

3rd HR Summit

IIM Raipur started its two day long HR Summit held on the 3rd and 4th Aug, 2018. The theme for this year's edition was 'HRM in Digital Era: Creating Synergies and Capabilities'.

The Summit began with addresses by the Director of IIM Raipur, Prof. Bharat Bhaskar, the Guest of Honor, Shri R. Anand, Sr. VP HR, HCL Technologies, and the Chief Guest, Shri Sanjiv Singh, Chairman, Indian Oil Corporation Limited, all of whom touched upon the fast-changing nature of the world, the economy, and the employment scenario in general.



The first panel discussion followed the addresses and the topic was 'HRM in Digital Economy: Collaborating E-Management with the Competency Models'. Mr. Sanjay Kumar, Director HR, Western Coalfields served as the moderator. The panelists included Ms. Simin Askari, VP Corporate HR, DS Group, Mr. V.K Singh, Additional General Manager (HRD), Power Grid Corporation of India, Mr. M Lakshmanan, Head HR, L&T Defense & Aerospace, and Mr. R Anand, Sr. Vice President, HR, HCL Technologies. Following this was the second panel discussion on topic, 'The Practicalities of Talent Management in Digital Era'. Prof. Sanjeev Prashar from IIM Raipur served as the moderator for the panel. The panelists included Mr. Pradipta Sahoo, CHRO, Karvy Group, Mr. Nikhil Taneja, Group Head HR, S. Chand, Mr. Vishwajeet Tyagi, Head HR, Samtel Avionics Ltd, and Ms. Sahar Khan, Commercial HR Manager, McCain Foods Limited.

The end of this extremely enlightening discussion was followed by the inauguration of the Chhattisgarh chapter of NHRDN. The participants involved were Padma Shri Prof Pritam Singh, Former Director, IIM Lucknow, Guest of Honour, Mr. Dhananjay Singh, Director General, National HRD Network, Prof Bharat Bhasker, Director, IIM Raipur, Mr. R. Anand, Sr. VP HR, HCL Technologies, and Mr. M Lakshmanan, Head HR, L&T Defense & Aerospace.

IIM Raipur continued to introduce new ideas to aspiring managers on the second day. The day's proceedings were comprised of two panel discussions and a valedictory session.

The first panel discussion topic was- 'Digitalization in HR: A New Breakthrough for Organizational Sustainability'. The panel was moderated by Mr. Dhananjay Singh, Director General, National HRD Network, and consisted of Mr. Jatinder Salwan, Head HR, Société Générale Group, Ms. Saswati Sinha, Head HR, Cheil Worldwide Inc. (Samsung), and Mr. Sanjay Verma, CPO and Global Head HR, Uniparts Group. The discussion was followed by the final panel discussion of the Summit, on the topic 'Corporate Transformation Through Workforce Automation'. The moderator for the panel was Mr. Anil Kumar Misra, CHRO, Magicbricks.com and the panelists included Ms. Debolina Dutta, VP HR and CSR, Schneider Electric Luminous India, Mr. Praveen Kamath, GM and HR Head, Global Delivery Enablement, Wipro Ltd., Mr. Naresh Kumar Piniseti, President HR, Deepak Fertilisers and Petrochemical Corporation Ltd., and Mr. Dharm Rakshit, Head HR, Hero MotoCorp Ltd. The end of the panel discussion was followed by a valedictory session where the address was given by Padma Shri Prof. Pritam Singh, Former Director, IIM Lucknow.

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4th Professional Development Training under TEQIP-III

IIM Raipur organized a three day “Professional Development Training” for Heads/Deans/HODs of engineering educational institutions under Technical Education Improvement Program (TEQIP) III at VW Canyon during September 13-15, 2018.

This was the 4th Professional Development Training Program under TEQIP III and was conducted under the aegis of Ministry of Human Resources and Development (MHRD), Government of India, which initiated the third phase of TEQIP for faculty members of higher educational institutes. This was attended by more than 15 participants which comprised of Directors, Deans, and HODs of engineering colleges across India. The program directors were Prof. Mohit Goswami and Prof. Gopal Kumar and the coordinator was Prof. Sanjeev Prashar.

Homage to Former PM Late Shri Atal Bihari Vajpayee

Our Former Prime Minister and the Great Visionary, Bharat Ratna Shri Atal Bihari Vajpayee has passed away following a prolonged illness on 16 August 2018. A condolence meeting was held on 17.08.2018 at IIM Raipur in the Central Foyer to mark respect to the departed soul and pay homage to our beloved leader.

