left) moderates a panel discussion at Arcturus 2014



Students organized a blood donation camp at IIMT



Winners of the Finance Quiz for PGP 2014-16 being awarded certificates

Business Line Case Study Contest

Amit Kumar and Vishal Wagh, second year students of IIM Trichy won the Hindu Business Line case study contest at Chennai. The case was on Colgate.

Cultural Activities

The cultural committee of IIM Trichy, organized Sanskriti, an intra-college cultural event, where students competed in song and dance performances, skits, and fashion shows.

FinvesT

FinvesT, the finance club of IIM Trichy, conducted an Interaction session with PGP 2014-16 to discuss the various career options in finance like equity research, Investment banking, credit research etc.

Finance Quiz for PGP 2014-16 batch was also conducted by FinvesT to increase awareness in the finance area. The questions were related to basic accounting, corporate finance and current financial news. The winners of the quiz were awarded with certificates and cash prizes. Prof. Nithyananda graced the occasion for prize distribution.

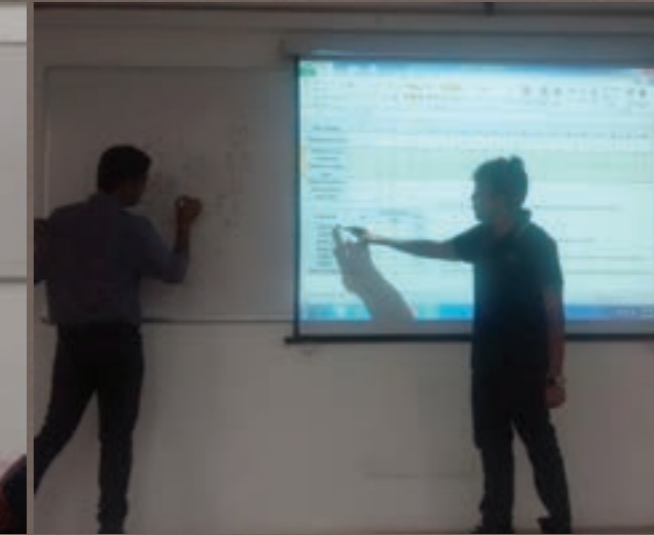


The CSR activity conducted in the nearby school by team Persona and volunteers

Persona

Persona, the HR club of IIM Trichy, conducted events related to human resources development and CSR activities.

As a CSR activity, Persona club organised a distribution of stationery products to the school students after collecting donations from batch mates.



MAC

MAC, the Marketing club of IIM Trichy organized a guest lecture by Mr. Sidin Vadukut, the Editor of Livemint on the relevance of MBA in corporate life.

Elixir, the social awareness club of IIM Trichy, conducted a blood donation camp and had more than 50 student volunteers who came forward to donate blood.



SigmaEta

SigmaEta, the Operations club of IIM Trichy, conducted an offline quiz – Souvenir 2014, where participants were tested on their knowledge of probability, statistics, permutations and combinations. Prof. Srirangacharyulu was also invited to interact with PGP 2014-16 students during the event.



Faculty Publications and Research 2014-2015

Journal Articles

- Godwin, T., Gopalan, R., & Narendran, T. T. (2015). Estimating Order Delivery Times and Fleet Capacity in Freight Rail Networks: Part I – Simulation Modeling. *International Journal of Operational Research*, 24(3), 329-355. doi: 10.1504/IJOR.2015.072232
- Godwin, T., Gopalan, R., & Narendran, T. T. (2015). Estimating Order Delivery Times and Fleet Capacity in Freight Rail Networks: Part II – Analytic Approximation. *International Journal of Operational Research*, 24(4), 369-398. doi: 10.1504/IJOR.2015.072722
- Manikandan, K. S., & Ramachandran, J. (2015). Beyond institutional voids: Business Groups, Incomplete Markets, and Organizational form. *Strategic Management Journal*, 36(4), 598–617, doi: 10.1002/smj.2226
- Som, A. (2015). Goal Progress, Goal Commitment and Goal Inconsistent Behaviour: Effect Revisited. *Academy of Taiwan Business Management Review*, 11(1), 52-59.
- Varman, R., & Sreekumar, H. (2015). Locating the Past in its Silence: History and Marketing Theory in India. *Journal of Historical Research in Marketing*, 7(2), 272-279. doi: 10.1108/JHRM-04-2013-0016
- Chakraborty, A., & Stewart, G. (2014). Strategy taxonomy and classification system development using content analysis: study of government agencies. *International Journal of Society Systems Science*, 6(3), 223-244. doi: 10.1504/ijsss.2014.065226
- Mishra, R. P., & Chakraborty, A. (2014). Strengths, weaknesses, opportunities and threats analysis of lean implementation frameworks. *International Journal of Lean Enterprise Research*, 1(2), 162-182. doi: 10.1504/ijler.2014.066833
- Komera, S., & Lukose P. J. J. (2014). Corporate Bankruptcy, Soft Budget Constraints, and Business Group Affiliation: Evidence from Indian Firms. *Review of Pacific Basin Financial Markets and Policies*, 17(03), (1450016-1)-(1450016-28). doi:10.1142/s0219091514500167
- M., P. B., & Lukose, P. J. J. (2014). Currency Exposure and Hedging Practices among Indian Non-financial Firms: An Empirical Study. *Foreign Trade Review*, 49(3), 247–262. doi:10.1177/0015732514539202
- Pattanayak, S. S., & Thangavelu, S. M. (2014). Productivity and Learning-by-exporting: A Firm-level Analysis of Indian Manufacturing. *The World Economy*, 37(7), 1016–1026. doi: 10.1111/twec.12136
- Totawar, A. K., & Nambudiri, R. (2014). Mood and self-efficacy: moderation of hedonic and utilitarian motivation. *Human Resource Development Review*, 13(3), 314-335. doi: 10.1177/1534484313492330

Conference Presentations

- Nithyananda, K. V. (2015, March 27-29). *Teaching Legal Aspects of Innovation and Entrepreneurship to MBA Students*. Paper presented at the 3rd International Conference of Nepalese Academy of Management on Transforming Management System for Innovation, Development and Governance, Kathmandu, Nepal.
- Chakraborty, A. (2015, February 20-21). *Innovation and its role for manufacturing in today's service economy*. Paper presented at the International Conference on Advances in Production and Industrial Engineering (INCAPIE), National Institute of Technology Tiruchirappalli, Tiruchirappalli, Tamil Nadu, India.
- Godwin, T. (2015, February 20-21). *Analysis of Impact of E-Commerce on Supply Chain and Logistics Decisions*. Paper presented at the International Conference on Advances in Production and Industrial Engineering (INCAPIE), National Institute of Technology Tiruchirappalli, Tiruchirappalli, Tamil Nadu, India.
- Nithyananda, K. V. (2015, February 18-20). *Teaching the Elective Legal Aspects of Innovation and Entrepreneurship to Management Students*. Paper presented at the 11th Biennial Conference on Entrepreneurship, Entrepreneurship Development Institute, Ahmedabad, India.
- Rakesh, R. K. (2015, February 13-15). *Consumer Complaint Handling: Social Media Channel versus Traditional Channel*. Paper presented at the AMA 2015 Winter Marketing Educators' Conference, San Antonio, United States of America.

- Rossmann, A., Stei, G., & Rakesh, K. R. (2015, February 13-15). *Social Media Usage in Business-to-Business Sales: Conceptualization, Antecedents, and Outcomes*. Paper presented at the AMA 2015 Winter Marketing Educators' Conference, San Antonio, United States of America.
- Rossmann, A., Praveen, S., & Rakesh, K. R. (2015, February 13-15). *User Engagement in eWoM communication: Do acquaintance and prior usage experience make the message fonder?* Paper presented at the AMA 2015 Winter Marketing Educators' Conference, San Antonio, United States of America.
- Nithyananda, K. V. (2015, January 29-31). *Teaching the Elective Legal Aspects of Innovation and Entrepreneurship to Management Students at IIM Trichy*. Paper presented at the ICIER-IIMB International Conference on Entrepreneurship Education Training: Design, Delivery and Effectiveness, Indian Institute of Management Bangalore, Karnataka, India.
- Dixit, B. K. (2014, December 18). *Board characteristics, ownership structure and the market for corporate control in India*. Paper presented at the India Finance Conference 2014, Indian Institute of Management Bangalore, Karnataka, India.
- Hansoge, N. (2014, December 18). *Impact of business group affiliation on the cost of debt: Evidence from India*. Paper presented at the India Finance Conference 2014, Indian Institute of Management Bangalore, Karnataka, India.
- Som, A. (2014, December 19). *Sequential Mitigation Effect: A critical Review*. Paper presented at the International Marketing Conference MARCON 2014, Indian Institute of Management Calcutta, Calcutta, India.
- Srirangacharyulu, B. (2014, December 01-03). *A heuristic method to minimise Mean Squared Deviation in parallel machines*. Paper presented at the International Conference on Operational Research and 47th Annual Convention of

- Operational Research Society of India (ORSI), Operational Research Society of India (ORSI) - Tirupati Chapter, Sri Venkateswara University – Tirupati, Indian Statistical Institute (ISI) – Kolkata, Rashtriya Sanskrit Vidyapeeth – Tirupati, CENTRUM Catolica Graduate Business School PUCP – Peru, Andhra Pradesh, India.
- Sreekumar, H. (2014, August 05). *The Emergence of Organized Retail in India: The Impact on Inter-Organizational Relationships in Marketing Channels*. Paper presented at the 14th International Conference on Knowledge, Culture and Change in Organisations, Said Business School, University of Oxford, United Kingdom.
- Rakesh, K. R. (2014, August 02). *Contours of antecedents and consequences of value co-creation*. Paper presented at the AMA 2014 Summer Marketing Educators Conference, San Francisco, California, United States of America.
- Nath, P., & Pradhan, R. K. (2014, July 13). *Influence of Positive Affect on Health and Well Being*. Paper presented at the 28th International Congress of Applied Psychology, Paris, France.
- Totawar, A. K., & Nambudiri, R. (2014, July 13). *Explaining How Organizational Justice Influences Job Satisfaction and Organizational Commitment: Using Quality of Work Life as a Mediator*. Paper presented at the 28th International Congress of Applied Psychology, Paris, France.
- Selvanathan, K., & Totawar, A. K. (2014, July 11). *Educational attainment diversity as a linkage between organizational work force diversity and societal diversity*. Paper presented at the 28th International Congress of Applied Psychology, Paris, France.
- Nath, P., & Pradhan, R. K. (2014, July 10). *Examining the Impact of Positive Emotions on Cognitive Functioning*. Paper presented at the 28th International Congress of Applied Psychology, Paris, France.

