

IIM KASHIPUR



ANNUAL REPORT

FY 2023-24



INDIAN INSTITUTE OF MANAGEMENT KASHIPUR

TABLE OF CONTENTS

About Us.....	1
Vision and Mission.....	2
Board of Governors.....	3
From The Chairperson's Desk.....	5
Director's Address.....	6
Master of Business Administration Programme.....	19
Master of Business Administration (Analytics) Programme.....	25
Executive MBA Programme.....	33
Executive MBA (Analytics) Programme.....	39
Doctoral Programme.....	48
Scholarships.....	52
Final Placement Report 2022-24.....	54
Summer Placement Report 2023-25.....	71
Executive / Management Development Programmes.....	79
Customized Management Development Programmes.....	79
Online Certificate Programmes.....	80
International Relations.....	84
Centre of Excellences.....	87
Centre of Excellence in Public Policy and Government.....	87
Foundation for Innovation and Entrepreneurship Development.....	89
Design Innovation Centre.....	94
Learning Resource Centre.....	96
ICT Infrastructure.....	104
The Faculty and Academics.....	106
Research Publications.....	111
Student Activities.....	116
Events.....	119
Report of Internal Complaints Committee (ICC).....	161
Works.....	162
Recruitment.....	163
Additional Details.....	164
Audit Report & Financial Statements.....	182



ABOUT US

Indian Institute of Management Kashipur (IIM Kashipur) is India's elite public Business-school, playing a pivotal role in the growth of the corporate sector and management education in India for more than thirteen years. We, over these years, have produced successful business leaders, management thinkers, and job creators.

The institute is set up with the goal of conferring quality administration while honing students' social and cultural awareness. It was founded in July 2011 with the intention of delivering top-notch management education and producing successful business leaders. It aspires to achieve excellence in high-quality research by using innovative and distinctive teaching methods, practising sustainable leadership, and providing a meaningful contribution to society.

The institute is bestowed with the stunning beauty of nature, lending a wholesome experience to academic rigour. Its 200-acre sprawling campus situated just 25 km away from the Jim Corbett National Park in Uttarakhand, spreads loudness and cheers in the serene town of Kashipur, nested in the lap of the Himalayas.

The institute has state-of-the-infrastructure with lush green surroundings, fully connected world-class classrooms, student-run-mess, cafeterias, a canteen, a bank, ATMs, a grocery shop, a gymnasium, amphitheatres, a multi-story library, wi-fi enabled academic blocks, air-conditioned hostels for students, playgrounds & open areas, and a beautiful lake with calm and serene atmosphere.

The institute is also situated in the vicinity of one of the densest industrialized districts in India, with around 200 ventures having their plants in and around the city; This strategic geographical positioning provides a vantage point for the institute when it comes to living by its motto 'Learning by Doing' with regular industry interactions & live projects.





OUR MOTTO

The Institute's motto is 'Learning by Doing'.



VISION

To be an Institute of eminence that fosters management research and education and develops leaders for creating positive societal impact in a changing world.



MISSION

The institute strives to create and disseminate knowledge through applied and interdisciplinary research and practices in emerging areas of management. The institute develops socially conscious, competent, and ethical business leaders and researchers capable of critical thinking, innovation, and entrepreneurship while being inclusive and focusing on both regional development and internationalisation.



CORE VALUES

COLLEGIALITY

PRO-ACTIVE ENGAGEMENT WITH ALL STAKEHOLDERS

GREEN CONSCIOUSNESS

TRANSPARENCY



BOARD OF GOVERNORS

Board of Governors of IIM Kashipur as on 31st March 2024

Shri Sandeep Singh

Interim Chairperson, BoG, IIM Kashipur
Author and Independent Director

Shri P.K. Banerjee

JS (Mgt & MC & Scholarship)

Smt. Radha Raturi

Chief Secretary, Uttarakhand Government
Uttarakhand Government Representative

Shri Arvind Mahajan

Founding Member of IIMPACT,
and renowned Management Consultant

Ms. Vibha Malhotra

Director, Confederation of Indian Industry



Shri N.K. Mishra
IPS, SK-88, Retd.

Prof. Kirti Sharda
Faculty in Organizational Behaviour Area,
IIM Ahmedabad

Prof. Kulbhushan Balooni
Director, IIM Kashipur

Prof Somnath Chakrabarti
Dean (Academics),
IIM Kashipur

Prof Kunal K Ganguly
Dean (Development),
IIM Kashipur

Mr. Atul Kumar Shrivastava
(I) Secretary to BoG,
IIM Kashipur



From the Chairperson's Desk

Dear Stakeholders,

It is with immense pride and deep gratitude that I share the remarkable achievements of IIM Kashipur in the year 2023-24. Our journey from the 23rd position in NIRF 2022 to an impressive 19th rank in 2023 is a testament to the relentless pursuit of excellence by the entire IIM Kashipur community. This ascent is not just a numerical accomplishment but a reflection of the continuous dedication, resilience, and commitment to academic and operational brilliance.

In the face of an ever-evolving educational landscape, IIM Kashipur has adapted swiftly and with great vigor. We have made significant strides in promoting an environment of continuous learning, cutting-edge research, and holistic development. The emphasis on experiential learning, industry workshops, and unique course structures showcases our dedication to producing industry-ready professionals. Our expansion into executive education, online programs, and international collaborations further highlights our adaptability to the changing dynamics of education.

I am particularly pleased to note the outstanding performance in research, as demonstrated by the numerous publications in reputed journals and the substantial increase in citations. This is a reflection of our faculty members unwavering commitment to knowledge creation and dissemination, contributing to the institute's growing reputation on the global academic stage.

Our commitment to diversity and inclusion remains at the core of our mission. The increasing gender diversity in our programs, particularly in the MBA (Analytics) batch, where 69% of students are

female, highlights our efforts to create an empowering and balanced educational environment. Moreover, our support for economically and socially challenged students, through scholarships and financial aid, ensures that no barrier stands in the way of excellence.

The success of our students in corporate competitions and their stellar placements is a testament to the robust education they receive at IIM Kashipur. The institute's focus on innovation and entrepreneurship has borne fruit, with initiatives such as the Foundation for Innovation and Entrepreneurship Development (FIED) and the Design Innovation Centre leading the way in nurturing entrepreneurial talent. The development of a Minimum Viable Product for early breast cancer detection by our students is a shining example of the impact our innovation ecosystem can have on society.

As we look to the future, I am confident that with the continued support of the Ministry of Education, the Government of Uttarakhand, our Board of Governors, and the broader community, IIM Kashipur will reach even greater heights. Our commitment to inclusivity, academic excellence, and innovation will drive us forward as we continue to shape future leaders.

In closing, I extend my deepest gratitude to the faculty, staff, students, alumni, and all our stakeholders for their relentless dedication. Together, we are building a legacy of excellence, one that will stand the test of time.