15th August Celebration

IIM Raipur celebrated India's 72nd Independence Day with zeal and enthusiasm. The faculty, students and non-teaching staff gathered at the institute premises and paid respects to heroes who made India's freedom a possible on 15th August 1947. The day's proceedings began with the inspection of the Guard of Honour by the Director of IIM Raipur, Prof. Bharat Bhaskar. In his address, Prof. Bharat Bhaskar, started with a brief history of India's independence and remembered the valiant men and women who laid down their lives in providing the country with its independence. He further extended the same courtesy to the soldiers protecting our borders, and thanked them for their service and urged everyone to keep them in their thoughts and prayers. Prof. Bhaskar concluded by quoting former President Dr. APJ Abdul Kalam, “The day we correct ourselves is the day the nation will correct itself”. Following the morning's programme, there was an oath-taking ceremony held by IIM Raipur's CSR club, Kartavya. In the oath-taking ceremony, Pratigya, was met with a rapturous reception and concluded the day's proceedings with a lighting of flying lanterns.

Sadbhavana Diwas Celebration

Sadbhavana Diwas was celebrated on 20th of August in Indian Institute of Management Raipur to commemorate the 74th birth anniversary of Shri Rajiv Gandhi. The oath was taken inside the classrooms by students along with the faculty members, pledging to work in harmony and goodwill with the other countrymen and work for the betterment of the nation.



Students of IIM Raipur represent India at International Level

As part of the annual India-China Youth Exchange programme, a 200-member Indian Youth Delegation visited China with an aim of strengthening people-to-people exchanges between the two countries. Six students from IIM Raipur, Ms. Bansari Bhanushali, Mr. Chaitanya Dwivedi, Ms. Dhanashree Nemade, Ms. Manali Chakrabarty, Ms. Navya Umashankar and Mr. Vinay Jain participated in this programme and interacted with the volunteers of All China Youth Federation as well as top-level management personnel of leading businesses. The Delegation gave the students an opportunity to experience various facets of China's economy, society and culture through company visits, tours, lectures etc. and provided first-hand knowledge about China with the help of close interaction with experts and practitioners from various fields including industry, education, sports, science and technology, urban planning, agriculture and health.



IIM Raipur shifted in its own campus in Naya Raipur

IIM Raipur started operating from the well-equipped new campus in Atal Nagar from Sep 22, 2018. Special highlights of new campus are centralised air conditioning in library and classrooms, radiant cooling system for hostels and green building project. There are 12 classrooms having 900 sitting capacity, computer centre 90, seminar hall 460, administration and faculty block 175, staff dining hall 50, library 550, MDP block 198+56 residential rooms, five hostels have capacity of 495, dining hall for students have capacity of 600 and residential facilities for director, faculties and staff.

Classrooms have full fledged AV Solution, high speed internet, digital classroom apart from medical dispensary (2 bedded), Bank and ATM, shopping complex and sports complex on the campus. Total built-up area (phase I and II) is 1585104.21 sqft and estimated cost of Phase-I is Rs 333 crore.



Faculty Publications



Prof. M Kannadhasan
Associate Professor

Das, Debojyoti, Kannadhasan, M., Tiwari, Aviral Kumar, & Al-Yahyaee, Khamis Hamed (2018). Has co-movement dynamics in emerging stock markets changed after global financial crisis? New evidence from wavelet analysis, *Applied Economics Letters*, 25(20), 1447-1453

Abstract: In this article, we revisit the issue of contagion, interdependence and changes in correlation structure after the Global Financial Crisis (GFC) of 2008 between developed and emerging markets in a time-frequency domain using a wavelet-based approach for the period spanning over 1 January 1999 to 8 November 2016. We report evidences of: (a) weaker contagion for Latin American emerging markets during GFC, (b) a strong contagion effect for emerging markets in Europe and the Middle East and (c) a fall in long-run co-movements after GFC, which means by investing in emerging markets, the diversification benefits can be derived in the long run. We report evidence of coexistence of contagion and permanent change in correlation structure.



Prof. Mohit Goswami
Assistant Professor

Goswami, M. & Kumar, G. (2018). An investigation of agile manufacturing enablers in Indian automotive SMEs using structural equation model. *Measuring Business Excellence*, 22(3), 276-291.