- Dixit, B. K. (2014, July 10-11). *Board characteristics, ownership structure and the market for corporate control in India*. Paper presented at the NSE-IGIDR International Conference on Corporate Governance 2014, Mumbai, India.
- Hansoge, N. (2014, July 10-11). *Co-insurance or Tunneling? Business Group Affiliation and Cost of Debt*. Paper presented at the NSE-IGIDR International Conference on Corporate Governance 2014, Mumbai, India.
- Dixit, B. K., & Jayadev, M. (2014, July 02). *Do Emerging Market Acquirers Create Long-term Shareholder Value - Evidence from India*. Paper presented at the World Finance Conference 2014, Venice, Italy.
- Madoun, M. (2014, May 15-16). *Social Entrepreneurship*. Paper presented at the International Conference on Entrepreneurship (IEC 2014), Istanbul, Turkey.

Awards

- Prafulla Y. Agnihotri (2015). *Amity Academic Excellence Award* for the contribution in the field of academics and creating benchmarks in the fields of education and research. 15th International Business Horizon – 2015, Amity University, Noida, India, February 23.
- Alka Chadha (2014). *Best Professor Award in Economics*, 22nd Business School Affaire & Dewang Mehta Business School Awards, Taj Lands, Mumbai, June 23.
- K. V. Nithyananda (2014). *Best Professor Award in Law*, 22nd Business School Affaire & Dewang Mehta Business School Awards, Taj Lands, Mumbai, June 23.





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

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

2015

March



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

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!

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.

April

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.

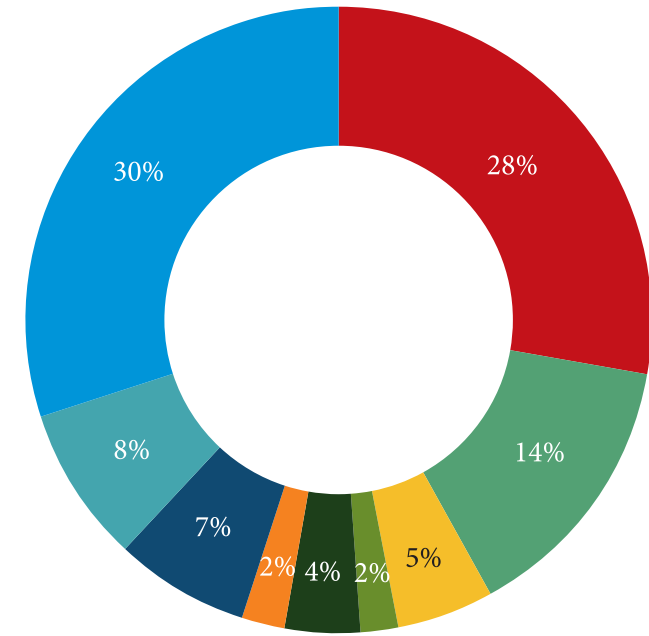
Prominent recruiters from various sectors such as BFSI, Healthcare & Pharma, Oil & Gas, FMCG & Home Appliances, IT/ITeS & Analytics, Consulting, Media, Manufacturing & Logistics, Sales and Marketing, Strategy, Banking and Finance, and Operations and Project Management participated in the Institute's 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)	₹ 16.00 Lakhs
Average Annual Compensation (Top 20 Percentile)	₹ 14.93 Lakhs
Average Annual Compensation (Top 50 Percentile)	₹ 13.24 Lakhs
Average Annual Compensation (Top 75 Percentile)	₹ 12.17 Lakhs
Average of all offers	₹ 11.32 Lakhs

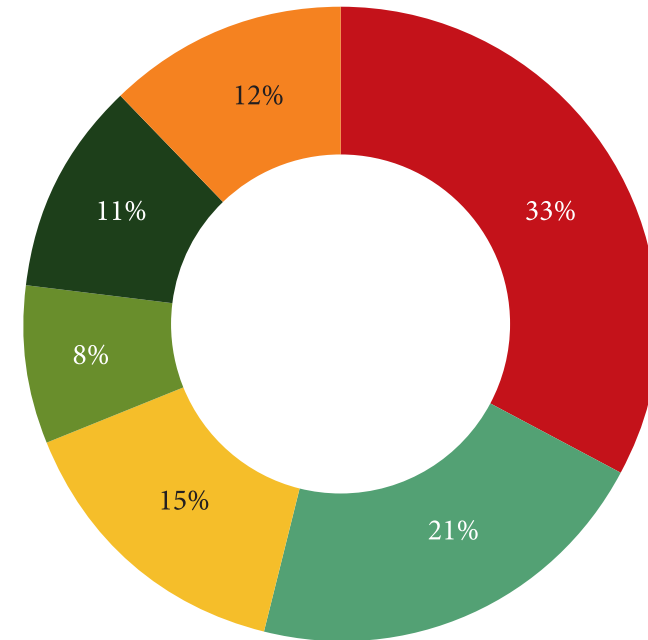
The successful final placement of our students is testimonial to the perseverance and determination of our faculty and students. IIMT has always been committed to excellence. It is this focus on quality and rigor that has groomed our students and secured the confidence of recruiters. We wish our alumni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

Domain-wise breakup



- BFSI
- Consulting
- Healthcare & Pharma
- Media
- Oil & Gas
- Others
- FMCG & Home Appliances
- Manufacturing & Logistics
- IT/ITES & Analytics

Role-wise breakup



- Sales and Marketing
- Strategy/Consulting
- Banking and Finance
- Operations
- Project Management/General Management
- IT/Analytics

June



Prof. Sethu addresses students, faculty members, staff and other interested participants during Yoga Day

International Day of Yoga

Yoga is a discipline which integrates body and mind through the use of physical postures, breathing techniques and meditation. It is a matter of pride for us that this ancient practice originated in India. Yoga is now a popular practice in much of the West, and scientific studies show that it confers benefits on both body and mind. Moreover, yoga is an important marker of Indian cultural power in the international community. Keeping this in mind, the Government of India has declared 21 June as International Day of Yoga. To celebrate Yoga Day, IIM Trichy organized Yoga classes for faculty members, staff and students for a period of one month. The Institute also conducted a live lecture-demonstration-workshop on Yoga on 21 June. The classes and sessions were anchored by Prof. G. Sethu, Dean (Accounts and Administration), who is also a certified yoga instructor.



Mr. Dinesh Kumar Khara inaugurates the fifth batch of PGP and fourth batch of FP

Inauguration of the PGP

The fifth batch of the Post Graduate Programme and the fourth batch of the Fellow Programme were inaugurated by IIM Trichy. Mr. Dinesh Kumar Khara, MD and CEO of SBI Funds Management Pvt. Ltd. was the Chief Guest at the inaugural programme. Mr. Khara appreciated IIMT's students, and expressed hope that the incoming batch would prove their mettle and take the country to greater heights. Director Dr. Prafulla Agnihotri introduced the faculty members, and also listed the achievements of the Institute in the last five years. He also thanked NIT Trichy and its administration for providing infrastructural support to IIMT.



L to R: Prof. V. Gopal, Dr. Prafulla Agnihotri, Mr. L. Ganesh and Mr. R. Venkatanarayanan

Inauguration of the fourth batch of PGPBM

The fourth batch of PGPBM was inaugurated at the IIMT Chennai centre. Mr. L. Ganesh, Chairman, Rane Group was the Chief Guest. Mr. R. Venkatanarayanan, President (HR & IT), Rane Group also participated in the event.

Talk on Consulting

Consulate club held its inaugural interaction with the PGP 2015-17 batch at IIM Trichy on Saturday, 25th July. The session was themed as an introductory talk on 'Careers in Consulting'. Despite the hectic schedule, there was near complete attendance from the PGP 2015-17 batch and the feedback was excellent. The speaker, Mr. Subhajit Majumdar is a Principal at Infosys Management Consulting, outlined the career options, work life, opportunities of the field which greatly helped the audience get an understanding of the field of Management Consulting. The event also helped the club to rekindle its already existing relationship with Infosys Management Consulting.

Guest Lecture on Start-ups

On 29th July, E-cell conducted the first guest lecture for this quarter on the topic "Starting a Start-up". The speaker for the session was Mr. Mahesh Ramachandran (<https://in.linkedin.com/in/trmahesh>). He is a distinguished Sloan Fellow of London Business School and Co-founder & Managing Director – Commonwealth Inclusive Growth Services Ltd. He is also a Chartered Member of TiE. Around 70 people attended the lecture from both the batches.



Mr. Mahesh Ramachandran's session

Making a difference to the Less Fortunate

The Elixir Club of IIMT collected donations from students, faculty and staff of IIMT, and donated benches, desks, tables, chairs, fans and sports equipment to the Government Secondary School at Thuvakudi near IIMT. Professor V. Gopal, Dean (Academics) and professor of finance and accounting at IIM Tiruchirappalli, was the chief guest for the event. He inaugurated two classrooms (8th standard sections A and B) and addressed all the students of the school. Some faculty members and students of IIM Tiruchirappalli also attended the event. Mr. Raja Rajan, Assistant Headmaster at Government Secondary School, Thuvakudi was immensely pleased at this gesture from IIM Tiruchirappalli.

We congratulate the Elixir team for this wonderful effort to help those who are genuinely in need. We hope the team engages in more such activities in future.



Students of the local school using the newly donated infrastructure

IIMT Student wins CIMA Global Business Challenge

Keshav Pasari has won the CIMA Global Business Challenge held in Warsaw, Poland competing with 14,000 participants from 26 countries.



Keshav Pasari wins at CIMA



Independence Day

The 69th Independence Day of India was celebrated at IIMT with the usual reverence and splendour. Director Dr. Prafulla Agnihotri hoisted the national flag and addressed the audience on the occasion. Students also staged various cultural events to celebrate the occasion. This was followed by a visit to the permanent campus site of IIMT at Chinna Suriyur to plant saplings. This should go a long way in making the IIMT permanent campus a green and eco-friendly campus.

Director Dr. Agnihotri delivers his address on Independence Day



"Catching them young" at the Fourth Book Exhibition



Dr. Elavazhagan addresses faculty and staff during the Fourth Book Exhibition

Fourth Book Exhibition at LRC

The Learning Resource Centre (also known as the "Library") plays a pivotal role in a knowledge-based organization such as IIM Trichy. The LRC, ably headed by Dr. L. Elavazhagan, effectively functions as an important node of knowledge accumulation and dissemination at the Institute. The Library also serves as an interface with publishers and book sellers. The Fourth Book Exhibition brought together faculty members, students, staff and publishers under one roof, helping faculty members to update themselves about the latest academic publications, and placing orders to expand the Library collection. Dr. Elavazhagan had also thoughtfully put up a children's section, where some tiny tots placed their own orders!