Best Regards,
Sandeep Singh
Interim Chairperson, IIM Kashipur



Director's Address

IIM Kashipur began its journey in 2011 as a second-generation IIM, envisioned to foster academic rigor while aligning with evolving industry trends. Our mission extends beyond academics, we aim to drive social transformation and promote entrepreneurship and inclusive growth. Today, we are on an upward trajectory, focusing on holistic development for both the institute and our stakeholders. This commitment not only enhances our educational offerings but also strengthens our role in the community and the broader economy.

It is with pride that I present a note on our notable achievements during the year 2023-24.

Research:

Today, we celebrate the embodiment of our institute's mission and vision through exemplary research that not only stands up to the scrutiny of academic rigour but also galvanises our core values into tangible outcomes. We are here to navigate through the realm of action-oriented research, a journey that mirrors our relentless pursuit of knowledge, the development of leadership, and the embodiment of transformative change within society.

Our exploration of the environment and sustainability within management practices highlights the imperative of balancing economic success with ecological stewardship. Studies focusing on community and society remind us that businesses do not operate in a vacuum; they are integral to and influential within the social tapestry they serve.

Technological innovation is a cornerstone of our research, shaping how we understand and educate on the future of business. Entrepreneurial ventures and regional development remain central to our ethos, representing the economic engines we aim to empower.

Research Projects:

In the lush landscapes of Uttarakhand, where millet emerges as a sustainable crop, the ICSSR research project titled "Millet Production in Uttarakhand: An Empirical Analysis of its Socio-economic Impact and Marketability Challenges" funded by ICSSR aligns impeccably with our institute's mission. This pivotal project delves into the intricacies of millet agriculture, uncovering the

challenges and opportunities that resonate with the ethos of environmental stewardship. The project's endeavour to understand the farmers' perception of millet as a sustainable and profitable crop and to analyse its socio-economic benefits mirrors our objective of fostering sustainable regional development. It highlights how embracing millet production can lead to enhanced environmental health and economic resilience, embodying our dedication to sustainable and inclusive growth.

In the fabric of our institute's mission to address critical societal issues through academic inquiry, the ICSSR Short-Term Empirical Project titled "Addressing Gender Discrimination through Sukanya Samridhi Yojana in North India: A Study of Delhi NCR, Punjab, Haryana, and Uttarakhand," stands as evidence to our commitment to gender equality and regional development. Launched as part of the Beti Bachao Beti Padhao initiative, the Sukanya Samridhi Yojana (SSY) aims to empower girl children with education and financial independence. This research project aligns perfectly with our institute's objectives by providing a multidimensional analysis of SSY's impact and efficacy in promoting gender equity in the economically and socially diverse regions of Delhi-NCR, Uttarakhand, Punjab, and Haryana. The study assesses the scheme's role in offering educational opportunities and economic self-sufficiency to girl children and scrutinises its broader socio-economic implications in the targeted regions.

In our continued journey to unravel the intricacies of societal development through academic research, I am honoured to highlight a pivotal project: "Differently Abled Women in Professional Higher Education: Lived Experiences and Right-based Policy Perspectives." This study, a beacon of our commitment to inclusivity and empowerment, delves deep into the lived experiences of differently abled women pursuing higher education in professional fields. It embodies our dedication to understanding and dismantling the multifaceted barriers these women face, underscoring our collective aspiration for a more inclusive academic and societal framework. The research undertaken in this project is not just an academic exercise but a clarion call for policy reform and societal change. It shines a light on the nuanced challenges and triumphs of differently abled women, offering invaluable insights into their resilience and

resourcefulness. These findings are instrumental in advocating for a rights-based approach to education, ensuring that higher learning becomes a bastion of opportunity for all, regardless of physical abilities. Our faculty and Ph.D. scholars published 70 research articles in peer-reviewed journals in 2023–2024.

Doctoral Program:

This year, seven (07) PhD Scholars have fulfilled all the requirements of the PhD Programme and become eligible for the award of the Doctor of Philosophy. Also, eight (08) EFPM scholars have met all the requirements of the EFPM Programme and have become eligible for the award of the Fellow of the Indian Institute of Management Kashipur.

Many of the PhD Scholars have attended renowned conferences at the National Level, such as Society of Operations Management organized at IIM Indore, Doctoral Consortium on Teaching at IIM Bangalore, PAN IIM World Management Conference, IIM Sambalpur, Management Doctoral Colloquium-2024 VGSOM IIT Kharagpur, Conference at NMIMS Mumbai, etc. and at International Level such as SIBR Thammasat 2023 Bangkok, Asia-Pacific Conference on Economics and Finance at Singapore, WIEM 2023 Organizing Committee Warsaw Poland, University of Cagliari Italy, University of Oxford London, Academy of Management, Boston, Massachusetts, USA, Production and Operations Management Paris, The 2023 International Conference on Sustainability, Environment and Social Transition in Economics and Finance, Southampton UK at United Arab Emirates University, Dubai, Muscat University, Oman etc.

One of the EFPM Scholars (Mr Aruni Ghosh) published a paper titled “Universal emotional arc structure in advertisements and their favorability” in the renowned Journal 'European Journal of Marketing, which is listed in A* Category in ABDC List of Journals. He is from the Marketing Area and from the EFPM Programme 2017-21 Batch. One of the PhD Scholars, Ms. Shipra Shukla (Ph.D. 2020-24 Batch), from the Operations Management & Decision Sciences Area, clinched the prestigious Honorable Mention for the Emerging Economies Doctoral Students Award 2024 for “Countering the Counterfeit using disruptive technology for the uninformed consumers” at the POMS International Conference 2023 organized by Rennes School of Business, France.

The Management Education and Research Colloquium (MERC) is a significant academic affair hosted by IIM Kashipur and serves as a platform for doctoral scholars to showcase their research endeavors to peers, experts, and other stakeholders. This year, MERC 2023, orchestrated by doctoral scholars under the guidance of a select committee of faculty members, & Prof. Somnath Chakrabarti was the coordinator from faculty side, took place from May 19 to May 21, 2023. With nearly 200 research papers received from researchers of esteemed institutions across India, including IIMs, IITs, NITs, XLRI, etc., in areas such as OB&HR, IT, Economics, Finance, Marketing, Operations, and Strategic Management, MERC took pride in positioning itself as a national level collaborative platform for researchers and academicians. Apart from paper presentations, MERC 2023 also featured workshops on research methodologies aimed at enhancing participants' methodological rigour, as well as panel discussions on contemporary business and environmental issues. These initiatives fostered the exchange of ideas among aspiring researchers and academicians.

MBA & MBA(Analytics) Programme:

The students are the principal participants of the IIM Kashipur community. They actively contribute towards creative ideation and artefacts through various competitions and, overall, actively contribute to the quality of life on the campus.

The Student Council coordinates the activities of various committees and clubs. With 43 student bodies organising events like: Agni-traya, focusing on Management, Sports & Culture; TEDx, promoting new ideas; Uttishtha, focusing on Entrepreneurship, to name a few, make the campus vibrant all year round.

In demonstrating their capabilities, 69 students showed their mark at various stages of corporate competitions of organisations like Tata Steel, Flipkart, GSK, Samsung, Air India, Monde-lez, Reliance Industry, Xiaomi, IDFC First Bank, Aditya Birla Capital, and Avalon Consulting.