Abstract: This paper aims to analyze the agile manufacturing practices in small and medium enterprises (SMEs) within the auto-ancillary sector spread across eastern India. Using statistical method, a number of crucial insights have been captured and discussed in detail. A structural equation model (SEM) encapsulating pertinent agile manufacturing attributes and enablers as the focal construct is conceptualized and validated in this research. The SEM model is evolved in a manner that agile attributes and agile enablers are modeled as latent dependent and manifest variable, respectively. A number of key hypothesis entailing interactions of key agility enablers, i.e. manufacturing responsiveness agility, manufacturing strategy agility, workforce agility, technology agility, manufacturing management agility, etc. are conceptualized and validated. The authors specifically focus on evolving agile manufacturing framework (characterized by agility

enablers and attributes) that lies at the intersection of SMEs, automotive sector and an emerging economy.



Prof. Sanjeev Prashar
Professor

Prashar, S., Gupta, P., Parsad, C., & Vijay, T. S. (2018). Predicting Shoppers' Continuous Buying Intention Using Mobile Apps. *International Journal of Strategic Decision Sciences (IJSDS)*, 9(3), 69-83.

Abstract: The rapid penetration of smartphones and consumers' increased usage/dependence on mobile applications (apps) has ushered favorable opportunities for retailers as well as shoppers. The traditional brick-and-mortar as well as online retailers must attract shoppers to use mobile shopping apps. For this, it is pertinent for retailers to predict users' continuous intention to buy through apps. To address this question, the present study has applied four prominent binary classifiers - logit regression, linear discriminant analysis, artificial neural network and decision tree analysis to develop predictive models. Findings of the study shall help the marketers in accurately forecasting shoppers' buying behaviour. Various indices have been used to check

the predictive accuracy of four techniques. The outcome of the study shows that the models developed using decision tree analysis and artificial neural network provide better results in predicting consumers' continuous intention to buy through app. Based on the findings, the paper has also provided implications for the retailers.

Vijay, T. S., Prashar, S., & Gupta, S. (2018). Intention to Provide Online Reviews: An Expectation Confirmation Model with Review Involvement. *Pacific Asia Journal of the Association for Information Systems*, 10(2). 25-54.

Abstract: Online reviews have become a good source of information for shoppers with increase in ecommerce activity. Although research has examined various factors behind customer online review posting behaviour, the role of online reviews in further propagating online reviews has not been given enough attention. In this study, we use the expectation-confirmation theory for examining customer review posting behaviour based on their examination of online reviews from other shoppers. The study reveals a few interesting and counter-intuitive findings that add to research and practice in understanding online review posting behaviour. The study also examines the role of review involvement and its effect on shoppers' behaviour. The results show that shoppers are more inclined to write reviews when confirmation leads to lower satisfaction. Theoretical and managerial implications based on the findings have also been presented.

Parsad, C., Prashar, S., Vijay, T. S., & Kumar, M. (2018). In-Store Stimuli and Impulsive Buying Behaviour: Modeling Through Regression Equation. *International Journal of Strategic Decision Sciences (IJSDS)*, 9(3), 95-112.

Abstract: The objective of this article is to investigate the influence of retail shopping environment and impulsive buying tendency on unplanned buying. With this objective, this research examines how display of the goods inside the store, appearance and helpfulness of store employees and crowd inside the retail store affect impulsive buying and such buying tendency among Indian shoppers. Using multiple regression analysis, it is observed that retail shopping environment considerably influences the impulsive buying tendency of the shoppers and this tendency leads to spontaneous buying. The results reveal that retail shopping environment and consumer impulse buying tendency encourage impulse buying positively. In addition, it is found that store employees have no influence on impulse buying tendency among Indian shoppers.

Unnithan, D., Pathy, G. S., Prashar, S., & Ramanathan, H. (2018). Crowdsourced Fashion Designing of Hashboosh.com: The Sustainability Dilemma. *Emerald Emerging Markets Case Studies*, 8(2), 1-18.