Institute Lectures

Dr. Ananta Giri, a reputed thinker and philosopher, was a visiting scholar at the campus in July. During his short visit, Dr. Giri gave lectures to both PGP and FPM students. To the PGP students, Dr. Giri spoke on business ethics. With his inimitable eloquence and engaging style, Dr. Giri introduced students to subtle applications of ethics in “rethinking business, economics, and development”. Two students were coaxed into play-acting the roles of Maitrayee and Yanjavalkia, a couple from a story in the Brihadaranyaka Upanishad, whose seemingly mundane conversation on household budgets transforms in stages into deeper analysis of the necessity of excessive wealth accumulation and unimpeded consumption for happiness. The session concluded with his poem which expressed the “beauty of austerity”.

In his seminar session to the FPM candidates, Dr. Giri encouraged participants to consider “research as realization” of oneself, of one’s subjects. The realization consists of understanding that research is less about finding absolute truths than a practical approach to discovering the meanings attributed to life. This search for meaning, Dr. Giri stressed has aesthetic dimensions, the recognition of which gives

wholeness to the research experience and the knowledge it generates. Dr. Giri stressed in uselessness in placing different epistemologies – positivist/objective, feminist/subjective, post-colonial etc. – in opposition with one another. Rather a “dance of epistemologies” with each other would offer multiple insights and better understanding of the phenomenon being studied. Unsurprisingly, he invited all attendees to rise up from their seats, imagine themselves as different epistemologies, and dance with each other. The creative bug immediately hit the FPM students, who set up an impromptu play in which hopeful candidates adhering to different epistemologies enter a selection process for a cricket team but face inherent biases.

Prof. Sari Mattila, Visiting Faculty at IIM Bangalore, conducted a Socratic Dialogue Workshop at IIM Trichy. The Workshop was well attended by FP students and faculty members. The workshop was preceded by an interactive seminar titled “From Particular to Universal – Using one’s own Experiences in Socratic Dialogue to Understand Linkages, Reciprocities, Ideas and Systems.”

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

Student Activities



The successful IIMT team at the CFA Institute Research Challenge

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.



Arcturus 3.0 Main Banner during Inauguration Ceremony



Persona Team with winners at HR event HR Resolve



B-Fest Committee members during on the spot events Manaktal



Famous stand-up comedians Sundeep Rao and Sanjay

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.

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 8rd 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.

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



Organizing team with the speakers



The speakers at TEDx



Volleyball match between PGP I and PGP II

Eid Volleyball Match

On the joyous occasion of Eid, the Sports Committee of IIMT organized a volleyball match between the first year and second year PGP students. The match was well contested and provided some much needed physical exertion and excitement to the students. The match saw a number of momentum swings with the match hanging in the balance after the 4th set. But PGP-2 showed their experience and held on to take the 5th set in clinical fashion as PGP-1 wilted under pressure.



Students at the Ganesh Puja at IIMT

Ganesh Chaturthi

The Cultural Committee organized Ganesh Chaturthi celebrations in style, with a puja at the Beryl Hostel. The students had good fun welcoming *Ganpati Bappa*, and sending him off later!



Faculty Research and Publications 2015-16

Journal Articles

1. Makhecha, U. P., Srinivasan, V., Prabhu, G. N., & Mukherji, S. (2016). Multi-level gaps: a study of intended, actual and experienced human resource practices in a hypermarket chain in India. *The International Journal of Human Resource Management*, Advance online publication. doi: 10.1080/09585192.2015.1126336
2. Leyer, M., Kronsbein, D., Willis, R., Chakraborty, A., & Moormann, J. (2016). Implementation of service systems on the shop-floor level in financial service companies. Empirical evidence from Australia and Germany. *International Journal of Quality & Reliability Management*, 54(11), 3229-3242. doi: 10.1080/00207543.2015.1085656
3. Mukundhan, K. V., & Nandakumar, M. K. V. (2016). Stakeholder Influences on the Choice and Performance of FDI-based Market Entry Modes. *International Studies of Management & Organization*, 46(1), 63-74. doi: 10.1080/00208825.2015.10007017
4. Pattanayak, S. S., & Chadha, A. (2016). Is health care a luxury? The debate revisited with new evidence from emerging economies. *Applied Economics*, 48(34), 3195-3207. doi: 10.1080/00036846.2015.1136399
5. Pratap, S., Gupta, A., Mateen, A., & Mahto, K. (2016). Playing games, receiving gifts, creating experiences and building brands. *Marketing Intelligence & Planning*, 34(4), 486 - 503. doi: 10.1108/MIP-10-2014-0194

6. Ranjan, K. R., & Stuart, R. (2016). Value Co-Creation: Concept and Measurement. *Journal of the Academy of Marketing Science*, 44(3), 290-315. doi: 10.1007/s11747-014-0397-2
7. Jyoti, J. P., & Vijaya, V. (2015). Challenges in Diversity Management: A Case Study of MediHealth Systems, *South Asian Journal of Management*, 22(1), 159-187.
8. Kohila, G. T., & Elavazhagan, K. (2015). Empowering Libraries with Discovery Tools. *Indian Journal of Science*, 21(72), 195-200.
9. Komera, S., & Lukose, P. J. J. (2015). Capital structure choice, information asymmetry, and debt capacity: evidence from India. *Journal of Economics and Finance*, 39(4), 807-823. doi: 10.1007/s12197-014-9285-3
10. Nithyanada, K. V. (2015). Innovation is only for Big Players in India! *Domain Journal of Management Studies*, 7-8(1), 22-23.
11. Senthil, S., Sridharan, R., Srirangacharyulu, B., & Ramesh, A. (2015). Analysis And Selection of Reverse Logistics Network Design Using Hybrid Multi-Criteria Decision Making Method. *International Journal of Applied Engineering Research*, 10(4), 9799-9809.

12. Ranjan, K. R., Sugathan, P., & Rossmann, A. (2015). A narrative review and meta-analysis of service interaction quality: New research directions and implications. *Journal of Services Marketing*, 29(1), 3-14. doi:10.1108/jsm-01-2014-0029

Books

1. Chadha, A. (2016). *Game Theory for Managers: Doing Business in a Strategic World*. New Delhi: PHI Learning.

Edited Books

1. Elavazhagan, K. (Eds.), (et.al.) (2015). *Proceedings of National Conference on Advancement in Library and Information Science & Technology: Challenges and Opportunities*. Chennai: B.S. Abdur Rahman University and SALIS.
2. Elavazhagan, K. (Eds.), (et.al.) (2015). *Proceedings of Library and Information Services: Advancing with Technology*. Chennai: Dr. A. Hariharan and Dr. S. Surianarayanan Felicitation Committee and SALIS.

Book Chapters

3. Elavazhagan, K. (2015). Noolagam Pesukirathu. In Somasundharam, A. (Ed.), *ALUMAI GAL: History of people who made History* (pp. 59-61). Chennai: Almighty.
4. Nath, P., & Pradhan, R. K. (2015). Psychological Capital as a Catalyst to Positive Organizations. In Kumar, Updesh, Archana & Prakash, Vijay (Eds.), *Positive Psychology: Applications in Work, Health and Well-being* (pp. 95-107). New Delhi: Pearson.

Conference Presentations

1. Sarma, R., & Singh, V. (2016, February 26). *In the Pursuit of Profit: The Dichotomy of Stained Violence and Sustained Benevolence of the Business Corporation*. Paper Presented at the International Conference on CSR in Globalized World: Emerging Issues and Challenges, Indian Institute of Management Calcutta, West Bengal, India.
2. Kohila, G.T., & Elavazhagan, K. (2016, February 05-06). *How Predatory Journals Polluting the Scholarly Publishing Ecosystem*. Paper presented at the International Conference on Re-Engineering of Library Resources and Services: Challenges and Opportunities (ICRLRS-2016, Annamalai University, Tamil Nadu, India.

3. Nath, P. (2016, February 02-05). *Dynamics of Positive Affect: Examining the Immediate and Long Term Functions*. Paper presented at the 25th Convention of National Academy of Psychology 2015-16, University of Allahabad, India.
4. Kohila, G. T., & Elavazhagan, K. (2016, January 22-23). *Discovery Tool: Handy for the Library Services*. Paper presented at the National Conference on Evolving Role of Libraries and Librarianship, Sri Sarada College for Women, Tirunelveli, Tamil Nadu, India.
5. Prasad, M., Totawar, A. K., & Nambudiri, R. (2015, December 18). *What's in the Name? Probably more than What Meets the Eye*. Poster presented at the 3rd PAN-IIM World Management Conference, Indian Institute of Management Indore, India.
6. Pant, J., & Vijaya, V. (2015, December 18). *Multiple Psychological Contract and Diversity in Vuca Times: A Conceptual Framework Based On an Exploratory Study*. Poster presented at the 3rd PAN-IIM World Management Conference, Indian Institute of Management Indore, India.
7. Chakraborty, A., Pattanayak, S. S., & Chadha, A. (2015, December 17). *Positive deviance and employee performance*, Paper presented at the 3rd PAN-IIM World Management Conference, Indian Institute of Management Indore, India.
8. Shenoy, P., & Chattopadhyay, S. (2015, December 17). *Drivers of University – Industry Collaboration in Context of Regional Innovation System Process Perspective*, Paper

- presented at the 3rd PAN-IIM World Management Conference, Indian Institute of Management Indore, India.
9. Godwin, T., & Pillai, M. (2015, December 13). *A 0-1 Integer Linear Programming Formulation for Machine Cells under Sequence of Operation*. Paper presented at the XIX Annual International Society of Operations Management (SOM) Conference, Indian Institute of Management Calcutta, India.
10. Godwin, T. (2015, December 13). *A Student Centric Scheduling of B-School Elective Exams*. Paper presented at the XIX Annual International Society of Operations Management (SOM) Conference, Indian Institute of Management Calcutta, India.
11. Vashishth, A., & Chakraborty, A. (2015, December 13). *Measuring the service quality of Traditional and Electronic Services: An Integrated SERVQUAL model*. Paper presented at the XIX Annual International Society of Operations Management (SOM) Conference, Indian Institute of Management Calcutta, India.
12. Kumaravel, S., & Gajanand, M. S. (2015, December 12). *Smart Cities in India: A multi-criterial decision approach for spatial planning decisions*. Paper presented at the XIX Annual International Society of Operations Management (SOM) Conference, Indian Institute of Management Calcutta, India.
13. Shenoy, P., & Chattopadhyay, S. (2015, December 12). *Drivers of University – Industry Collaboration in Context*