Overall, three teams were declared National Winners, and there were two National Runner-ups, three National Finalists, and 26 National Semi-finalists in the Corporate Competitions.

Tunir Sahoo, Madhulika Kumari, Arnab

Mondal, and Ashok Kumar were the national winners of Ad-xiaomi, organised by Xiaomi.

Ria Goel, Yamini, and Chirag Dash were the National Winners of the TATA Steel-a-thon 2023 organised by TATA Steel.

In the case of Business School Competitions, there were 7 National Winners, 11 National Runner-ups, and 26 National Finalists. These consistent achievements reveal our students' intellect and intuition.

EMBA & EMBA:

Our Executive MBA Program, which we operate from our Dehradun Set-up, and Executive MBA (Analytics) Program help the faculty members leverage the work experience of participants who already have experience working in new and emerging economic sectors.

The participants in these two programs are the best ambassadors of the institute. They are promoting the brand IIM Kashipur in their organisations and industry. The EMBA 2021-23 cohort comprises 22 participants, including 17 males and 5 females. The first batch of EMBA(Analytics) convoked with 83 participants. Out of 83 participants, 80% are male and 20% are female participants.

Women Diversity and Scholarships:

We also take pride in our diverse student body, as seen in our impressive scores for 'Region Diversity, Women Diversity', and support for 'Economically and Socially Challenged Students'. These metrics represent our inclusivity and equal opportunity ethos. Our national reach through Region Diversity and the increasing percentage of women in our programs underscore our dedication to creating a balanced and empowering educational environment.

The 2023–25 Batch of MBA (Analytics) has 69 per cent female students, highlighting how the education sphere is changing fast and how Bhartiya women seek challenging roles. Our support for Economically and Socially Challenged Students reflects our commitment to accessibility and equity in education. By providing equal opportunities for all students, we ensure that financial or social barriers do not hinder the pursuit of excellence.

In 2023–2024, the Institute awarded 66 Merit-, Need-, and Need-cum-Merit-based Scholarships to MBA and MBA (Analytics) students. Besides, 96 students were awarded Central and State-initiated Scholarships.

Experiential Learning:

IIM Kashipur has a different course structure and component than most management schools. The institute emphasises on Experiential Learning, which is unique in the way it values, encourages and embraces the principles of equity, social inclusion and greater social relevance in its vision 'To be an institute of eminence that fosters management research & education and develops leaders for creating positive societal impact in a changing world".

The graduating MBA batch of 2022-24 was engaged with 58 organisations over 64 intriguing projects. All the organisations were segregated into three cohorts: 'Environmental and Social Business Practices' (ESBP), 'Unlocking Rural Potential (URP)', and 'MSME Development (MSME)', which is as per the program structure.

Client locations were spread across Uttarakhand state, the nearest being Kashipur / Rudrapur and the farthest being Munshiyari, Rudrapur, and Pipalkoti. Field Visits to client places provided students with an opportunity to make empirical observations on business problems that are socially embedded, giving them valuable hands-on exposure. They have delivered projects on operations, marketing, general management, and finance. The feedback from the client's side has also been encouraging.

It is interesting to note that many projects focused on propagating the Indian knowledge system that has been preserved for generations. For instance, the AAGAS Federation brought in the issue of bark tree spices alongside mainstreaming hill bamboo craft. Similarly, Haldivita has developed a lot of products that are spices and beverages based on Turmeric. Tirambhapur Ashkote Raj Ecosystems from Pithoragarh emphasised on mountain millets and chyura butter. Chyura is popularly known as the Indian Butter Tree (*Diploknema Butyracea*). The indigenous inhabitants of the Himalayas have long associated this tree with spiritual and cultural significance.

The best project under the ESBP Vertical was awarded to the Mount Valley Development Association, where the students' focus was on developing market research for products such as ready-to-make Kichidi mix, flavoured Pahadi salts, organic ghee, lentils, organic buckets, lamp shades, pen stand, decorative artefacts. Students also successfully pitched these products in small retail stores and conducted sales training sessions for the employees.

The best project under the URP vertical with Khwahish NGO focused on Empowering Women and Children through Sustainable Vocational Education. In this project, students helped in developing new product lines such as embroidered products, tote bags, jute bags, wall hangings, macrame art, and raisin art in their vocational centres to generate income for the beneficiaries.

Similarly, the best project under the MSME vertical with Himshakti saw students' intervention in pitching products such as millets, pulses, salts, beverages, and breakfast delight to diverse sales channels.

Most of the clients like Mount Valley Development Association, Khwahish NGO, Himshakti, Appropriate Technology India, The Big Bhaang Theory, The Organic Tree Store, Devnirmit Agro Solution, and Indian Hydroponics (Agri Joy) have expressed contentment with the performance of students and articulated their interest in roping up again for the next academic year.

Learning from our three years of Experiential Learning, IIM Kashipur intends to start the Centre for Excellence on Experiential Learning with the intention of strengthening our relationship and outreach with stakeholders at the grassroots, including businesses, and training faculty members of other business schools in this innovative learning component of MBA Program.

I) International Relations:

1. Events:

International Conference on Marketing Innovation in collaboration with Syracuse University, USA

International Relations and Consultancy supported the Marketing Department IIM Kashipur in successfully organizing the International Conference on “Marketing Innovation” between 16th to 18th December in collaboration with Syracuse University, USA. Prof Kulbhushan Balooni, Director, IIM Kashipur, and Prof S.P. Raj, Professor – Marketing and Head, Snyder Innovation Management Center, Syracuse University, USA were the Co-Patrons, and Prof Somnath Chakrabarti, Professor – Marketing, IIM Kashipur was the Conference Chairperson of this International Conference.

We received around 85 submissions, out of which 40 papers were selected. 48 people registered for the conference from international and national institutions of repute including Drexel University, USA; Marymount University, USA; Rabat Business School, Morocco; IIM Ahmedabad, IIM Indore; IIM Amritsar, IIM Raipur, IIM Ranchi; IIT Delhi, IIT Madras, IIT Kanpur; IIT Kharagpur; IIFT Delhi; NIT Trichy; Delhi Technological University (DTU); NSUT Delhi; BITS School of Management, MANIT Bhopal among others.

We had an extensive lineup of prominent international and national academicians, researchers, and practitioners as our speakers through either offline or online mode. The details are provided below.



International Relations Committee:



Model United Nation

The IRC student body conducted online Model United Nations. Around 36 students participated in the event from various institutions across India like IIM Indore, IIM Ranchi, IIT Madras among others.

2. Student Exchange:

Long-term exchange program

Under the long-term exchange program, 7 students successfully completed their Vth semester at our international partners in Europe - ESDES, France, ALBA Graduate Business School, Greece, and Turiba University, Latvia.

Short-term exchange program with ALBA

The short-term exchange program with ALBA Graduate Business School is planned between 1st April- 13th April 2024. Around 35+ students (out of

total 58 students who have applied for the program) will participate in the exchange program.