Abstract: In June 2016, Indian e-commerce giant Flipkart Private Limited (Flipkart) faced a common issue among online retailers: the firm needed to optimize its product return rates to reduce losses caused by returns. Accordingly, Flipkart changed its return policy, including raising the commission fees charged to sellers by an average of 5 per cent. Many sellers resented the policy change, and more than 1,800 led an online protest against Flipkart, which was unprecedented in India. These sellers made their accounts inactive and removed the product listings for nearly 1 million product units. Seeing an opportunity, Amazon India decreased its commissions on various product categories by 2-7 per cent to lure disgruntled sellers to its platform. While its competitors experienced rapid growth, Flipkart struggled to keep the market share it had acquired so far. The company experienced a massive drop in its valuation during fiscal year 2015-16, and had not registered any profit since its inception in 2007. Flipkart had to reduce its losses resulting from a high number of returns without displeasing both of its key stakeholders—sellers and customers.

The case helps students understand the dynamics of online retail (e-commerce) platforms, with particular focus on vendors and consumers. The students will understand how to manage third-party sellers on an e-commerce platform; influence consumer buying behaviour for e-commerce; and manage returns on an e-commerce platform.

Kodwani, A., Kumar, M., & Prashar, S. (2018). Buy or Make: Recruitment Challenge at Somany Ceramics, Ivey Publishing, Richard Ivey School of Business.

Abstract: In 2016, Somany Ceramics Limited (SCL), a ceramic tile manufacturing company in India, needed industry-ready workers to meet the company's expansion plan; however, the whole ceramics industry was affected by a shortage of labour. Most of the technically competent ceramics and construction personnel in India preferred to work in the construction industry or join other sectors such as information technology. The company's human resources team needed to develop a strategy to hire an adequate number of skilled employees and to retain them as the competitors also attempted to take advantage of growth opportunities in the global ceramics industry. This case elucidates planning and designing hiring strategies and linking them to challenges faced by the organization; aligning various human resources initiatives with organizational requirements and meeting the challenges in a way that maximizes value for the organization; and the pros and cons of make versus buy philosophies of talent acquisition.

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Prof. Sumeet Gupta
Associate Professor

Vijay, T. S., Prashar, S., & Gupta, S. (2018). Intention to Provide Online Reviews: An Expectation Confirmation Model with Review Involvement. *Pacific Asia Journal of the Association for Information Systems*, 10(2). 25-54.

Abstract: Online reviews have become a good source of information for shoppers with increase in ecommerce activity. Although research has examined various factors behind customer online review posting behaviour, the role of online reviews in further propagating online reviews has not been given enough attention. In this study, we use the expectation-confirmation theory for examining customer review posting behaviour based on their examination of online reviews from other shoppers. The study reveals a few interesting and counter-intuitive findings that add to research and practice in understanding online review posting behaviour. The study also examines the role of review involvement and its effect on shoppers' behaviour. The results show that shoppers are more inclined to write reviews when confirmation leads to lower satisfaction. Theoretical and managerial implications based on the findings have also been presented.

Pandey, V., & Gupta, S. (2018). A comprehensive four-stage framework for evaluation of Information Communication Technologies for Development interventions. *Information Technology for Development*, 24(3), 511-531.

Abstract: In spite of almost three decades of efforts in the domain of Information Communication Technologies for Development (ICTD), the validity and effectiveness of the relationship between ICT and D (Development) are not clear, perhaps due to a lack of a comprehensive framework for evaluating ICTD interventions. Comprehensive evaluation of ICTD interventions is, however, difficult as its outcomes are often intangible in nature. The aim of this paper is to develop a comprehensive evaluation framework for ICTD interventions with a specific focus on "D" aspects of these interventions. This work does not focus only on "impact" evaluation of ICTD interventions but also considers other key aspects of project life cycle in the evaluation process. To develop this framework, we draw inspirations from the domains of "program evaluation" and "IS evaluation" and further refine it with learnings from previous ICTD studies. The result of this exercise is a four-stage framework with each stage containing details of assessment points and key considerations that need to be covered in the context of an ICTD intervention. The framework is then validated using an existing case study drawn from the ICTD literature. The applicability and benefits of the framework are then discussed in the light of this case study.

Singh, R. K., Mitra, S. K., & Gupta, S. (2018). Does Big Data Influence the Efficiency of the Capital Markets?. *Indian Journal of Industrial Relations*, 53(4), 548-559.

Abstract: This paper examines the adaptation of the 'big data' strategies in the developed capital markets and its effect on the efficiency of the capital markets. The big data strategy and algorithms use the power of high capacity computing to affect the high frequency trading which improves the efficiency in the market. However, high frequency trading also poses many regulatory challenges for the Security and Exchange Commission. Social media and microblogs affect the risk appetite of the investors. The sentiment and decision-making pattern of the investors are influenced by the continuous flows of the information through the social media which affects the capital markets.