- of Regional Innovation System Process Perspective*, Paper presented at the 4th Indian Academy of Management Biennial Conference, Indian Institute of Management Lucknow-Noida Campus, India.
14. Totawar, A. K., & Nambudiri, R. (2015, December 12). *How does Mood Influences Self-efficacy? Exploring the Role of Hedonic and Utilitarian Motivation*. Paper presented at the 4th Biennial Conference of Indian Academy of Management Conference, Indian Institute of Management Lucknow, India.
15. Totawar, A. K., Chakraborty, A., & Nath, P. (2015, December 12). *Understanding the Decline of an Organization: Organizational Life Cycle Perspective*. Paper presented at the 4th Biennial Conference of Indian Academy of Management Conference, Indian Institute of Management Lucknow, India.
16. Godwin, T. (2015, December 11). *Intra-City Travel of Call-Taxis: Finding the Economical Time Robust Path*. Paper presented at the XIX Annual International Society of Operations Management (SOM) Conference, Indian Institute of Management Calcutta, India.
17. Vashishth, A., & Gajanand, M. S. (2015, December 11). *Optimization techniques for the Tourist Trip Design Problem: A Meta-Analysis*. Paper presented at the XIX Annual International Society of Operations Management (SOM) Conference, Indian Institute of Management Calcutta, India.
18. Godwin, T. (2015, December 07). *Finding the robust quickest path for call-taxis in the city road network*. 2015

- IEEE International Conference on Industrial Engineering & Engineering Management, Singapore.
19. Godwin, T. (2015, December 07). *Modeling driver lane selection Decisions in a Toll Plaza*. 2015 IEEE International Conference on Industrial Engineering & Engineering Management, Singapore.
20. Elavazhagan, K. (2015, December 02). *How to develop a Hybrid Library from the scratch*. Paper presented at the Global Conference on Emerging Trends in Business Librarianship, Indian Institute of Management Ahmedabad, Gujarat, India.
21. Nithyananda, K. V. (2015, November 20). *Business Models for Leveraging and Monetizing Intellectual Property Rights*. Paper presented at the 3rd International Conference on Managing the Asian Century (ICMAC), Lamar University College of Business, Kuala Lumpur, Malaysia.
22. Jayasingan, N., & Chakraborty, A. (2015, November 19). *A case study on quality tools in IT service organization*. Paper presented at the 3rd International Conference on Managing the Asian Century (ICMAC), Lamar University College of Business, Kuala Lumpur, Malaysia.
23. Poruthiyil, P. V. (2015, October 22-24). *Teaching Business Ethics in Contemporary India: Does Liberation Theology have anything to offer?* Paper presented at the 22nd Annual International Vincentian Business Ethics Conference (IVBEC), St. John's University, New York.

24. Manikandan, K. S. (2015, August 07). *Challenges and Opportunities of Conducting Management Research in India*. Paper presented at the 75th Annual Meeting of the Academy of Management Conference, Vancouver, Canada.
25. Mukundhan, K. V., & Nandakumar, M. K. V. (2015, August 10). *Mimicry in the Choice of FDI-Based Market Entry Modes and its Impact on Performance*. Paper presented at the 75th Annual Meeting of the Academy of Management (AOM), Vancouver, Canada.
26. Nithyananda, K. V. (2015, August 10). *A Critique of the Draft National IPR Policy of India*. Paper presented at the Tenth Annual International Conference on Public Policy and Management, IIM Bangalore, Bangalore, India.
27. Chakraborty, A., & Srirangacharyulu, B. (2015, June 30). *Quality management practices in SMEs - A study from Southern India*. Paper presented at the 22nd EurOMA Conference on Operations Management Association, Neuchatel, Switzerland.
28. Mukundhan, K. V., & Nandakumar, M. K. V. (2015, June 30). *Inter-organizational Imitation in the Choice of FDI-based Market Entry Modes: Evidence from Indian Multinationals*. Paper presented at the 57th Annual Meeting of the Academy of International Business (AIB), Bangalore, India.
29. Som, A., Dubelaar, C., & Chowdhury, R. (2015, June 20). *Effects of Goal Progress and Goal Commitment on Self-Regulation*. Paper presented at the Association for Consumer Research (ACR) Asia Pacific Conference, Hong Kong.

30. Gajanand, M. S., & Narendran, T. T. (2015, May 10). *Effect of Time Windows on Green Vehicle Routing*. Paper presented at the POMS 26th Annual Production and Operations Management Society Conference, Washington D.C, USA.
 31. Nambudiri, R., Totawar, A. K., & Nath, P. (2015, May 06-09). *How Mood Influences Self-efficacy? Experimental Test of Hedonic and Utilitarian Motivation as Moderators*. Paper presented at the 52nd Annual Meeting of the Eastern Academy of Management, Philadelphia, Pennsylvania, USA.
- ## Symposium Presentations
1. Nath, P. (2015, July 09). *A Proactive Approach to Organizations: Impact of Positive Organizational Behavior on Well-Being at Work*. In Chiara Ruini (Chair), *Are Positive people more happy and healthy? Examining the role of personality factors*. Symposium conducted at the meeting of the 14th European Congress of Psychology 2015, Milan, Italy.

2. Nath, P. (2015, July 09). A Proactive Approach to Organizations: Impact of Positive Organizational Behavior on Well-Being at Work. In Chiara Ruini (Chair), *Does feeling positive lead to broad and flexible thinking? Exploring the immediate function of positive emotion on cognitive processing*. Symposium conducted at the meeting of the 14th European Congress of Psychology 2015, Milan, Italy.
3. Nath, P. (2015, July 08). A Proactive Approach to Organizations: Impact of Positive Organizational Behavior on Well-Being at Work. In Chiara Ruini (Chair), *Does Feeling Positive Contributes to wellbeing at Work?*. Symposium conducted at the meeting of the 14th European Congress of Psychology 2015, Milan, Italy.
4. Totawar, A. K., & Nambudiri, R. (2015, July 08). A Proactive Approach to Organizations: Impact of Positive Organizational Behavior on Well-Being at Work. In Chiara Ruini (Chair), *Mood and Self-efficacy: Hedonic and Utilitarian Motivation as Moderators*. Symposium conducted at the meeting of the 14th European Congress of Psychology 2015, Milan, Italy.

Awards

1. V. Vijaya & Richa Pande (2016). *Engaging high performers through the psychological contract*, Awarded the *Runners up Prize under the Primary Data Case category*, February 25.
2. Papri Nath (2016). Doctoral Thesis selected in “*Best Five Thesis Category*” by Durganand Sinha Trust. Certificate give in the *25th Convention of National Academy of Psychology 2015-16*, University of Allahabad, Allahabad, India. February 2 –5.
3. Bipin Kumar Dixit (2015). *NSE Award for the Best Thesis in Financial Economics* for the year 2015 by Indian Economic Association. Awarded at the *98th Annual Conference of Indian Economic Association* held at Prof Jayashankar Telangana State Agricultural University, Hyderabad, December 27-29.
4. Prafulla Y. Agnihotri (2015). *Award for Outstanding Contribution to Education*, The World Education Congress 2015, Mumbai, India, July 23.
5. K. Elavazhagan (2015). *50 Most Influential Knowledge Management Professionals*, Global Knowledge Management Congress, Mumbai, India, July 23.
6. Prafulla Y. Agnihotri (2015). *Excellence in Education Award* by Competition Success Review Group, on Competition Success Review Education Awards – 2015, April 19.





2016

January

Foundation Day



IIM Trichy celebrated its 5th Foundation Day on 4 January 2016. Mr. D. Shivakumar, Chairman & CEO, PEPSICO India Holdings Private Limited was the Chief Guest and Mr. Prashant Joshi ,Managing Director and Head- PBC, Deutsche Bank was the Guest of Honor. The event was a celebration of IIM Trichy's immense progress and how it has gone from strength to strength in the last five years. IIM Trichy has the most number of permanent faculty among any new IIM's and is also one of the few to be recognized by the CFA Institute University.

Quotes from Mr. Shivakumar

“ You can scale great heights in your career if you have passion. Identify that passion ”

PGP Inauguration

The PGP Inauguration was held with the usual fanfare. The incoming batch is larger than usual, with a total of 180 students. Mr. Suhas Nath Misra, one of the founders of Hector Beverages Pvt. Ltd. (famous for their Paper Boat brand) was the Chief Guest. Mr. Misra regaled the audience with his rich experiences as an MBA student at IIM Calcutta, and as an entrepreneur. He urged the students not to give too much importance to the “brand name” of the Institute at which they studied, and focus on following their dreams and adding value to society. Mr. S. Gopinath, Executive Director, BHEL Trichy was the Guest of Honor at the event. Mr. Gopinath stressed on the need to adopt a holistic view of business, and use creativity to solve work problems, which were often found within the four walls of the office. Dr. Prafulla Agnihotri, Director, Prof. K. S. Manikandan, Chairperson of the PGP and Prof. Narahari Hansoge, FP Chairperson also spoke at the event. The formal inauguration function was followed by an entertaining cultural programme.



Mr. Suhas Misra lights the ceremonial lamp, with Mr. Gopinath (on the left)



Mr. S. Gopinath addresses the audience during the PGP Inauguration



Cultural Programme at the PGP Inauguration

Anti-Terrorism Day

Terrorism is a serious problem affecting governments as well as common citizens. Anti-Terrorism Day is observed in India on 21st May, to commemorate the death anniversary of former Prime Minister Shri. Rajiv Gandhi. The objective of the event is to wean people away from extremism and create awareness of the problem. On the solemn occasion, IIMT members took a pledge against terrorism administered by Chief Administrative Officer Dr. K. Selvanathan.



CAO Dr. Selvanathan administering the Anti-Terrorism Pledge

International Yoga Day

Yoga is a widely acclaimed practice that imparts physical fitness as well as mental clarity. In order to further popularize the discipline of yoga, International Yoga Day is celebrated on 21st June 2016. The day was marked with a lecture and demonstration of yoga by Vethathiri Maharishi Institute of Trichy. The event was attended by students as well as staff members who took home important learning about yoga.

PGPBM Inauguration

The Fifth Batch of the PGPBM was inaugurated at IIM Trichy's Chennai centre on the 1st of August 2016. Mr. Ranjan Mishra, Vice President, Talent Acquisition & HRBP Technology at Vodafone India was the Chief Guest. In his inaugural address, Mr. Mishra emphasized the need for adaptability and continuous learning in order to have a fruitful professional life.

Dr. Prafulla Agnihotri, Director addressed the incoming batch and welcomed them to the IIMT family. PGPBM Chairperson Prof. K. V. Mukundhan said that the incoming batch had 41 students with an average work experience of 14 years.



PGPBM student lighting the inaugural lamp along with Mr. Ranjan Mishra (third from left) and Dr. Agnihotri

Independence Day

The 70th Independence Day of the country was celebrated at the Institute on 15th August 2016. The tricolor was hoisted, and the Director addressed students, faculty and staff members. The students also performed a cultural programme to mark the occasion.