3. International Collaborations:

Renewal of MoU with the ALBA Graduate School of Business, Greece and Salford University, UK, for 3 more years.

MoU was proposed with the Technology University of Munich (TUM), ranked No. 1 in Germany and No. 37 in the World in QS World University rankings 2023, for a short-term exchange. The MoU was shared by TUM but IRC could not go ahead with signing as student numbers were not enough to balance the program costs. Ongoing talks for extending this MoU for coming year 2024-25.

Ongoing communication with Rabat Business School Morocco for MoU.

Focus on exploring collaborations in Europe

Executive Education / MDP:

Building capabilities and enhancing skills is a lifelong process. With the ever-changing dynamics of corporate management, keeping abreast with the latest skill sets has become a need of the hour. To stay relevant and ahead of the competition in the corporate world, Management Development Programs (MDPs) provide an opportunity to learn and upgrade oneself. The content for these programs is designed based on a strong analytical understanding of future market trends. The programs offer dynamic management skill sets that give the participant a head start to take the lead and be an asset at their workplace.

IIM Kashipur's strength lies in its diverse faculty traits and experience of more than one decade of training public and private sector executives. Experts from the Corporate sectors are also included in the faculty team as and when required to make the programs contemporary and practical. The programs are either customised in-house/in-company programs designed to suit an organisation's specific needs or open programs where participants from different organisations attend. The MDPs offered by IIM Kashipur use interactive methodology based on case studies, role-plays, and simulations. Exposure to open discussions, one-on-one coaching, and experiential learning helps participants bring out the best business learning.

In the FY 2023-24, IIM Kashipur offered 17 short duration Online Certificate Programs (5 to 9 months) and launched 09 new programs in different facets of management, like Product Management and Digital Brand Analytics, Strategic Marketing Management, HR Analytics and Management, Applied Finance and Investment, Advanced Project Management, Strategic Human Resource Analytics, Fintech and Applied Financial Analysis, Business Analytics and Big Data, Applied Financial Risk Analytics etc. Along with short duration Online Certificate Programs, IIM Kashipur also offered 08 One-year Executive/Post Graduate Certificate Programs in Strategy and Leadership, Operations and Supply Chain Management, Business Management, Senior Management and launched 03 new programs in Hospital Management, Rail Management, and Design thinking Led Innovation for

Business Strategy. These programs ensured the participation of all the faculty based on their respective strengths, following a collective approach. Among the new programs, the notable ones are the Post Graduate Executive Program in Hospital Management and the Executive Post Graduate Certificate Program in Rail Management. IIM Kashipur has also launched 03 Diploma programmes (14 months duration) in Leadership and Strategy, Logistics and Supply Chain Management, and Business Management.

In the FY 2023-24, IIM Kashipur has conducted various training programs on Path to Industry 5.0 through Industry 4.0, Business Strategy and Financial Performance, Emotional Intelligence for Improved Decision Making, Madhyama-mid-career program, and Women Leadership for the IOCL officials, Leadership Development for LIC officials, Behavioural Training Program for IP&TAFS, ITS, and IRRS Officer Trainees, nominated by the National Institute of Communication Finance, Department of Telecommunications, Ministry of Communications, Government of India, Hospital Management for Max Healthcare, and PRERNA-A Leadership Development Program for the executives from V-Guard Industries. IIM Kashipur also aims to work closely with the State Government in various areas like sustainability, health, disaster management, governance, public policy, etc., for the state's development.

FIED, DIC & COEPPG

IIM Kashipur focuses on and emphasises creating an ecosystem of innovation and entrepreneurship in Uttarakhand and expanding this footprint to the entire country.

Foundation for Innovation and Entrepreneurship Development (FIED) and Design and Innovation Center (DIC) organise year-round activities around Innovation & Entrepreneurship with the active support of students' entrepreneurship cells.

FIED:

NIRF 2023 Ranking on Innovation- IIM Kashipur has received the ranking band of 11-50 in the National Institutional Ranking Framework Innovation (NIRF), making it the only IIM among 04 participating IIMs (Kozhikode, Vishakhapatnam, Bodhgaya), to achieve

under 50 ranks. The rank of IIM Kashipur on innovation is in the Top 15 among 82 Institutions of National Importance & Central Universities participating, competing with all IITs and NITs from all over the country. NIRF is an initiative of the Ministry of Education (MoE), Govt. of India, to systematically rank all major higher educational institutions and universities in India on indicators related to "Innovation and Entrepreneurship Development".

Achieving Rating of Four Stars in IIC- IIM Kashipur has secured 4 stars in the Institute Innovation Council's annual rating, making it the top one among six participating IIMs (Raipur, Amritsar, Bodhgaya, Vishakhapatnam, Kashipur & Kozhikode). The rating received by IIM Kashipur is the highest among six participating IIMs and 22 IITs. Institute Innovation Council (IICs) is a flagship initiative by the Ministry of Education's Innovation Cell where all Higher Education Institutes (HEIs) take part in organizing year-round activities around Innovation & Entrepreneurship and are rated according to their performance.

Agri entrepreneurship consortium of higher education institutions at IIM Kashipur- IIM Kashipur FIED, with support from the Ministry of Agriculture & Farmers Welfare, organized an Agri Entrepreneurship Consortium of Higher Education Institutions at IIM Kashipur on 25th & 26th September 2023. The two-day event was aimed at providing a common platform for academicians, researchers, students, and industry professionals to interact and deliberate on the latest trends and advancements in technology, research, funding avenues and requirements in the agriculture industry. Ten HEIs actively involved in promoting Agri entrepreneurship in India agreed to share startup databases among consortium members, disseminate startup support programmes and networking, and share best practices on the platform.

Agri Startups Supported under RABI Program- IIM Kashipur FIED has supported 40 plus innovative Agri startups from different corners of the country through 2 months of business training & mentoring exercise. Out of 40 plus Agri startups, 13 startups

have been recommended for grant support of INR One Crore Thirty-Five Lakhs (INR 1.35 Cr) by the Ministry of Agriculture & Farmers Welfare, Govt. of India. These startups represent sectors like millet processing, building supply chains for trout fish, making meat-based protein, and waste to wealth, to name a few.

Strengthening of Farmer Producer Organizations in Uttarakhand- While FPOs have the potential to address critical constraints of smallholder farmers, in their current form, their capacities are insufficient. IIM Kashipur FIED has taken a step forward to provide capacity-building support to FPOs to become impactful organizations that can sustain and scale up. The farmer-producer organizations associated with Krishi Vikas Kendra, Kashipur, have been trained in understanding the agribusiness ecosystem of FPOs. They also have been guided by FIED to adopt the right approach of searching for potential markets.

The Annual Entrepreneurship Event-Uttishtha 24-Uttishtha 2024, hosted by IIM Kashipur FIED and E-Cell IIM Kashipur, has proved to be the largest startup event in Uttarakhand, attracting 10,000+ attendees. The event featured Udaan 7.0, Hult Prize 2024, and Scaleup Pitchathon, with notable participation and innovative startup pitches. The event also showcased a vibrant Startup Expo with 100 startups & women enterprises from hilly regions of Uttarakhand exhibiting their products to the public. The event culminated in a celebrity concert, leaving attendees captivated. Uttishtha 2024 showcased entrepreneurship's spirit and potential, fostering connections and inspiring future ventures.