Zhang, W., & Gupta, S. (2018). Research on user generated content behaviours in social shopping community based on swift Guanxi perspective. *International Journal of Services Operations and Informatics*, 9(3), 207-222.

Abstract: Over the past few years, the study of factors influencing the user generated content (UGC) in the social shopping community has gained attention from academia and industry. What is missing in the literature is the effect of swift Guanxi. This study examines the UGC behaviour from swift Guanxi perspective. Drawing from stimulus-response theory, this study establishes the role of swift Guanxi in influencing UGC based on the data collected from 338 Chinese social shopping community users. The results show that interest, perceived interactivity and perceived similarity between customers and sellers has a positive impact on swift Guanxi and trust; trust is positively related with swift Guanxi; swift Guanxi has a positive influence on user generated content (UGC) and purchase intention. The mediation effects of swift Guanxi in the Model have also been examined.

Zhu, T., Lu, Y., & Gupta, S. (2018). How do network externalities affect customers' adoption intention in mobile app store: from a perception of consumer perceived value. *International Journal of Mobile Communications*, 16(5), 493-512.

Abstract: Faced with the fiercely competitive mobile apps market in China, many mobile app store managers developed their own communities to improve the users' adoption and retention. Those communities help make consumers a sense of the amount of users in mobile app stores and expand the complementarity of mobile app stores. Thus, in this study, we examine how network externality affects customers' intention to adopt app store using the concept of perceived value. Based on the theoretical frame of customer perceived value (CPV), we present a research model that integrates network externalities to adoption intention. The results of this study indicate that network externality has a positive and highly significant effect on CPV, which in turn affects people's intention to adopt. However, perceived price structure describing the financial value does not have a significant influence on adoption intention. Implications for theory and practice are presented.

IIM Raipur in Media

ये है आईआईएम रायपुर का नया कैंपस
200 एकड़ क्षेत्र
2 अरब 69 करोड़ खर्च

ऐसी की आवश्यकता न हो इसलिए दीवार के बीच चौबीस घंटे बहेगा पानी

रैडियंट कूलिंग सिस्टम से तैयार हुई आइआईएम रायपुर की इमारत, 22 डिग्री रहेगा तापमान

कैपस बन कर तैयार

मैनेजमेंट और इंजीनियरिंग स्टूडेंट्स का स्टार्टअप, रखेगा आपको फिट

सर्वे किया और शुरू किया कॉन्सर्ट

ये हैं टीम में शामिल

आईआईएम का तीसरा एचआर समिट 3 व 4 अगस्त को

300 तकनीशियन, बिजनेस लीडर और विशेषज्ञ होंगे शामिल

'डिजिटल युग में एचआरएम: तालमेल और क्षमता निर्माण' होगा विषय



36 वर्षों से अधिक का समय क्षेत्रीय कार्यकारी निदेशक, कार्यकारी निदेशक (कॉर्पोरेट योजना) के तौर पर दिए हैं. समापन समारोह का उद्बोधन आईआईएम लखनऊ के पूर्व निदेशक प्रमोद श्री प्रो. प्रीतम सिंह का होगा. समिट में 20 से अधिक उद्योगों के स्टालवाट, सीपी और सीएचआरओ शामिल होंगे जो अपने विचार साझा करेंगे. समिट में करीब 300 तकनीशियन, बिजनेस लीडर और विशेषज्ञ शामिल होंगे. समिट में डिजिटल अर्थव्यवस्था में एचआरएम के सक्षमता मॉडल के साथ ई-प्रबंधन में सहयोग कला, डिजिटल युग में प्रतिभा प्रबंधन की व्यवहारिकता, एचआर में निदेशक सफलता के कार्यालय व्यवस्थापन के माध्यम से संगठन स्थिरता और कॉर्पोरेट परिवर्तन के लिए एक नई सफलता जैसे विषयों पर फैलन चर्चा की जाएगी.

■ नवभारत टाइम्स / रायपुर

इंडियन इंस्टिट्यूट ऑफ मैनेजमेंट (आईआईएम) का तीसरा एचआर समिट 3 एवं 4 अगस्त को आयोजित होने जा रहा है. इसका विषय 'डिजिटल युग में एचआरएम: तालमेल और क्षमता निर्माण' रखा गया है.

