



COMMUNIQUE

Indian Institute of Management Raipur's Newsletter



IIM Raipur hosts the 5th HR Summit 2022

Indian Institute of Management Raipur organized its 5th HR Summit on 5th & 6th February 2022 in virtual mode. The theme of the summit was "HR Architecture in Digital Landscape". The summit aimed to provide a unique platform to the HR experts and the students to interact and discuss key ideas which would help the upcoming HR professionals in tackling future challenges in a proficient manner. The inaugural ceremony was graced by Hon'ble Chief Guest Mr. Indra-

Prof. Bharat Bhasker, Director of IIM Raipur in his opening note, talked about the changing structure of the organisation according to the changing situation and underlined that HRs are the greatest challengers who were able to overcome the disruption in the past years with the help of changing technology.

The Chief Guest Mr. Indrajeet Sengupta, shared that companies want to grow by sailing through fierce competition but many of them fail. The

Générale; Dr. Anil Kumar Misra, CHRO, Reliance Retail were the eminent panelists.

The second panel's Track 1 discussion was on the topic 'Mental Well-being and Thought Leadership'. which was moderated by Prof. Pankaj Singh, HRM & Organizational Behaviour, IIM Raipur. Mr. Sanjay Srivastava, Director – HR, Boehringer Ingelheim; Mr. Lokesh Sikka, CHRO, Onida were the eminent panelists.



jeet Sengupta, CHRO at Hindustan Coca-Cola Beverages, Prof. Bharat Bhasker, Director, IIM Raipur, Prof. Satyasiba Das, Chairman, Corporate Relations, IIM Raipur. The event was coordinated by Prof. Anubha Dadhich, Asst. Professor, HRM & Organizational Behaviour, IIM Raipur.

Prof. Satyasiba Das, in his address introduced the guests to the proceedings of the event. He also highlighted the importance of the connection between corporate and students to keep abreast of the recent HR trends.

reasons for the failure are external and not internal as perceived by the companies. There should be a huge focus on inclusivity, agility, and empowerment. The inaugural ceremony ended with a vote of thanks by Prof. Anubha Dadhich.

The speech was followed by series of panel discussions. The first panel discussion saw insights on the topic 'Tech-fluent Workforce' which was moderated by Prof. Anubha Dadhich. Ms. Sangeetha Gera, Head – Learning & Talent Management, Société

The second panel's Track 2 witnessed the discussion on 'Competencies and Skill Intelligence', and moderated by Prof. Sanjeev Prashar, Professor - Marketing, IIM Raipur. The panel consisted of Mr. Sunil Ranjhan, Senior Vice President & Director HR, LG Electronics; Mr. Sutanu Chowdhury CHRO, Spencer's Retail; Mr. Sudhir Dhar, Executive Director – Group CHRO, Motilal Oswal Financial Services.

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The third panel's Track 1 discussion was on the topic 'Total Reward Strategy'. The panelists were Mr. Siddharth Silawat, Head – Rewards, Policy, ER & Compliance, _VO IS; Mr. Debashish Majumdar, Head HR Business Partnering & Rewards, Godrej Housing Finance; Mr. Mahipal Nair, CHRO, NielsenIQ. The panel was moderated by Prof. Kamal K Jain, Professor, HRM & Organizational Behaviour, IIM Raipur.

The third panel's Track 2 witnessed the discussion on 'Total Reward Strategy', which was moderated by Prof. Damini Saini, Asst. Professor – HRM & Organizational Behaviour, IIM Raipur. Mr. Satyanarayan R, Country Human Resources, Siemens Global; Mr. Tony Mathew Jose, Head – Talent Strategy and Analytics, Ather Energy were the panelists.

The second day of the Summit started with a panel discussion on the topic "Pathway to Create New Legal Framework (Guidelines & Policies)". The panel discussion was attended by Mr. PT George, Vice President - HR & Admin, V-Guard, Mr. Bapuji Chikkanagappa, Director - HR, Flipkart, Mr. Praveen Kamath Kumbala, GM HR - Global Strategic Hiring & Deployment, Wipro and moderated by Prof. Satyasiba Das, Associate Professor, Business Policy & Strategy, IIM Raipur.