Establishing Hub & Spoke Model of Entrepreneurship in Uttarakhand- The Hub & Spoke model has been incorporated to make strategic interventions to develop a benchmark startup and incubation support system in Uttarakhand. IIM Kashipur FIED working as Hub in Hub and Spoke model will provide the state-of-the-art infrastructure and world-class incubation facilities to the centres working as Spoke and to the students, startups and incubates across the state of Uttarakhand. The Hub will assist in the capacity building of satellite incubators to set up at the district level. IIM Kashipur FIED has signed a letter of intent

with five government engineering colleges in Uttarakhand, namely Dr. APJ Institute of Technology-Tanakpur, Seemant Engineering Institute-Pithoragarh, BTKIT-Almora, Institute of Technology-Chamoli & Tehri Hydro Institute of Engineering & Technology-New Tehri.

Startup Bootcamps in Uttarakhand- To promote student-based startups in Uttarakhand from different districts, IIM Kashipur FIED conducted 4 startup bootcamps in districts Udham Singh Nagar, Bageshwar, Nainital & Pithoragarh in coordination with district innovation committee of respective districts. These boot camps offer intensive training programs focused on developing essential entrepreneurial skills such as ideation, business model development, market research, pitching, and fundraising. These skills are vital for aspiring entrepreneurs in Uttarakhand to turn their ideas into successful ventures.

Business Plan Training in REAP- IIM Kashipur FIED, in collaboration with Uttarakhand Gramya Vikas Samiti, has trained 50 rural women entrepreneurs on business plan development. The training program has helped these rural entrepreneurs identify key concepts of the breakeven point in business to estimate the minimum amount of sales for making a profit in business.

While, under the Startup India Seed Fund Scheme funded by the Department for Promotion of Industry and Internal Trade, Ministry of Commerce and Industry, Government of India, FIED received applications from 1,700 startups in 2023–24. After a rigorous selection process, Rs. Five crores were sanctioned to 23 startups.

DIC:

The Institute's Design Innovation Centre has actively promoted solutions for indigenous problems of India using design-led innovation and made earnest efforts to develop a culture of creative problem-solving among intermediary, senior secondary, and higher education institutions.

Laurels to IIM Kashipur || Reliance

DIC of IIM Kashipur has provided 100% financial

support to develop a minimum viable product (MVP) prototype for early detection of breast cancer. A team of four students (all from IIM Kashipur, namely Debolina Basu, Kanishka Kumar, Arnab Mondal and Tunir Sahoo), MBA course, has developed the prototype in the DIC of IIM Kashipur using the 3D printer to develop a 3D printed prototype of an A.I.-enabled roller with piezoelectric sensors for non-invasive 3d breast cancer imaging with 98% accuracy. It spots 2mm abnormalities, surpassing traditional methods, monthly scans fit seamlessly into routines, supported by a user-friendly app for real-time notifications and reports. It categorizes detected lumps, empowering proactive health management. This is one of the first such achievements where a centre provided full support to develop the prototype in-house. **The team is the National Winner of the prestigious Reliance TUP 9.0 national competition and won Rs. 6.5 Lakhs as prize money.**

Impact || Schools and colleges

In 2023-24, the centre imparted basic learning of design thinking to the students of schools located in Udham Singh Nagar to develop innovative solutions for the indigenous problems of Uttarakhand in specific and India in general. More than 120 students attended the workshops. The centre organized workshops for college graduates in the 25 km proximity of IIM Kashipur. The workshop encouraged incoming business graduates to apply design thinking-led innovation in real-life scenarios. The sessions were designed to promote double-loop learning. More than 25+ graduates attended the workshop.

All these workshops were conducted under the HELP initiative of DIC.

COEPPG:

Centre of Excellence on Public Policy and Government (COEPPG) continued its good governance-related activities during the year. It conducted a special assessment of the Government of India's flagship programme - Sukanya *Samridhi Yojana*. The study was funded by the Indian Council of Social Science Research (ICSSR), Ministry of Education as a Special Call Research Project on “Prospering Girls in a Gender Focus Development Agenda: A Multi-dimensional Study of the Sukanya

Samriddhi Yojana in Four States of India.”

COEPPG organised an international workshop in September 2023 on "Review of the Impact of India's G-20 Presidency on Gender Mainstreaming in the Attainment of Climate Justice" in collaboration with South Asian University (SAU), New Delhi.

On the global front, COEEP partnered with the United Nations Economic and Social Commission for Asia and the Pacific to attend the Dialogue Session on *Sub-regional Trends and Priorities for ICT Capacity Building* held in November 2023 in Manila, Philippines.

NIRF:

Our ascent to the 19th position in the 2023 NIRF management rankings is a testament to the relentless pursuit of excellence that defines us here at IIM Kashipur. This achievement is not just a number; it reflects our steadfast commitment to quality education, cutting-edge research, and impactful societal engagement. The NIRF ranking serves as a benchmark, illustrating our growth trajectory and the tangible outcomes of our collective efforts. This accomplishment is particularly resonant today as we stand at the crossroads of the past and the future. For our graduates, it signifies the robust and dynamic learning environment that has fuelled their intellectual and personal growth. For our faculty and staff, it is a moment of pride and a reminder of the impact of our work. For the broader community, it reaffirms our position as a beacon of knowledge and innovation.

In the 2023 NIRF management rankings, our institute achieved the remarkable feat of rising to the 19th position, up from 23rd in 2022 and 33rd in 2021. This substantial climb of 14 places over two years showcases our shared commitment to excellence, reflecting the hard work and dedication of our entire community. It's more than just an improvement in numbers; it signifies our sustained progress and dedication to excellence in management education.

Our rise in the rankings has been most pronounced in the Research and Professional Practice category, a clear indicator of our institution's growing influence and impact in the realm of management research and

education. Our faculty's and scholars' commitment to generating insightful and impactful knowledge has been reflected in the consistent increase in our scores for the Combined metric for Publications and the Combined metric for Quality of Publications. From a score of 4.13 in 2021 to 4.73 in 2022 and reaching 6.41 in 2023 for the combined metric for quality of publications, we have demonstrated an unwavering commitment to quality and excellence in our scholarly endeavours.

We also take pride in our diverse student body, as seen in our impressive scores for Region Diversity (RD), Women Diversity (WD), and support for Economically and Socially Challenged Students (ESCS) in the NIRF. These metrics are more than numbers; they represent our ethos of inclusivity and equal opportunity. Our national reach through Region Diversity (RD) and the increasing percentage of women (WD) in our programs underscore our dedication to creating a balanced and empowering educational environment. Similarly, our support for Economically and Socially Challenged Students (ESCS) reflects our commitment to accessibility and equity in education. By providing equal opportunities for all students, we ensure that financial or social barriers do not hinder the pursuit of excellence. This underscores our national reach and the cross-cultural exchange that enriches the learning experience for everyone at our institute. This diversity not only enhances the educational journey but also prepares our students to succeed in a globally interconnected world. Together, we can aspire to reach new heights, not just in rankings but in our contributions to the world of management and beyond.