समिट के मुख्य अतिथि इंडियन ऑयल कॉर्पोरेशन लिमिटेड के चेयरमैन सजीव सिंह व एचआरडीएल के राष्ट्रीय अध्यक्ष और एनटीपीसी के एचआर निदेशक सत्यंशु राय होंगे. आईआईटी रुड़की से केमिकल इंजीनियरिंग करने वाले श्री सिंह 1981 से इंडियन ऑयल कॉर्पोरेशन के साथ जुड़े हुए हैं, वहीं श्री राय ने

Professional Development Training under TEQIP concludes

Central Chronicle News

Raipur, Sep 18: In an endeavour to make its contribution towards the promotion of educational excellence and quality teaching and research in technical institutions, Indian Institute of Management Raipur organized a three day "Professional Development Training" for Heads/Deans/HODs of engineering educational institutions under Technical Education Improvement Program

Development (MHRD), Government of India, which initiated the third phase of TEQIP for faculty members of higher educational institutes.

The 4th Professional Development Training was attended by more than 15 participants which comprised of Directors, Deans, and HODs of engineering colleges across India.

Prof. Mohit Goswami and Prof. Gopal Kumar were the program directors for this training program. The TEQIP was co-

Implementation of Global Initiatives for Academic Network (GLAN). Sessions on Accreditation system and Networking with National and International universities were taken by Prof. Satyasiba Das. Sessions on Sponsorship & collaboration and Use of ICT was taken by Prof. Sumeet Gupta. Prof. Parikshit Charan took a session on Procurement. Prof. Mohit Goswami took a session on Strategic Resource Planning. Sessions pertaining to

Digitalization is the buzzword at IIM-R's 3rd HR Summit

Two-day HR Summit begins

Raipur, Jul 03:

IIM Raipur started its 2 day-long HR Summit, being held on the 3rd and 4th of August, on an extremely eventful note today. The theme for this year's edition is 'HRM in Digital Era: Creating Synergies and Capabilities', and the day's speakers presented some fascinating ideas that left young minds buzzing with intrigue. The Summit began with addresses by the Director of IIM Raipur, Prof. Bharat Bhasker, the Guest of Honor, R. Anand, Sr. VP HR, ICL Technology, and the Chief Guest, Sanjay Singh, Chairman of Indian Oil Corporation Limited, all of whom touched upon the fast-changing nature of the world, the economy and the employment scenario in general. Prof. Bhasker brought up



hard-hitting points in his address such as jobless growth, and why the scenario shouldn't be expected to change any time soon. He identified 5 major forces that would cause the same - mobility, cloud, analytics, social media, autonomous systems - and used the analogy of "Second Life" to illustrate his point. He concluded organizations could still make

it with a tight "IT handshake", but things would get topsy-turvy. The Chief Guest Sanjay Singh followed Prof. Bhasker's address. Singh talked about the magnitude with which things are changing thanks to technology. The solution he offered to insulating organizations from the adverse effect of those changes was to create a per-

fect balance of people and technology. The Guest of Honour, R. Anand, continued on the same themes and put forth the idea that digitization is nothing but the death of the intermediary. He left the audience with the intriguing idea that disruption might become inward as machines start to become conscious. The first panel discussion

followed the addresses and was on the topic HRM in Digital Economy: Collaborating with the Competency Models. Sanjay Kumar, Director HR, Western Coalfields served as the moderator. He opened by explaining how when broken down to essentials, the topic for discussion is about HR in the digital age and the competen-

cies needed to excel in it. The panelists included Ms. Simin Askari, VP Corporate HR, DS Group, V.K. Singh, Additional General Manager (HRD), Power Grid Corporation of India, M Lakshmanan, Head HR, L&T

Defense & Aerospace, and R Anand, Sr. Vice President, HR, HCL Technologies.

Following this was the second panel discussion, which dealt with an extremely relevant and oft talked about topic - 'The Practicalities of Talent Management in Digital Era'. Prof. Sanjay

Parashar from IIM Raipur served as the moderator for the panel. Following his opening remarks where he highlighted how business models were under pressure, the panelists were introduced. The panelists included Mr. Pradipta Sahoo, CHRO, Karvy Group, Mr. Nikhil Taneja, Group Head HR, S. Chand, Mr. Vishwajeet Tyagi, Head HR, Samtel Avionics Ltd, and Ms. Sahar Khan, Commercial HR Manager, McCain Foods Limited.

स, हॉस्टल,
प्रेरी और अन्य
क चीजें बचकर
हैं।



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