The track 5A panel consisted of Ms. Margaret Dsouza, Head - HR, Zeta Suite, Mr. Amey Joshi, Vice President HR, PharmEasy, Ms. Poulomi Saha, Director - HR, NWM Services India, Natwest Group, and was moderated by Prof. Samar Singh, Associate Professor of Practice, Business Policy and

Strategy, IIM Raipur. The track 5A panel discussion was based on the topic "Workplace Transformation in Hybrid Mode".

The Track 5B discussion saw insights on the topic "AI and Data-Driven HR Function". Mr. Ajay Tripathi, CHRO, Renew Power, Mr. Pradeep Kumar, Senior Vice President HR, Murugappa Group were the panelists. The panel was moderated by Prof. Sumeet Gupta, IT & Systems, IIM Raipur.

The track 6A discussion was attended by Mr. Devashis Rath, Senior Vice President, Ultratech Cement Ltd., Ms. Sumedha Pal Parmar, Senior Director & Country HR Leader, Honeywell India, Mr. Kapil Dawar, Talent Acquisition Leader, IBM India Private Limited. The session was moderated by Prof. Satyasiba Das, Associate Professor – Business Policy and Strategy, IIM Raipur. The panel discussion was based on the topic "Building Structure, Process, and Digital Leaders".

The Track 6B discussion was attended by Ms. Rricha V Mehrotra, HR & Staffing Lead, Arthur D. Little, Mr. Dharmesh Patel, Head of Talent – India & South East Asia, AB InBev, Mr. Peethambaran Thankappan, Executive Director – IS & Digital Business, BPCL, and moderated by Prof. Arunima Shah, Asst. Professor - Marketing, IIM Raipur. The panel discussion was based on the topic "Building Structure, Process, and Digital Leaders".

The Summit was drawn to a close with a vote of thanks.

Our Vision & Mission



"To become a premier management institution that inspires thought leadership through scholarship and teaching by incorporating an ethos of inquiry, consciousness, and innovation"



"To provide a learning centric environment that nurtures management thought through research and practice to create future leaders"

Faculty Publications

Praveen Vijaya Raj, P., Jauhar, S. K., **Ramkumar, M.**, & Pratap, S. (2022). Procurement, Traceability and Advance Cash Credit Payment Transactions in Supply Chain Using Blockchain Smart Contracts. *Computers & Industrial Engineering*, 167. DOI: <https://doi.org/10.1016/j.cie.2022.108038>

Abstract: Timely payment is necessary for the efficient delivery of goods and services to all entities in the supply chain. Traditionally, there has been a lot of manual processes related to payment. Nowadays the technology advancements make the payment process in electronic form. Even the electronic form is not easily accessible to all parties in the supply chain. Each entity of the supply chain maintains separate transaction records that remain difficult, inefficient, and error prone. Often companies face difficulties in monitoring the status of shipments and linking them to payments. In the real world, the suppliers offer buyers three terms of payment of purchase costs. The buyer pays the supplier as advance payment, cash, or credit. This research considers that the supplier ships the goods to the buyer by means of third-party logistics services. The supplier initially pays an advance to the external logistics provider while shipping the product to the buyer. Once the buyer verify that the goods are received in correct quantity, the supplier shall pay the balance amount to the third-party logistics provider. This research proposes a blockchain-based smart contract for supply chain transactions. This paper presents a general platform for stakeholders in the supply chain through an Ethereum based smart contract with a comprehensive interaction algorithm that enables decentralized authorization, process automation, and information sharing between the supply chain stakeholders. The proposed smart contract benefits the supplier by lowering the risk of non-payment during the credit period. In addition, the buyer benefits from on-time delivery performance and product tracking. Finally, the 3PL significantly reduces their costs by lowering the overall cost by lowering the cost of paperwork and usage of software for product tracking. Adopting a blockchain-based solution in supply chain transaction considering ACC payment is cost-effective simple, secure, trustworthy, and transparent.