Placements:

IIM Kashipur is determined to develop strong corporate relations and placement opportunities for the students. This year, we saw active participation by 200+ organizations, extending a total of 260+ offers to the MBA and MBA (Analytics) batch.

The recruitment drive witnessed several new organizations joining the list of esteemed recruiters, such as Barclays, Accenture Strategy, Swiggy, Cargill, Jindal Stainless, Tata Motors, NSE, and other reputed recruiters. The IT and BFSI sectors were the

major recruiters. In addition, the participation of consumer goods and FMCG companies was highly enthusiastic.

The final Placement Season for the MBA and MBA (Analytics) batch of 2022-24 is completed successfully. Despite the market challenges, the highest package of Rs 30 LPA was achieved. The average CTC of the batch 2022-24 stands at 15.11 LPA. The median CTC is 15 LPA. The top 10% of the batch bagged an average CTC of 20 LPA.

The Summer Placement Season for batch 2023-25 concluded on March 31st, 2024. They have witnessed the empanelment of new recruiters like GAIL, Century Ply, Jindal Stainless, Aditya Birla Capital, Pregrad, IRCTC, TVS Motor etc. This season, along with long-term recruiting partners such as ICICI Bank, TATA Capital, PUMA, Reserve Bank of India and many more, assisted us in the successful completion of the summer drive.

The placement committee and Industry interaction committee organized 5 conclaves during the year and invited senior industry professionals from reputed organizations to discuss on managerially pertinent topics. More than 35 eminent industry professionals from companies such as Hero Motocorp, Jio platforms, Zoho, Genpact, Kendryl, Mercedes Benz Financial, Microsoft, Loreal, Colgate Palmolive, Google, Myntra, participated in panel discussions.

The admission process for the 2023 cycle was completed in July 2023.

The number of seats increased in both the flagship programs i.e.- MBA and MBA(Analytics) of IIM Kashipur, as mentioned below:

Program Name	Approved Intake in 2022	Approved Intake in 2023
MBA	264	320
MBA (Analytics)	86	160

The students have been provided with higher exposure to the industry and current trends with the continuation of the Tejas Leadership talk series and the introduction of Domain-specific webinars. MDs, CEOs, CFOs, and Business heads from several companies delivered the lectures. Some of the organizations are Altria, Narayana Health, Grant Thornton, Fareye, V-Guard, McKinsey, CRED, EXL, Air India, Veeba, Social Innovation Circle, GSK, ITC, RateGain, Service Now, TATA Steel, Carelon, Glenmark Pharmaceuticals. Moreover, Professionals from several reputed companies such as S&P Global Intelligence, SAP, Tassets, and Infosys conducted industry workshops for second-year MBA and MBA analytics students.

The IIM Kashipur student fraternity emerged National winner in three corporate competitions organized by highly reputed organizations such as Xiaomi, Tata Steel and Reliance. Moreover, Six teams emerged as a national finalists in competitions organized by V-guard, Mondelez, Hero Motocorp and IDFC.

Admissions:

IIM Kashipur was the convenor for organising Common Admission Process 2024 for admission in the MBA program of ten 2nd and 3rd generation IIMs. More than 16,000 candidates appeared in the Personal Interview process of CAP 2024. It reveals how sister-IIMs work collectively to further management education in the country.

MBA 2023 Admission Highlights

1. Total 321 students were admitted (General-165, NC-OBC-83, SC-29, ST-05, DAP-11, EWS-28)
2. A total of 259 **male** and 62 **female** candidates registered for the current batch.
3. A total of 242 students were admitted with work experience greater than one year as compared to 132 in the previous year. Overall, **75.39% of the batch has more than a year's experience**. The continuous focus in the Admission Policy on giving more weightage to work experience over the past couple of years is one of the reasons that resulted in a more experienced batch.
4. **Discipline diversity**- The batch is a balanced combination of Engineering and Non-Engineering students. **The non-engineers comprise 47.04% of the batch.**
5. Representation of students from **26 states/union territories** across India compared to 24 in the previous admission cycle.

MBA (Analytics) 2023 Admission Highlights

1. **Increased number of Applications:** We received 5526 applications for the MBA (Analytics) programme in 2023 as compared to 4343 in 2022 (27% more than the previous year).
2. Total 170 students were admitted (General-56, NC-OBC-32, SC-25, ST-26, DAP-13, EWS-18)
3. The number of female students has increased from 74 to 118 as compared to the previous year. The **girl students** admitted for MBA (Analytics) Batch 2023-25 were close to **60% more** than the previous batch.
4. A total of 87 students were admitted with work experience greater than one year as compared to 66 in the previous year. Overall, **50.6%** of the batch has more than a year's experience.
5. Discipline diversity was similar as compared

to the previous batch. **The non-engineers comprise 47.64% of the batch**, with 81 out of 170 students from non-engineering. This is **substantial** considering the technical focus of the MBA (Analytics) programme.

6. Representation of students from **24 states/union territories** across India.
7. The most important highlight of the MBA (Analytics) batch of 2023-25 was a **record admission of 118 girl candidates** in this specialised programme. This is the highest strength of female students in the MBA (Analytics) programme of IIM Kashipur.

Ph.D. 2023 Admissions Highlights

Total admitted - 09 scholars as compared to 13 scholars of the previous year.

1. **Girls represent 11.11% admitted scholars**- 1 out of 9 admitted scholars.
2. **Three scholars** were admitted with **work experience greater than 18 months**.
3. Scholars were admitted in the following Academic areas:
 - i. Economics
 - ii. Finance & Accounting
 - iii. Information Technology and Systems
 - iv. Marketing
 - v. Operations Management and Decision Sciences
 - vi. Organizational Behaviour and Human Resource Management, and
 - vii. Strategy
4. Representation of scholars from **06 states/union territories** across India.
5. Admitted scholars had qualified for **CAT, GATE, and JRF (NET)** entrance tests.

Conducted Common Admission Process (CAP)-2024

IIM Kashipur successfully organised and conducted the Common Admission Process (CAP)- 2024. This year, IIM Nagpur was the new member to join the group of the CAP participating IIMs. A total 10 IIMs participated in the process, which are given below:

1. IIM Bodh Gaya
2. IIM Jammu
3. IIM Kashipur
4. IIM Nagpur
5. IIM Raipur
6. IIM Ranchi
7. IIM Sambalpur
8. IIM Sirmaur
9. IIM Tiruchirappalli
10. IIM Udaipur

As CAP 2024 coordinator, IIM Kashipur conducted multiple meetings with the Directors, Admission Chairpersons, and Admission Officers to complete the process in time. Approx. 3.3 lakh candidates applied for CAT 2023, and 2.88 lakh candidates appeared in CAT 2023. Out of 2.88 lakh candidates, a total of 23376 candidates were shortlisted, and 18152 candidates registered for the personal interview process. Interviews were successfully conducted for 16371 candidates who appeared for the personal interview process.