Cleanliness Fortnight

Cleanliness Fortnight, or *Swachhta Pakhwada* was observed in the country from 1st to 15th September 2016. As part of the *Pakhwada*, September 8th was observed as *Swachh* or Cleanliness day. During this day, the Institute organized a pledge-taking on cleanliness by faculty members, students as well as staff members. This was followed by a cleanliness drive on the campus.



Cleanliness drive at the Institute on Swachh Day

MoU with ICSI

IIMT entered into an agreement with the Institute of Company Secretaries of India (ICSI) to institute an ICSI Signature Award for the topper of the PGPM. Moreover, the top three students of the PGP will be eligible for full waiver of registration fee for the executive programme of ICSI.

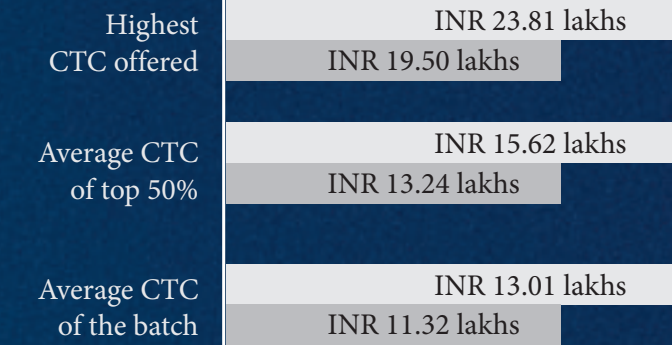


Dr. Agnihotri signs the MoU with ICSI

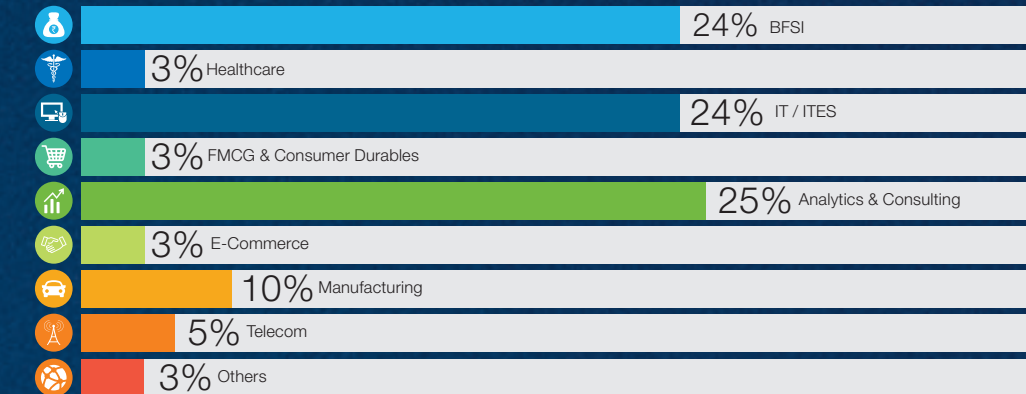
Final Placements

IIM Trichy went international with offers being made in the APAC region.

YoY Comparison



Sector-wise Split up at Final Placement



Domain-wise Split up at Final Placement



2016

March

Fourth Annual Convocation

The Fourth Annual Convocation of IIM Trichy was held on the 15th of March 2016, at the NIT Campus. Mr. Ajit Balakrishnan, Chairman and CEO, Rediff.com was the Chief Guest. Mr. Balakrishnan departed from the norm, by talking to the graduates about failure instead of success. 102 graduates of the PGP and 24 graduates of the PGPBM passed out in the Convocation.



October

Dhruva

IIM Trichy concluded its three-day management-cum-cultural festival Dhruva '16 on 23 October, 2016. The institute, which previously hosted the management and cultural festivals separately, for the first time organised a festival at such a big scale. The festival saw participation from over 2000 students belonging to over 250 institutes from across the country. In addition, international teams from Sri Lanka and Iran participated in the event.



HR Conclave

IIM Trichy successfully conducted its 4th HR Conclave on 5th November, 2016 at The Westin, Chennai. The theme for the year was “Rethinking HR”. The chief guest was Mr. Suresh Kumar R, Operations Director at Vodafone India Ltd. The two panel discussions focussed on how technology and analytics is changing HR and the happiness factor in organizational sustainability.



Members from Panel Discussion 1



IIM Trichy faculty and students at the HR Conclave



Members from Panel Discussion 2

E-summit'16

IIM Trichy conducted its inaugural edition of the E-Summit on 13th November, 2016. The E-Summit aimed to demystify the start-up ecosystem for budding entrepreneurs by discussing the various ingredients required to start an entrepreneurial venture. The panel discussion was on the topic “Designing a Winning Business Model”. The event was inaugurated by Mr. Sushant Nayak, CEO and Founder of Abbott Rooms.



L-R Dr. Prafulla Agnihotri, Mr. Sushant Nayak, Prof. V. Gopal



Members of the panel discussion

Lecture by E-Cell on Women and Entrepreneurship

IIMT welcomed Ms. Prachi Garg, who conducted a lecture on “Challenges women entrepreneurs face and how to cope up with them.” Ms. Garg is the founder of www.ghoomophiro.com, a startup that helps curating corporate tours. The lecture was organized by the Entrepreneurship Cell (E-Cell) of IIMT.

The talk offered insight into how women have to face additional challenges when they have to start their own businesses. The ground realities were discussed- societal perceptions, family support, marriage, and support from the spouse are all important factors and majorly influence the decisions of venturing into a business or continuing a business. Ms. Garg also stressed on the importance of passion, self motivation and having practical sustainable models to keep the business running. She said that a management course was the best platform to develop and hone ideas, test them and get them out into the market.

The discussion was followed by the launch of a book titled “Superwomen,” authored by Ms. Garg. The book is about the life stories of 20 women entrepreneurs who faced and fought all odds to emerge successful in their business ventures. The lecture concluded with the author giving away signed copies of the book to the students.



Ms. Prachi Garg (centre) with E-Cell members

Student Activities



Aarambh 2016

IIM Trichy's Sports Committee kick-started the season with a brand new sports event for PGP 1 students named Aarambh. The event was an individual one and saw young talent from all the sections of first year students. Divya Bodra and Ankit Kumar emerged victorious from womens' and men's categories respectively.



Events at Aarambh 2016

Sanskriti 5.0

Sanskriti is a cultural event, a war of sections of the Institute, hosted by the Cultural Committee of IIM Trichy. The event started with the lighting of the lamp by Director Dr. Prafulla Agnihotri. The main events began with a dance by the 'kings' and 'queens' of each section. All the sections were brilliant in the events but at the end the winner of Sanskriti 5.0 was declared as section C with Section A coming a close second.



Events at Sanskriti 5.0

Guest Lecture by BoG Member and Chairman of L&T Hydrocarbon Engineering Ltd.

Mr. K Venkatramanan (Chairman, L&T Hydrocarbon Engineering Ltd; Former CEO & MD, Larsen & Toubro; Member, Board of Governors, IIM Tiruchirappalli) spoke to the students of IIM Trichy on 30th August 2016. The topic was "Manufacturing and Project Management for Nation Building" and it was organized as part of the Institute's Distinguished Guest Lecture Series. He gave valuable insights into the future prospects of manufacturing and infrastructure sectors for management students in India. He also engaged in a lively Q&A session with the students.



Mr. Venkatramanan addressing students at IIMT



Faculty Research and Publications 2016-17

Journal Articles

1. Chakraborty, A. (In press). Impact of Quality Management Tools and Techniques – Case of Namibian Municipal Water Distributors. *Journal of Quality in Maintenance Engineering*.
2. Mutesi, J. K., Mutingi, M., & Chakraborty, A. (In press). Service Quality Assessment of Internet Banking: Empirical Evidences from Namibia. *e-Service Journal*, 10(1).
3. Gupta, A., Saha, B., & Sarkar, U. K. (2016). Emergent Heterogeneity in Keyword Valuation in Sponsored Search Markets: A Closer-to-Practice Perspective. *Computational Economics*. Advance online publication. doi: 10.1007/s10614-016-9637-5
4. Srinivas, S. S., & Gajanand, M. S. (2016). Vehicle Routing Problem and Driver behaviour: A review and framework for analysis. *Transport Reviews*. Advance online publication. doi: 10.1080/01441647.2016.1273276
5. Upadhyayula, R. S., Karthik, D., & Karna, A. (2016). The Role of Cluster Presence and Quality Certification in Internationalization and Performance of Offshore Service Providers, *Journal of International Management*. Advance online publication. doi: 10.1016/j.intman.2016.11.004
6. Chinchwadkar, R., & Shekhar, V. (2016). Evolution of Private Equity Regulations in Emerging Markets: A Case of India. *The Journal of Private Equity*, 20(1), 38-44. doi: 10.3905/jpe.2016.20.1.038

7. Godwin, T., Sajeev, K., & George, A. C. (2016). Finding Time-Robust Fuel-Efficient Paths for a Call-Taxi in a Stochastic City Road Network. *Journal of Advanced Transportation*, 50(6), 1156–1180. doi: 10.1002/atr.1395
8. Gupta, A., Saha, B., & Sarkar, U. K. (2016). Systemic Concentration in Sponsored Search Markets: The Role of Time Window in Click-Through-Rate Computation. *ACM Transactions on Management Information Systems*, 7(2), 1-26. doi: 10.1145/2934695
9. Rossmann, A., Ranjan, K. R., & Sugathan, P. (2016). Drivers of user engagement in eWoM communication. *Journal of Services Marketing*, 30(5), 541–553. doi:10.1108/jsm-01-2015-0013
10. Som, A. (2016). The Joint Effects of Regulatory Focus and Argument Strength of Product Related Information on Choice Behaviour. *Australian Marketing Journal*, 24(3), 226-237. doi: 10.1016/j.ausmj.2016.07.001
11. Pant, J. J., & Vijaya, V. (2016). Multiple Psychological Contracts and Diversity Management in VUCA Times. *Great Lakes Herald*, 10(2), 42-67.
12. Totawar, A. K., Nambudiri, R., & Nath, P. (2016). I am in a Good Mood, but does that affect my Self-efficacy? An Experimental Study to Test the Moderation of Hedonic and Utilitarian Motivation. *International Journal of Applied Business and Economic Research*, 14(1), 115-140. Retrieved from <http://www.serialsjournals.com/serialjournalmanager/pdf/1459747356.pdf>

Case Studies

1. Manikandan, K. S., Rajyalakshmi, R., & Ramachandran, J. (2017). *Leading the Tata Group (A): The Ratan Tata Years*. HBS No. IMB597-PDF-ENG. Boston MA: Harvard Business School Publishing.
2. Manikandan, K. S., Rajyalakshmi, R., & Ramachandran, J. (2017). *Leading the Tata Group (B): The Cyrus Mistry Years*. HBS No. IMB599-PDF-ENG. Boston MA: Harvard Business School Publishing.
3. Nithyananda, K. V. (2017). *Sunita Nath Boutiques: Intellectual Property Rights (A)*. Ivey Product No: 9B17M013. Canada: Ivey Publishing.