Prof. M. Ramkumar
Assistant Professor

Jana, R. K., & Ghosh, I. (2022). A residual driven ensemble machine learning approach for forecasting natural gas prices: analyses for pre-and during-COVID-19 phases. *Annals of Operations Research*. DOI: <https://doi.org/10.1007/s10479-021-04492-4>

Abstract: The natural gas price is an essential financial variable that needs periodic modeling and predictive analysis for many practical implications. Macroeconomic euphoria and external uncertainty make its evolutionary patterns highly complex. We propose a two-stage granular framework to perform predictive analysis of the natural gas futures for the USA (NGFUSA) and the UK natural gas futures for the EU (NGF-UK) for pre-and during COVID-19 phases. The residuals of the previous stage are introduced as a new explanatory feature along with standard technical indicators to perform predictive tasks. The importance of the new feature is explained through the Boruta feature evaluation methodology. Maximal Overlap DiscreteWavelet Transformation (MODWT) is applied to decompose the original time-series observations of the natural gas prices to enable granular level forecasting. Random Forest is invoked on each component to fetch the respective predictions. The aggregated componentwise sums lead to final predictions. A rigorous performance assessment signifies the efficacy of the proposed framework. The results show the effectiveness of the residual as a feature in deriving accurate forecasts. The framework is highly efficient in analyzing patterns in the presence of a limited number of data points during the uncertain COVID-19 phase covering the first and second waves of the pandemic. Our findings reveal that the prediction accuracy is the best for the NGF-UK in the pre-COVID-19 period. Also, the prediction accuracy of the NGF-USA is better in the COVID-19 period than the pre-COVID-19 period.



Prof. R K Jana
Associate Professor

DasGupta, R., Kumar, S., & Pathak, R. (2022). Multinational enterprises' internationalization and adoption of sustainable development goals. *International Journal of Managerial Finance*. DOI: <https://doi.org/10.1108/IJMF-09-2021-0416>

Abstract: Purpose: Using a sample of 1,517 multinational enterprises (MNEs) from 25 countries, this study aims to examine whether firm's level of internationalization has a deterministic role for their engagement with sustainable development goals (SDGs). Additionally, this study aims to investigate the country- and industry-specific moderation effects on the relationship. **Design/methodology/approach:** This study employs negative binomial regression model along with the fixed effects for industry and time in the empirical estimation. **Findings:** This study shows that MNEs' internationalization is associated with their higher engagement in SDGs. This is owing to the pressures MNEs face from diverse stakeholders coupled with the need to build local legitimacy to overcome the liability of foreignness. The country-level results of this study suggest that this positive relation is stronger in countries with weak legal environment, countries with weak investor protection and in countries with higher SDG index scores. However, the industry-level results of this study indicate that the positive relation between MNEs internationalization and their SDG engagement are weaker in industries facing more competition and industries exposed to negative externalities. The results survive to controls for factors specific to firm and industry. **Originality/value:** This study is one of the early studies which empirically examine the role of MNE internationalization and SDG engagement. Also, the findings of this study improve the understanding on country-specific and industry-specific challenges in implementing SDGs.



Prof. Rajesh Pathak
Assistant Professor

Talwar, S., Kaur, P., Kumar, S., Salo, J., & Dhir, A. (2022). The balancing act: How do moral norms and anticipated pride drive food waste/reduction behaviour?. *Journal of Retailing and Consumer Services*, 66. DOI: <https://doi.org/10.1016/j.jretconser.2021.102901>

Abstract: Food waste is a serious problem that impacts the environment and sustainability by increasing greenhouse gas emissions from landfills. Food waste also represents a social challenge because it raises serious concerns about food security. While acknowledging that households waste a great deal of food because they lack a proper routine for reusing leftovers and purchase more food than required, few studies have extensively examined the drivers of leftover reuse and over-ordering. We address this gap using the stimulus-organism-response paradigm. Moral norms and anticipated pride are conceptualised as stimuli that impact the organismic state of intentions against food waste and response in the form of leftover reuse routines and over-purchasing of food. Data collected from 443 individuals residing in the United States confirm the positive association of norms and pride with intentions. Statistical analyses also reveal a positive association between intentions and leftover reuse routines and a negative association between intentions and over-purchasing of food. The results further demonstrate the mediation effect of intentions on the association of moral norms and anticipated pride with both response variables; in addition, we find that household income exerts a positive moderation effect on the association of norms and pride with intentions and a negative moderation effect on the association of anticipated pride with over-purchasing of food. Researchers, organisations and policymakers can draw upon these findings to motivate future research, propose effective strategies and enact favourable policies to promote sustainability and reduce food-related waste at the household level.