As the CAP 2024 coordinator, IIM Kashipur implemented several improvements in the registration and personal interview processes and rationalised the CAP expenditure. The process has now become more transparent, as the candidates will be able to view their normalised personal interview scores once the merit lists are created.

Alumni Relations:

It is noteworthy that this year, the Institute organised the Grand Reunion of Alumni from 10 batches,

marking a significant milestone in the Institute's journey.

Finance:

The Government of India has stopped giving any capital or revenue grants to the Institute from 2019–2020. Hence, the Institute, therefore, is bound to use its own generated revenue to meet the yearly cost of revenue and capital expenditure of the Institute.

Even if the above constraints, it is worth noting that, on the financial front, once again, we have registered a strong financial year with a consolidated gross income of Rs. 96.47 crores in comparison with the previous year's figure of Rs. 78.06 crores. Out of this income, Institute Revenue Generation (IRG), through its activities, was Rs. 89 crores in 2023–24 compared to Rs. 68.71 crores in 2022–23, which increased by 29.52% compared to FY 2022-23. The Institute Revenue Generation (without considering depreciation), through its activities, was Rs. 33.73 (20.36+13.37) Crores this year, an increase of Rs. 26.50 (5.35+21.15) Crores, compared to last year.

The Institute's gross revenue expense for 2023–24 is Rs. 76.11 crores (which includes the depreciation expense of Rs. 13.37 crores). In addition to this revenue expense, during FY 2023–24, the Institute has also incurred Rs. 59.56 crores on the creation of capital assets which includes ongoing campus construction and improvement in other infrastructure facilities. The construction work has been awarded to CPWD and approximately Rs. 20.43 Crores have already been disbursed for the same to date.

Total corpus is Rs. 107.75 crores and Investment in FDRs is 102.34 crores.

Excess Income over Expenditure can be attributed to an increase in academic receipts due to increased student strength.

The Institute continues to remain debt-free and generates adequate cash flow to meet its working capital needs. This is possible due to the collective and extended efforts of all the stakeholders.

Works:

In 2021-2022, the institute embarked on several infrastructure projects to enhance the living and working conditions of our staff and students. The

construction of new hostels with a capacity of 240 residents and staff residences, including six Type A and six Type B residences were completed. The estimated cost of these projects was Rs. 38,96,00,000/- and Rs. 7,84,00,000/-, respectively.

In 2022-23, the Institute also initiated the construction of 24 new faculty residences, which we are confident will be completed by April 2025 under the expert supervision of CPWD. The estimated cost of these projects is Rs. 23,76,82,000/- This project will go a long way in ensuring a comfortable and conducive environment for faculty members of our institute.

The Annual Report highlights IIM Kashipur's positive trajectory towards overall development. We are sincerely thankful for the support from the Ministry of Education, Government of India, and the Government of Uttarakhand.

I extend my heartfelt thanks to the Chairperson, Board of Governors, other BoG Members, Deans, Programme Chairs, Activity Heads, faculty, staff, and all administrative colleagues for their dedication.

I want to emphasize the strong support we receive from local administration, the Municipal Corporation of Kashipur, and the local business community. Their active participation in our initiatives greatly enhances our impact.

In conclusion, IIM Kashipur remains committed to giving back to society and serving humanity. We recognize and value the contributions of our diverse stakeholders in building a strong institution.

Thank you all for your continued support.

Somnath Chakrabarti
Professor and Director (I/C)



Master of Business Administration Programme:

IIM Kashipur provides a two-year full-time residential Master of Business Administration (MBA) programme with all the salient features of a world-class management education delivered using relevant andragogy. The MBA, being the flagship programme of the Institute, is the main instrument to achieve this mission. The MBA is a two-year, full-time residential programme. The rigorous curriculum seeks to instil a passion for knowledge and the ability to apply that knowledge to real-life scenarios. The programme lays emphasis on all-round personality development and inculcates the values of leadership and integrity.

The programme offers a wide range of interesting courses and activities facilitated by outstanding faculty members who consistently engage with students. The course structure is designed so that students are encouraged to think out of the box, emphasising critical thinking, innovation, experiential learning, and entrepreneurship. It also challenges them to achieve high levels of excellence and offers opportunities to become future business leaders.

Curriculum: The MBA programme is divided into six terms: three in the first year and three in the second year. Each term is of around twelve weeks in duration. In the first three terms (I, II, and III), all the core courses are covered, which are designed to build a common foundation of management theory. During the summer internship the participants get an opportunity to build a practical perspective of whatever they have learned in the classroom and warm themselves up for deeper insight through elective and self-study courses in the second year.

Terms	Courses	Credits	Hour
Term-I	Business Statistics	1.0	25
	Financial Accounting	0.5	12.5
	Financial Markets	0.5	12.5
	Microeconomics	1.0	25
	Marketing Management I	1.0	25
	Organizational Behaviour	0.5	12.5
	Workshop-Computational Tools for Business	0.5	12.5
	Workshop-Written and Oral Communication	0.5	12.5
	Workshop-Critical Thinking/ Interpersonal Skills	0.5	12.5
Total Term- I Credits		6.0	150
Term-II	Decision Modelling	1.0	25
	Organizational Design	0.5	12.5
	Management Information Systems	1.0	25
	Corporate Finance	1.0	25
	Marketing Management II	0.5	12.5
	Operations and Supply Chain Management	1.0	25
	Macroeconomics and Public Policy	1.0	25
	Entrepreneurial Organization and Society	0.5	12.5
	Legal Aspects of Business	0.5	12.5
	Workshop-Critical Thinking/ Interpersonal Skills	0.5	12.5
Total Term-II Credits		7.5	187.5
Term-III	Leadership	0.5	12.5
	Marketing Research	0.5	12.5
	Analytics for Business	0.5	12.5
	People Management in Organizations	1.0	25
	Management Accounting	1.0	25
	Strategic Management	1.0	25
	Leadership Communication	0.5	12.5

	Design Thinking and Innovation	0.5	12.5
	Business Ethics	0.5	12.5
	Experiential Learning I (Environment and Sustainable Business Practices + Himalayan Inbound/ Namami Gange) ^a / (MSME Development+ Social Entrepreneurship) ^b / (Unlocking Rural Potential + Unnat Bharat Immersion) ^c	0.5	12.5
Total Term III Credits		6.5	162.5

Electives offerings: In the second three terms (IV, V, and VI), elective courses are offered in different areas, as below.