4. Nithyananda, K. V. (2017). *Sunita Nath Boutiques: Intellectual Property Rights (B)*. Ivey Product No: 9B17M014. Canada: Ivey Publishing.
5. Nithyananda, K. V. (2017). *Sunita Nath Boutiques: Intellectual Property Rights (C)*. Ivey Product No: 9B17M015. Canada: Ivey Publishing.

Book Chapters

1. Balasubramanian, B. N., Barua, S. K., & Karthik, D. (2016). Executive Compensation in India: An Empirical Investigation. In Asish K. Bhattacharyya. (Ed.), *Corporate Governance in India Change and Continuity* (pp. 204-225). New Delhi: Oxford University Press.
2. Sreekumar, H., & Varman, R. (2016). History of Marketing in India. In D. G. Brain Jones & Mark Tadajewski (Eds.), *The Routledge Companion to Marketing History* (pp. 389-405). Oxan: Routledge.
3. Nithyananda, K. V. (2016). Business Model and IPR: Commercializing, Leveraging and Monetizing Intellectual Property Rights. In Purnendu Mandal & John Vong (Eds.), *Entrepreneurship in Technology for ASEAN* (pp. 15-32). Singapore: Springer.

Conference Presentations

1. Godwin, T. (2017, May 05). *A Mean-Variance Portfolio Optimization Model for Spot Demand Seat Allocation*. Paper to be presented at the 28th Annual POMS Conference, Seattle, WA, USA.
2. Godwin, T. (2017, May 05). *Machine Cell Design for Parts with Operations Sequence and Demand Distribution*. Paper to be presented at the 28th Annual POMS Conference, Seattle, WA, USA.
3. Godwin, T. (2017, May 05). *B-School Examination Timetabling under Heterogeneous Elective Selections*. Paper to be presented at the 28th Annual POMS Conference, Seattle, WA, USA.
4. Chakraborty, A., & Vashishth, A. (2017, May 08). *Green Supply Chain: Deciphering the Gap between Theory and Practice*. Paper to be presented at the 28th Annual POMS Conference, Seattle, WA, USA.

5. Chakraborty, A., & Vashishth, A. (2017, May 07). *Service Research in Asia – Bibliometric Analysis Revisited*. Paper to be presented at the 28th Annual POMS Conference, Seattle, WA, USA.
6. Godwin, T. (2017, March 11-12). *Petri Net Modeling and Simulation of a Call-Taxi System*. Paper to be presented at the 19th International Conference on Mathematical Modeling and Operations Research - ICMMOP 2017, Crowne Plaza, Dubai, United Arab Emirates.
7. Godwin, T. (2017, March 11-12). *A Simulation Model to Analyze the Impact of Virtual Responsiveness in an E-Commerce Supply Chain*. Paper to be presented at the 19th International Conference on Mathematical Modeling and Operations Research - ICMMOP 2017, Crowne Plaza, Dubai, United Arab Emirates.
8. Kohila, G. T., Balasubramani, R., & Elavazhagan, K. (2017, February 24-25). *Bibliometric Analysis of Scientific Publications on Decision Science during the period 2011-2015*. Paper to be presented at the International Conference on “Knowledge Resources and Library Technologies” (ICKReLT-2017), Department of Library and Informational Science, Bharathidasan University, Tiruchirappalli, Tamil Nadu, India.
9. Sharma, A., Mishra, R. P., Chakraborty, A., & Gupta, G. (2017, February 08-10). *Analysis of TPM Barriers using ISM-MICMAC Approach*. Paper presented at the 8th International Conference on Quality, Reliability, Infocom Technology and Business Operations, Amity Centre for Interdisciplinary Research and Society for Reliability Engineering, Quality and Operations Management (SREQOM), Amity University Greater Noida, Lulea University of Technology - Sweden. Greater Noida, India.
10. Gupta, N. K. (2017, January 14). *Sentiment and Liquidity: An Emerging Markets Perspective*. Paper presented at the 21st Eurasia Business and Economics Society (EBES) Conference, Budapest, Hungary.
11. Vijaya, V., & Pant, J. J. (2016, December 27-28). *Employee Expectations scale in the psychological contract*. Paper presented at the 30th International Research conference on Business, Economics and Social Sciences, Singapore.
12. Gajanand, M. S. (2016, December 22-24). *Impact of Driver Behaviour in the Context of Vehicle Routing Problems*. Paper presented at the XX Annual International Conference of the Society of Operations Management, Indian Institute of Information Technology and Management Gwalior, Madhya Pradesh, India.

13. Vashishth, A., & Chakraborty, A. (2016, December 22-24). *Green Supply Chains: Is it really understood? Deciphering the gaps*. Paper presented at the XX Annual International Conference of the Society of Operations Management, Indian Institute of Information Technology and Management Gwalior, Madhya Pradesh, India.
14. Vashishth, A., & Gajanand, M. S. (2016, December 22-24). *Fixed Budget Tourist Trip Design Problem*. Paper presented at the XX Annual International Conference of the Society of Operations Management, Indian Institute of Information Technology and Management Gwalior, Madhya Pradesh, India.
15. Som, A. (2016, December 23). *The Positive Impact of Moral Licensing on Human behavior: When licensing challenges you to push boundaries*. Paper presented at the MARCON 2016: International Marketing Conference, Indian Institute of Management Calcutta, Kolkata, India.
16. Dixit, B. K. (2016, December 20). *Partial versus Full Acquisition: Shareholder Wealth to Indian Acquirers in Cross-border Acquisitions*. Paper presented at the India Finance Conference 2016, Indian Institute of Management Ahmedabad, Gujarat, India.
17. Hansoge, N. (2016, December 19). *Emerging markets and business group effects: An empirical analysis of corporate acquisitions in India*. Paper presented at the India Finance Conference 2016, Indian Institute of Management Ahmedabad, Gujarat, India.
18. Nithyananda, K. V. (2016, December 19-21). *Legal Aspects of Big Data Analytics: An Indian Perspective*. Paper presented at the 4th International Conference on Business Analytics and Intelligence, Indian Institute of Science Bangalore, India.
19. Vijaya, V. (2016, December 19). *The Challenges of People Analytics Research*. Paper presented at the 4th International Conference on Business Analytics and Intelligence, Indian Institute of Science Bangalore, India.
20. Karthik D., Rajesh, U. S., & Basant, R. (2016, December 13). *Strategic Paths and Performance of Born Globals: A Study of Indian IT Firms*. Paper presented at the 4th Pan IIM World Management Conference, Indian Institute of Management Ahmedabad, India.
21. Shenoy, P., & Chattopadhyay, S. (2016, December 13). *Mission or Margin? : Balancing Proself and Prosocial Motivation in Social Enterprises*, Paper presented at the 4th PAN-IIM World Management Conference, Indian Institute of Management Ahmedabad, India.
22. Godwin, T. (2016, December 10-12). *Optimizing Traffic Signal Durations at a City Intersection*. Paper presented at the 21st International Conference of Hong Kong Society for Transportation Studies: Smart Transportation, Higher Education Institute of Hong Kong, Hong Kong.

23. Vijaya, V., & Pant, J. J. (2016, December 08-09). *Flying higher to disappear? -Weaving The Threads to Hold Back The Rope*. Paper presented at the 20th NHRD National Conference on Spirit of Entrepreneurship, Grand Castle, Bangalore, India.
24. Kohila, G. T., & Elavazhagan, K. (2016, November 25). *Global Bibliometric Analysis of 'Information Systems' Subject Category from SCIMAGO Country & Journal Rank (2006-2015)*. Paper presented at the International Conference on Marching beyond Libraries: Role of Social Media and Networking, KIIT University, Bhubaneswar, Odisha.
25. Chakraborty, A. (2016, November 11). *Revisiting Service Research from Asia – A Systematic Review*. Paper presented at the 4th International Conference on Managing the Asian Century (ICMAC-2016): Rise of Smart Cities in Asia, International Centre for ASEANA Management, Oasia Hotel Downtown, Singapore.
26. Elavazhagan, K., & Kohila, G. T. (2016, October 21-22). *Green Library Initiatives in India: Anna Centenary Library – A Case Study*. Paper presented at the 1st International Conference on Library & Information Management (ICLIM 2016) - Information for Sustainable Development: Challenges and Opportunities, The Department of Library and Information Science, Faculty of Social Science, University of Kelaniya, Sri Lanka.
27. Balasubramani, R., Kohila, G. T., & Elavazhagan, K. (2016, October 21-22). *Worldwide Research Productivity in the field of Data Mining from 2010 to 2015: A Bibliometric Analysis*. Paper presented at the 1st International Conference on Library & Information Management (ICLIM 2016) - Information for Sustainable Development: Challenges and Opportunities, The Department of Library and Information Science, Faculty of Social Science, University of Kelaniya, Sri Lanka.
28. Sudhir, S. (2016, September 29). *Emotions Drive Consumer's Decision to Share Rumours in the Marketplace: An Exploration of the Two-Factor Structure of Affect*. Paper Presented at the International Conference on Marketing Technology and Society, Indian Institute of Management Kozhikode, Kerala, India.
29. Kohila, G. T., Balasubramani, R., & Elavazhagan, K. (2016, September 02-03). *Journal Ranking: Agricultural and Biological Science (Miscellaneous) in Asiatic Region through Scimago Journal & Country Rank*. Paper presented at the National Conference on Information for All: Changing Role of Public Libraries in Digital India Initiatives, Department of Library and Information Science, Alagappa University, Tamil Nadu, India.