Prof. Sushant Kumar
Assistant Professor

Conference Presentations

Barhoi, P., & Jain, K. K. (February 3-5, 2022). *Organizational Learning and Creation of New Knowledge During the Covid19 Pandemic*. Paper presented at 9th International HR Conference 2022 organized by K. J. Somaiya Institute of Management, February 3-5, 2022.



Prof. Kamal K. Jain
Visiting Professor

Other Assignments & Talks Delivered



Prof. Bharat Bhasker
Director, IIM Raipur

- Prof. Bharat Bhasker, Director IIM Raipur shared his views in All India Radio Program - Janpratikiyaen on Union Budget 2022-23. He appreciated that the budget aims for long term growth over short term growth and is prepared keeping in view the welfare of lower middle class group of society. He further said that the Budget emphasis is on quality infrastructure which will lead to huge job creation for lower income group.

NSE Academy signs MoU/agreement with IIM Raipur to collaborate as a Knowledge Partner

Indian Institute of Management, Raipur has signed an MoU/agreement with NSE Academy Limited (NAL), a wholly-owned subsidiary of the National Stock Exchange (NSE) to collaborate in the area of joint certification programs in finance and related financial technologies.

Under this collaboration, both the institutions will offer market-defining short-term and long-term programs for working professionals and organizations willing to build leadership capabilities in the area of finance and financial technologies. These programs will be offered in an online and hybrid mode both and certified by both the institutions.



The Management Fest - Karmaanta

Indian Institute of Management Raipur organized its flagship annual management and cultural fest Karmaanta 2022 during February 25-27, 2022 with the theme "Decipher the Enigma". The fest promises to be a Mega conclave of business acumen and cultural heritage and aims to emerge as the biggest and magnificent B-school event of the year. The inaugural ceremony was graced by Hon'ble Chief Guest Mr. Durga Shankar Mishra, Chief Secretary, Uttar Pradesh, Guest of Honor Ms. Kavita Srivastava, Deputy General Manager, Regional Head, Union Bank of India, Prof. Bharat Bhasker, Director, IIM Raipur and Prof. R.K. Jana, Chairperson, Student Affairs Committee, IIM Raipur. Prof. R.K. Jana introduced the guests to the proceedings of the event.

Prof. Bharat Bhasker, Director, IIM Raipur expressed his views on how management fests are a great avenue to learn with fun. He induced the students with enthusiasm to participate in the events and make the fest a great success. He encouraged everyone to be ready for the challenges of the hybrid business environment from which new possibilities and models will arise. The Chief Guest Mr. Durga Shankar Mishra, in his address, shared that India witnessed tremendous growth in the last decade and added that India is the land of possibilities, from facing shortages of PPE Kits and other medical equipment, we have become the world's leading manufacturer and our products are now being supplied everywhere in the world. He continued that currently we are in, "Amrit-kaal"- The period of nectar and these upcoming years are the foundation years of development in the Vision 2047 and students will have to play a huge role in driving the economy and future of the country. The Guest of Honor Ms. Kavita Srivastava motivated the students to be aware of their goals, follow their heart and hook themselves through power which will lead to a positive life. The inaugural ceremony was drawn to a close with a vote of thanks by Prof. R.K. Jana.

Panel discussion on the topic 'Brand Building' took place moderated by Prof. Damini Saini, Assistant Professor – HRM & Organizational Behavior, IIM Raipur. The eminent panelists were Mr. Vijay Mishra, President, H&R Johnson, India; Mr. Pareekh Jain, CEO, EIIR; Mr. Chetan Chichra, Director, Grant Thornton Bharat LLP; Mr. Harsh Pamnani, Consultant, Icercis.

The various events like 'Kavyanjali' by Kartavya, the CSR



Prof. Bharat Bhasker
Director, IIM Raipur



Shri Durga Shankar
Mishra, Chief Secretary,
Uttar Pradesh



Ms. Kavita Srivastava
Deputy General Manager,
Regional Head, Union Bank
of India



Prof. R. K. Jana, Professor
& Chairperson, Student
Affairs Committee, IIM Raipur



club; 'Chronicles' by Provakta - The Public Speaking Club; 2 round online quiz – 'Ignite'; 'Brand Housie', a challenge for the brand buffs by Student Affairs Committee were also conducted.