30. Mukundhan, K. V., & Sreevas, S. (2016, September 18). *FDI-Based Entry Mode Strategies of Emerging Market Firms – The Role of Host Market Contextual Conditions*. Paper presented at the Strategic Management Society (SMS) 36th Annual Conference, Berlin, Germany.
31. Srirangacharyulu, B. (2016, September 08). *A Lower Bound for the Restricted Job Completion Time Variance Problem*. Paper presented at the OR58 Annual Conference, University of Portsmouth, Portsmouth, United Kingdom.
32. Kumar, M., & Singh, J. B. (2016, August 12). *Examining Technology Resistance: A Cognitive Load Perspective*. Paper presented at the 22nd Americas Conference on Information Systems (AMCIS), San Diego, USA.
33. Chinchwadkar, R., & Seth, R. (2016, August 12-13). *Private Equity Exits: Effect of syndicate size, foreign certification and buyout on type of exit*. Paper presented at the International Conference on Financial Markets and Corporate Finance (ICFMCF) 2016, Indian Institute of Technology Madras, Chennai, Tamil Nadu, India.
34. Makhecha, U. P., & Vasanthi, S. (2016, August 08). *Homans' Model of Human Group: A Meso-Level Conceptualization of HR Implementation*. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim, California.
35. Chakraborty, A., Totawar, A. K., & Nath, P. (2016, July 09). *Largest Mobile Manufacturing unit – curtains down: An abrupt closure*. Paper presented at the 32nd European Group of Organizational Studies (EGOS) Colloquium, Naples, Italy.
36. Gajanand, M. S. (2016, July 29). *An approach for modelling the fuel consumed by a vehicle on a route with non-uniform attributes*. Paper presented at the SPJIMR-POMS India Chapter Conference, S.P. Jain Institute of Management & Research, Mumbai, India.
37. Totawar, A. K., Nambudiri, R., & Nath, P. (2016, July 29). *I am in a Good Mood, but does that affect my Self-Efficacy? An Experimental Study to test the Moderation of Hedonic and Utilitarian Motivation*. Paper presented at the 31st International Congress of Psychology (ICP), Yokohama, Japan.
38. Nath, P., & Pradhan, R. K. (2016, July 28). *Are Positive People more Happy and Healthy: Examining the role of Emotional Intelligence*. Paper presented at the 31st International Congress of Psychology (ICP), Yokohama, Japan.
39. Prasad, M., Totawar, A. K., & Nambudiri, R. (2016, July 26). *Does the name matter? The what and why of name dropping*. Paper presented at the 31st International Congress of Psychology (ICP-2016), Yokohama, Japan.

40. Totawar, A. K., & Prasad, M. (2016, July 09). *What's in a Name? The what and why of 'name dropping'*. Paper presented at the 32nd European Group of Organizational Studies (EGOS) Colloquium: Organizing in the Shadow of Power, Naples, Italy.
41. Vashishth, A., & Chakraborty, A. (2016, June 20). *Measuring the service quality of Traditional and Electronic Services: An Integrated SERVQUAL model*. Paper presented at the 23rd European Operations Management Association (EurOMA) Conference. Trondheim, Norway.
42. Mukundhan, K. V., & Sreevas, S. (2016, June 28). *FDI-Based Entry Mode Strategies of Emerging Market Firms – The Role of Host Market Contextual Conditions*. Paper presented at the 2016 Annual Meeting of the Academy of International Business (AIB), New Orleans, USA.

Awards

1. Sanja Samirana Pattanayak (2016). *Best Professor Award in Economics*, 24th Business School Affaire & Dewang Mehta Business School Awards, Taj Lands, Mumbai, November 25.
2. K. Elavazhagan (2016). *Dr. A.P.J. Abdul Kalam Best Librarian Award for the year 2016*, by Noolagam Pesukiratu in association with Kalam Sinthanai Peravai Youth Renaissance Day Celebrations and National Library Science Conference, October 14.
3. Prafulla Y. Agnihotri (2016). *Special Higher Education Leadership Award* for his exemplary role in the field of higher education. 7th World Education Summit, New Delhi, August 05.
4. Nilesh Kumar Gupta (2016). *Best Case in Entrepreneurship Category*, ISB-Ivey Global Case Competition 2016, Indian School of Business, January 18.
5. Vijaya.V & Pant.J. (2016). *'Flying Higher to disappear? - Weaving the threads to hold back the rope - Expectations of Millennial Employees and Scenario Analysis for HR in the context of Performance and Intention to stay*, Best HR Research Paper, 20th NHRDN conference and NHRD 2016 - HR show case, Bangalore, December 08-09.

Down Memory Lane...



Dr. Godwin Tennyson is one of the earliest faculty members to join IIM Trichy, way back in 2011, when the Institute was founded. We caught up with Dr. Tennyson to have an informal discussion on his early days at IIMT, his interests, and his vision for the Institute.

1. When did you join the Institute? Where did you work before this?

GT: I had joined the institute on 1st June 2011. I had worked as Senior Consultant at Marketing and Planning Systems from 2006 to 2009 and then as Technical Architect/Operations Research Consultant at JDA Software from 2009 to 2011 before joining IIMT.

2. Could you tell us something about your early experiences at IIMT?

GT: My initial days at IIMT were quite interesting and I was thrilled to be associated with the institute from the very beginning. It was more like an entrepreneurial set up where we all had to join hands in creating systems and processes in place. I had great learning from it and enjoyed each and every bit of it, especially my role as the Chairperson of Placement and External Relations. Teaching has always been my passion and this being my first job in academia has an interesting coincidence that I will always cherish: 'my very first teaching was to the very first class session of the very first batch of the very first programme of IIMT'.

3. How has the Institute changed from when the time you joined?

GT: This institute is founded on the principle of providing quality education and I would say we have excelled in it. We have grown in leaps and bounds from the time I joined. There were just a few of us during the initial days with just one

programme (PGP) and it is so nice to see so many colleagues come on board over the years and our activities have also increased such as launching of Chennai Centre, launching of PGPBM and FPM programmes, executive education, industrial consultancy and research projects. I am also very excited about our 175 acre state-of-the art campus, where we would be moving in very soon. Looking back, I am so happy and feel privileged to have been part of this exciting journey.

4. What do you like about IIMT, and working here? How would you compare it to other places where you have worked?

GT: I really like the collegial environment here that makes us all more and more involved in the growth journey of the institute. My previous work experiences have been in corporate sector and this being my first job in academia is proving to be very exciting where I get an opportunity to teach, do research, provide industrial consultancy, conduct executive education and share responsibility on academic administration.

5. Where do you see the Institute going from here? What is your long term vision for the Institute?

GT: Once we move to our new campus, I am sure that our activities will only increase and it is only a matter of time when we would be among the top 10 b-schools in the country. I am

excited to be part of this new journey and look forward to contributing to it with my very best.

6. What about life outside work? What are your interests and hobbies?

GT: I have great passion for automobiles and try to keep myself updated with the latest developments in the industry and new launches. I enjoy playing Bass Guitar and, at times, play Keyboard.



Prof. G. Sethu is Professor in the Finance Area, and the senior most faculty member of the Institute. He has extensive and varied experience in the Civil Services, notably in the IAS. He shares his experiences at IIMT, and importantly, has some valuable advice for faculty members and students.

After fifteen years of corporate training in Mumbai's capital markets, I landed at IIMT sometime towards the end of 2011. I was quite happy I would be teaching bright MBA students in an IIM that was about to begin its journey!

The NIT campus was calm and beautiful. There was not much by way of electricity (I think there was 18 hours of power cut per day!) and there were plenty of mosquitoes. The class rooms were modest but the excellent staff support from the PGP Office more than made up for that. Prof. JB ensured there was nothing much to complain about the IT support!

IIMT was a small group of people. As I write this, I instinctively glance at the IIMT telephone directory and notice only about five or six faculty members currently listed in it were present then! There was only one programme, the PGP, with about 80 enthusiastic students, divided into two sections. If I recall, even many first year courses were taught by faculty members from IIM Bangalore, thanks to Mr. Gundu Rao! There was no PGP Committee, no PGP Manual! Prof. Gopal managed all academic activities almost single-handedly! It appeared to me that Dr. Agnihotri's message was clear and simple... this place would be the best mix of IIMA and IIMC ...that's all!

I sometimes compare my experience here at IIMT with my experience at IIMA and XLRI. I was a student of FPM at IIMA in the 1980s. Later, I taught as visiting professor there for many years... almost without a break for more than a decade ... till 2006, if I remember correctly. I was with XLRI for five years in the early 1990s. I do not know what these places look like now... Fees then were nominal, about Rs. 3000/= for the two-year PGP! Faculty salaries were nominal too, about Rs. 75,000/= p.a. in 1990! Things were simple, the community was small and there was an air of informality everywhere! Till 1993, things remained that way. That IIMA life was described well by a PGP graduate of year 1976: "Unbelievably good faculty, lovely campus, refreshingly new, and sometimes confrontational approach to learning not experienced before". I hoped in 2011 that someday graduates of IIMT would say similar things about IIMT. I hoped two years at IIMT would transform them!

During these five or six years, things have changed... we have scaled up and scoped up! The external environment has become more challenging. You can see these changes around yourself easily. A more fundamental question

is "have we changed in terms of our ideals, character or the direction we set for ourselves to follow?" I think we have not introspected a great deal about this yet. If you ask me for my gut feeling, I would say the time has come to state the core values that we would like to enshrine in IIMT and the future that we would like to envision for IIMT so that it remains useful to the society.

Where are we now? Have we begun the journey towards being an institution? To become an institution, we have to state our social purpose and define the behavior that can lead to it in some fundamental sense. We have to develop the capacity to change aspirations instead of merely enabling or constraining them. If you apply these criteria, you might say we are not yet an institution. Unless we address this issue, IIMT might become a larger, efficient, me-too kind of institute without ever exploring the option to develop into a unique institution of social relevance. I think the institute is still young enough, and has young idealistic faculty team, to consider this option! Twenty five years down the line, I hope we will see IIMT as an institution of public relevance and not merely as yet another large management institute.

Have I learnt something that I can pass on to others in IIMT? Let me try!

To the young faculty members: Constantly remind yourself why you are in the scholarship profession. Why is this profession so very different from other professions? Why a faculty member in IIMs is so highly held? What should I do to deserve the exalted status?

To the students: Constantly ask yourself "Why have I come here? Is it for a better life? Is it for a better livelihood? Am I learning anything here that can make me a better professional manager? How do I remain relevant to the immediate and extended society around me?"

I have learnt one more thing.... there is life outside the office. One has to strive for work - life balance. I have some interest in yoga. Many years ago I became a certified instructor of yoga. Off and on, I teach yoga and as far as possible try to practice it. I have been spending some time with educational institutions and corporations in advisory and stewardship capacities. These activities have provided meaningful diversions and allowed me to pause a little while to reflect on life in totality. As you go through the life cycle, you might understand and appreciate what I am trying to convey!

Interview with Dr. K. Selvanathan, Chief Administrative Officer

1. When did you join the Institute? Where did you work before this?

I joined the Institute on 7th September 2011. Prior to this, I worked as Registrar in Pondicherry Engineering College (Under the control of Govt. of Union Territory of Pondicherry).

2. Could you tell us something about your early experiences at IIMT?

When I joined the Institute, it was in its formative stage. The Institute was able to commence its academic and administrative activities with few faculty and staff members. Infrastructure wise, it had sufficient class rooms, library and administrative office.