Day two of Karmaanta, the three-day annual festival of IIM Raipur, started with a talk show "Let's get Candid" where the panel consisted of Ms. Anusha C, CEO & Co-Founder, Berrylush, Mr. Alok Paul, COO & Co-Founder, Berrylush, & Ms. Shubhi Jain, Founder, Maatiwala.

Prakriti, the Eco Club of IIM Raipur conducted a group skit competition named 'Breeze, Sleet and Action'. Kartavya, the CSR club of IIM Raipur conducted a poster-making competition named 'Samadhan' via the online platform Dare to Compete. Round 2 witnessed the shortlisted participants presenting their posters and explaining their ideas in front of a panel of judges via a live session. Mantra, the marketing club of IIM Raipur conducted its flagship event 'Case Files' that consisted of three rounds namely a quiz, case submission, and a final presentation in front of esteemed panelists. Taking the spotlight on Karmaanta '22, eminent singer Suzonn, performed in music night.

The final day had a panel discussion "Seedhi Baat" on the topic "Leading Disruptive Innovation through Effective Communication" by Mantra, the marketing Club of IIM Raipur. The discussion was moderated by Prof. Jagrook Dawra, Asst. Professor, Marketing, IIM Raipur, while the panel consisted of Mr. Harsh Chaturvedi, Vice President (Consultancy), IIT FIRST and PMU Jead CGMFP Confederation, Mr. Pawan Khurana, Co-Founder COO - CertOnce LLC, Mr. Vikram Mahajan, Head - Udaan 2.0 Vertical, TAFE (Corporate Transformation), Ms. Srimathi Sridharan, Vice President - Group Manager, BNY Melon and Mr. Amod Vijayvargiya, Vice President, Genpact.

Various much more exciting events were conducted like Pitch Perfect, a B-plan competition by Consulting and Entrepreneurship Club; Cypher, an analytics case-based event by Analytics Club; OPS- Cogitate by OPEP- the Operations and Supply Chain Club; Daastan, conducted by the CSR Club; "Investate"

by Finatix - The Finance Club of IIM Raipur. The final act of Karmaanta 2022 was a fun-filled comedy night by the renowned stand up comedian Karunesh Talwar where the students had a gala time. The three day cultural and business fest of IIM Raipur came to an end on a high note.

Leadership Talk

Mr. Vikram Patki, Regional HR Director - Commercial Operations - Consumer Healthcare AMA (Asia-Middle East-Africa) at Procter & Gamble Health Care, addressed to IIM Raipur students as a guest speaker for our Leadership Talk webinar series on Feb 11, 2022. The topic of the talk was "Understanding a Multi-generational Workforce".



Mr. Vikram Patki, *Regional HR Director-Commercial Operations, Consumer Healthcare AMA*



Ms. Kajal Batabyal, Director, EY-Parthenon, London, UK shared her experience on "Challenges faced by consultants in the M&A Due diligence and Integration phase" in the industry Session held on Feb 13, 2022, as a part of the course "Strategic Aspects of Mergers and Acquisitions" led by Dr. Ankita Chhabra, IIM Raipur.

Ms. Kajal Batabyal
Director, EY-Parthenon



Executive Education & Consultancy (EE&C)

Current E-Learning / Online Programme

S. No.	Programme Name	Commenced on	Programme Faculty (Dr./Prof.)
1.	One Year Executive Certificate Programme in Senior Management-I	June 20, 2021	Sanjeev Prashar Satyasiba Das
2.	Post Graduate Executive Certification in General Management-III	July 18, 2021	Arunima Shah Shalabh Singh
3.	Executive Certificate Program in Human Resource Management-II	September 26, 2021	Anubha Dadhich Damini Saini
4.	Executive Certificate Programme in Business Finance - I	January 23, 2022	Rajesh Pathak Vaibhav Lalwani

E-Learning / Online Programme Concluded in February 2022

S. No.	Programme Name	Commenced on	Programme Faculty (Dr./Prof.)
1.	Executive Certificate Programme in Applied Financial Risk Management-II	August 07, 2021	Yogesh Chauhan Nemiraja Jadiyappa
2.	Executive Certificate Programme in Project Management-II	September 05, 2021	M. Ramkumar Gopal Kumar
3.	Executive Certificate Program in Leadership and Change Management-V	October 24, 2021	Anubha Dadhich

MDP/FDP Programmes Organised in the Month of February 2022

S. No.	Programme Title	Date
1.	Strategic Project Management for the executives of Hindustan Petroleum Corporation Limited	February 16, 19, 23, 26, 2022



IIM Raipur in Media

IIM organizes MDP on Strategic Project Management

Raipur, Feb 17: Indian Institute of Management Raipur...

IIM Raipur gears up for its 5th HR Summit

IIM Raipur, an IIT: Indian Institute of Management (IIM) Raipur is organizing the 5th edition of the annual flagship corporate engagement event, 'HR Summit', on Feb 5 & 6, 2022 in virtual mode. The theme of the summit is 'HR Architecture in the Digital Era'.

IIM Raipur hosts the 5th HR Summit 2022

The 5th HR Summit was held on Feb 5 & 6, 2022. The summit was organized by IIM Raipur in virtual mode. The theme of the summit is 'HR Architecture in the Digital Era'.

NSE Academy inks pact with IIM, Raipur

NSE Academy has signed a Memorandum of Understanding (MoU) with IIM Raipur for collaboration in the areas of HR and financial technologies.

IIM में एचआर समिट, एक्सपर्ट बोले हफ्ते में 4 दिन ही काम चाहते हैं वर्कर

एचआर समिट में भाग लेने वाले एक्सपर्टों ने कहा कि वर्करों को हफ्ते में केवल चार दिनों का काम करना चाहिए।

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IIM-Raipur holds MDP on Strategic Project Mgmt for HPCL

IIM Raipur has started four days online Management Development Program for the executives of Hindustan Petroleum Corporation Limited from February 16, 2022.

एनिमेशन, विजुअल इफेक्ट्स और गेमिंग सेक्टर में रोजगार

एनिमेशन, विजुअल इफेक्ट्स और गेमिंग सेक्टर में रोजगार के अवसरों को बढ़ावा देने के लिए IIM Raipur ने एक कार्यक्रम आयोजित किया।

NSE Academy signs MoU with IIM, Raipur

NSE Academy Limited has signed a Memorandum of Understanding (MoU) with IIM Raipur for collaboration in the areas of HR and financial technologies.

Karmaanta 2022 Day 1 goes live with a bang at IIM Raipur

The first day of Karmaanta 2022 went live with a bang at IIM Raipur. The event was organized by IIM Raipur in virtual mode.

IIM Raipur successfully concludes 5th HR Summit

IIM Raipur successfully concluded its 5th HR Summit on Feb 6, 2022. The summit was held in virtual mode and was attended by over 1000 participants.



आईआईएम एचआर समिट भारतीय प्रबंधन संस्थान (आईआईएम) रायपुर में वर्चुअल मोड में सुबह 10 बजे से फ्लैगशिप कार्यक्रमों का आयोजन हुआ।

IIM और एनएसई की अकादमी शुरू करेगी फाइनेंस से जुड़े कोर्स

IIM और एनएसई की अकादमी शुरू करेगी फाइनेंस से जुड़े कोर्स। यह कोर्सों का आयोजन वर्चुअल मोड में होगा।

स्टॉक एक्सचेंज (एनएसई) की कंपनी एनएसई अकादमी लिमिटेड (एनएसई) के बीच एमओयू हुआ है।

एनएसई अकादमी लिमिटेड (एनएसई) के बीच एमओयू हुआ है। यह एमओयू तहत फाइनेंस और फाइनेंस टेक्नोलॉजी संबंधित जॉईंट प्रोग्राम शुरू किए जाएंगे।

'Karmaanta-2022' day-1 goes live with a bang

'Karmaanta-2022' day-1 goes live with a bang at IIM Raipur. The event was organized by IIM Raipur in virtual mode.

देश को बेहतर मिलेंगे। डीन पराशर ने आईआईएमओयू साइन के अभिलाष मि

देश को बेहतर मिलेंगे। डीन पराशर ने आईआईएमओयू साइन के अभिलाष मि। यह कार्यक्रम का आयोजन वर्चुअल मोड में होगा।

Karmaanta 2022 Day 1 goes live with a bang at IIM Raipur

Karmaanta 2022 Day 1 goes live with a bang at IIM Raipur. The event was organized by IIM Raipur in virtual mode.

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