3. How has the Institute changed from when the time you joined?

The Institute was strengthened with more faculty and non-faculty members. All rules, manuals, systems and procedures to conduct administrative activities were made in place. There was a sea change in providing 24 x 7 wi-fi facility in the Institute, Hostels and faculty quarters. Other infrastructural facilities were also made available. The concept of team work was introduced and decisions particularly in Purchase matters were taken by involving relevant officers and faculty members. Initial ground works like appointment of various committees, the architect, Project Management Consultant (PMC) etc., for the construction of the permanent campus were undertaken.

4. What do you like about IIMT, and working here? How would you compare it to other places where you have worked?

I like the work culture of the Institute. All the staff of the Institute work together as a team, in fact as a family. All the staff members have been sensitized to disposing off their day to day official matters without any undue delay. Communications through e-mail is really an advantage in this regard.

There is a highly decentralized decision making setup. Most of the academic matters are dealt with by faculty members who play the roles of Chairpersons of various committees. Routine administrative matters are in general handled by officers.

In other Government Institutions where I worked, the decision making was highly centralized. Disposal of day to day matters even went up to the Head of the Institution. There was no practice / system of disposal of matters in the shortest time possible. The practice of decision making through consultation with committees was not taken seriously.

5. Could you tell us something about IIM Trichy's permanent campus?

The construction of permanent campus was started during January 2015 with a built-up area of 75,000 sq.mtr in Phase I (Stage I) consisting of essential buildings like Admin, Academic, Hostels, Faculty and Staff Quarters, Student Messes, etc., with allied works. The permanent campus has been strategically designed to focus on the efficient usage of water, energy, air and other resources, to reduce any negative impact on the environment during the phase of development and create a highly sustainable living community space. The following are the special features in the permanent campus:

- E-class rooms are built similar to Harvard Business School class rooms with state of the art technologies – audio, video and interactive boards.
- Continuous Power Supply.
- Solar Power will be harnessed extensively to the extent of 2 MW, to start with, in order to reduce CO2 emissions.
- The entire campus will have 24x7 Wi-Fi facility.
- Air conditioning of hostel rooms during night.
- The campus will be self-sufficient in water within five years of occupation. This would be achieved through rain water harvesting.
- Waste water would be recycled and used for developing greenery in the campus.
- For differently-abled students, special provisions like ramps in common/public buildings, ear-marked toilets, braille signage, transport facility, dedicated parking places along with easy access to roads / footpaths / pathways, auditory signals in lifts along with braille symbols on the call buttons, tactile flooring (both internal and external) etc., have been arranged. Battery operated cars will be available for free movement of differently-abled students.
- Extensive tree planting to make the campus pollution free.
- Campus will be free of motorized vehicles.
- The Institute expects to shift to its own permanent campus in May 2017.

“ Alumni Speak



Sandeep Bodanapu
(PGP 2013-15)
Associate Manager, HCL Technologies



I am fortunate that my two years of post-graduation were spent at IIM Trichy, for a simple reason- it instilled confidence and positivity in me that have helped me excel both on the job as well as off it. IIMT's PGP curriculum is meticulously designed taking into consideration industry requirements. The efforts made by the faculty members and administration are commendable, as they help students at every step and make their stay at the institute memorable. Just four batches have graduated from IIM Trichy, yet my experiences attest that IIM Trichy is successful in moulding future ready business minds who are at par with other established business schools. ”



Parimit Lohani
(PGP 2013-15)
Assistant Manager, BPCL



IIM Trichy is a place where people from every corner of the country come not only to study but also to experience the pedagogy. The learned faculty with modern teaching methods create an environment at the institute which makes learning fun. The courses offered are designed to offer practical insights of management to every student by involving them in implementing classroom learning in managing various activities at the institute. For me, it was an experience of a lifetime. ”



Rajat Ramesh
(PGP 2014-16)
Product Manager, Saint Gobain



PGPM at IIMT was a great platform for me to make mistakes. There's much lesser at stake compared to the real world outside. I made plenty of mistakes and learnt a bit from each one I made. Of all the learnings, I feel managing a team is the biggest learning that has helped me in the business world. Being open to others' opinions and trying to make sure everyone in the team is on the same page is definitely an art, which PGPM teaches (more so outside the classroom!). ”

2016

Alumni Speak



Dibyadarshan Acharya
(PGP 2012-14)
APAC Leadership Development Program, Citi

“Engaged faculty members, best industry insights, diverse resources to learn from and friends for a lifetime, two years at IIMT changed me for the better. I learnt something new every day and for every day I had a new challenge. Just make the best of your time here and you will definitely build a rewarding career and memories for a lifetime.”



Abhinav Chaudhary
(PGP 2014-16)
Consulting Analyst - Public Sector and Government Initiatives, Frost and Sullivan

“Those two years at IIM Trichy were not just about lectures, gyan and quizzes.... It was a way of life ... it was about wonderful moments...those strangers who became your best buddies ... it was all about knowing the other side of you. Those two years of my life taught me how to lead the rest of it, with a refreshed perspective- right from self to the ever changing and dynamic world around me.... Now it feels that life would have been incomplete, if I had missed the chapter "Indian Institute of Management, Trichy" ... #HighOnLyf ...

P.S. - HighOnLyf was our hashtag for our convocation!!! :) ”



Ashok Singh
(PGP 2014-16)
Operations Manager, Capita India

“Academically speaking, the very neatly packed curriculum of IIM Trichy first allowed me to build my base and then move on to my specialisation plus the softer aspects such as communication for leaders. Case studies really made me think and link what is theoretically proven to what's happening in the market. The rigor of the program made me ready to take the challenges of the corporate world head on.”



Abhishek Mourya
(PGP 2012-14)
Senior Consultant, IndiaMart

“Apart from lectures and classrooms, one thing which makes IIM Trichy special is the culture of the institute. Whether it is an early morning assignment or a late night ITFL match there was always a sense of excitement. A few days back I was in a meeting with a prospective client. After the meeting we came to know that we both are from IIM Trichy (on the other side was Kishor from the first batch) and it was such a proud moment for both of us which cannot be described in words.”



Sayantan Dasgupta
(PGP 2014-2016)
Consultant, Cognizant Business Consulting

“Speaking of IIM-Trichy, what comes to my mind first is the bonhomie amongst students, staff and faculty members alike. I still cherish the support, both academic and otherwise, extended by every member of the IIM-Trichy family.

Having a huge number of in-house faculty members, it was always quite easy to approach them with your doubts and seek their valuable advice round the clock, be it for the case studies/assignment/exams, the placement interviews or B-fests that you're participating in.

The academic discipline and countless team activities/presentations have helped me hone my soft skills apart from developing sound knowledge about management concepts, the essence of which can only be felt once you're out in the corporate world.”



Aarti Satyamurthy
(PGPBM 2013 - 2016)
Senior Consultant, Drivesteam India Pvt Ltd.

“Benjamin Franklin rightly said, "An investment in knowledge pays the best interest". PGPBM at IIM Trichy has given me an invaluable and enriching experience working through case studies and discussions on real-life business problems with excellent professors and peers from various industries. This program has enhanced my critical thinking and problem solving skills and helped me understand different facets of business.”

2016

“ Alumni Speak



K Balamurugan
(PGPBM 2012 – 2015)
Partner, Tira Consulting Pvt. Ltd.

“ The structured knowledge and deep insights acquired through this programme gives confidence and wherewithal to take on new challenges and enhances our ability to be successful, be it in a senior leadership role or being on your own. It's nothing less than a metamorphosis. ”



Kannan Subramanian
(PGPBM 2012 – 2015)
Senior Manager- Hybrid Systems,
Mahindra

“ PGPBM program has enough rigor and diversity - the courses span multiple areas of management with more than 300 case studies; exceptional faculty members, staff and a supportive learning environment. All this promotes a great experience overall! ”



Manish Mathew
(PGPBM 2013 – 2016)
Assistant Manager, Bennett
Coleman & Co. Ltd.

“ I am privileged to have been a student of IIM Trichy. This course helps executives like me to deepen their interest in learning business management without sacrificing their jobs. There are ample opportunities to learn and grow at IIM Trichy's Chennai Centre. It is a very professional environment and learning is made interesting and fun here. I feel this is one of the best investments that I have made. I can make an approximate guess that whatever effort that we put in this course, it will have a 3X multiplier effect in our life. ”



Sudha Ponnuswamy
(PGPBM 2013 – 2016)
Manager-CAD, Ford

“ I feel my life has already changed for the better. PGPBM is making every effort to transform me from a highly technical role to Technical Leadership role seamlessly. ”



Sibi Kulandaivel
(PGP 2012-14)
Experienced Associate,
PriceWaterhouseCoopers

“ IIM Trichy shall always be fondly remembered for two things: for preparing me in unpredictable ways for my career and for giving me friends for life. Taught by some of the best faculty members in the country, the nuances of management and perspective building couldn't have been put any simpler. ”



Bipin Palande
(PGP 2013-15)
Associate Manager – Business Finance, KPIT
Technologies Ltd.

“ IIM Trichy truly changed the way I look at any situation. It was not only the classroom training but the extra-curricular activities on the campus, be it sports or cultural activities that helped me transform myself at the end of the PGP course. A large number of veteran faculty members across specialisations gave all of us a rich academic experience. The continuously improving placement numbers are evidence of the quality of management education the institute renders. IIM Trichy is soon to become the first amongst the new IIMs to have its own campus. I wish the entire IIM-T family all the very best! ”

2016

“ Alumni Speak



Varun Gampa
(PGP 2014-2016)

Senior Business Analyst, Hansa Cequity



IIM Trichy has been a “Home away from Home” for me. I have always felt that I was so lucky to be a student at IIMT. It has helped me develop a positive attitude towards my studies and discover more about myself. “Think Different”- that is one thing that IIMT urges and to a great extent succeeds in teaching us. I had the opportunity to meet with the dynamic and distinguished faculty members, who are enthusiastic, friendly and highly qualified. With their guidance and constant mentoring I have been able to become a true professional in all facets of life. I have emerged as a new individual. All thanks to IIMT.



Aafreen Anjum
(PGP 2012-14)

Consultant, Cognizant Business Consulting



Apprehensive at first to join a new IIM, I felt I could have given myself another chance at CAT. However, I graduated from this dynamic institute with renewed energy that nothing is impossible. All you need is the confidence that you can make a difference! A big Thank You to the talented and encouraging faculty members as we were able to balance academics with extra-curricular activities. There was immense learning and growth leading to a finely carved out personality of each individual. I owe my proficiency at work and appreciation received to the analytical as well as out-of-the-box thinking and attention to detail, developed as a result of my journey at IIM Trichy.



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