Electives offerings in MBA in Academic Year 2023-24:

Term	Area	Course Name	Credit
Term IV	Communications	Cross-Cultural Communication & Management (CCM)	1
Term V		Media and Entertainment Business Management (MEBM)	1
Term V		Corporate Communication and Crisis Management (CCCM)	1
Term VI		Movies for Management	1
Term VI		Content Development Strategy for Social Media Campaigns (CDS)	0.5
Term IV	Economics	Applied Econometrics for Managers	1
Term IV		Economics of International Business	1
Term IV		Economics of Strategy	1
Term V		Behavioral Economics for Decisions	1
Term V		Growth, Development, and Indian Economy	1
Term V		Applied Time Series Econometrics	1
Term V		Economics of Sustainability: Opportunity for Corporates	0.5
Term V		Public Policy and Finance	1
Term V		Management of Money	1
Term V		Consulting with Data	1
Term VI		Food and Ag-Tech Entrepreneurship	1
Term V		Game Theory, Experiments, and Behavior	1
Term IV	OB & HR	Introduction to Employment Relation	1
Term IV		Employee Training & Development	1
Term V		Digital Leadership	1
Term V		Emotional Intelligence & Organizational Excellence	1
Term IV		Strategic Lean Change Management	1
Term V		Cross Cultural Leadership	1
Term VI		Leveraging Diversity and Inclusion for Dynamic Leadership	1
Term IV		Talent Management for Organizational Excellence	1
Term V		Leading High Performing Teams	1
Term V		HR Analytics	1
Term VI		Conflict Management and Negotiation	1
Term VI		Future of Work	1
Term IV		Business Valuation	1

Term IV	Finance & Accounting	Financial Derivatives	1
Term IV		Investment Management	1
Term IV		COMMERCIAL BANK MANAGEMENT	1
Term V		Fixed Income Markets	1
Term V		Financial Risk Measurement and Management	1
Term V		Merger & Acquisition	1
Term V		PRIVATE EQUITY and INVESTMENT BANKING	1
Term VI		Behavioral Finance	1
Term VI		Financial Statement Analysis and Forensic Accounting	1
Term VI		Digital Finance	1
Term IV	IT & Systems	Operational Intelligence and Observability	1
Term IV		Data Science and Machine Learning	1
Term IV		Ecommerce	1
Term V		Enterprise Resource Planning	1
Term V		Digital Transformation	1
Term VI		Big Data Management	1
Term VI		IT Consulting	1
Term IV		Social Media & Web Analytics	1
Term V		Artificial Intelligence & Deep Learning	1
Term IV	OM & DS	Industry 4.0: Transforming Business Operations	1
Term IV		Statistical Learning Models for Managers using R	1
Term IV		Quality Management and Six Sigma	1
Term IV		Logistics Management	1
Term V		Advanced Managerial Decision Analysis	1
Term V		Supply Chain Resilience and Digital Twins	1
Term V		Economics of Production and Efficiency	0.5
Term V	OM & DS	Project Management	1
Term V		Strategic Sourcing Management	1
Term V		Productivity analysis of Logistic and supply chains	1
Term VI		Supply Chain Analytics	1
Term VI		Inventory Management	1
Term VI		Decision making using R: A case study approach	1
Term VI		Quantitative Techniques for Sports Management	0.5
Term VI		Technology Innovation Management: Towards Operational Excellence	1
Term VI		Operations Strategy	1
Term IV	Strategy	Corporate Sustainability Strategy	1
Term VI		International Business	1
Term IV		Strategies for Emerging Markets	1
Term V	Marketing	Management Consulting	1
Term IV		Consumer Behavior	1
Term IV		Services Management	1
Term IV		Customer Relationship Management	1
Term IV		Developing Marketing Visionaries: Internal and External Customer	1
Term IV		Customer Insights for Marketing Decisions	1

Term IV	Sales & Distribution Management	1
Term V	Advanced Media Marketing	1
Term V	Digital Marketing	1
Term V	Product and Brand Management	1
Term V	Marketing Analytics	1
Term V	Ethical Marketing	1
Term V	Business to Business Marketing	1
Term V	Application of Design Thinking	1
Term V	Entrepreneurial Marketing	1
Term VI	Retail Management	1
Term VI	Marketing Strategy	1
Term VI	Pricing Management	1
Term VI	Social Marketing	1
Term VI	International Marketing	1
Term VI	Influencer Marketing	1
Term VI	Luxury Marketing	1

Industry Workshops: Other than elective courses, participants are also offered Industry Workshops in the second year of the Programme. The goal of the Industry Workshops in the second year of the Programme is to provide the participants with a glimpse of the newest data-driven business practices being deployed in the industry and the economy through directed interactions with industry practitioners.

Industry Workshop Offerings in Academic Year 2023-24

Term	Area	Course Name
IV	Finance	Contemporary Banking Practices and Trends
	IT and Analytics	Leveraging Gamification in Business for Impact
	Marketing	How to discover customer value
	IT and Analytics	Business with Blockchain
	HR	Digital Resilience in a Hybrid Working and Evolving Digital World
V	Finance	Investment Banking & Capital Markets
	Operations	Supply Chain Planning & Synchronization: Using SAP IBP & Advanced Analytics
	IT and Analytics	Advanced Analytics Strategy and Consulting: Enabling Digital Transformation
	HR	Re-New Work Skills to Co-Win the Next Normal
	IT and Analytics	Analyzing Success: A workshop on real-world analytics use case
	Marketing	Makreting of high technology products and services
	IT and Analytics	Consulting in Information Technology
VI	Finance	Fintech: Applications in Business
	Communication	Effective and Empathetic Communication
	Marketing	Bootstrap Marketing
	IT and Analytics	Managing Large Scale data Platforms: A practitioner's prespective

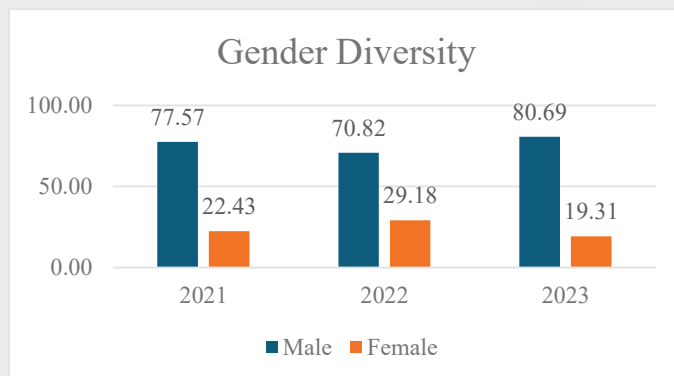
Admission: Admission to IIM Kashipur is based on the candidate's overall performance on various parameters. The parameters include CAT score and Personal Interview (PI) on the candidate's profile. The PI process is conducted through a common admission process with Nine IIMs, namely IIM Bodh Gaya, IIM Jammu, IIM Kashipur, IIM Raipur, IIM Ranchi, IIM Sambalpur, IIM Sirmour, IIM Trichy, and IIM Udaipur.

321 candidates were admitted to IIM Kashipur for the MBA 2023-25 batch from 26 states/union territories across India. A total of 259 male and 62 female candidates registered for the current batch. The MBA 2023-25 batch is a mixed bag of enthusiastic and talented students from various cultures and ethnicities. This batch is a healthy mix of fresh graduates stepping out from prestigious institutes across the country and experienced professionals who have been a part of leading national and multinational companies.

BATCH DIVERSITY IN MBA (2023-25) BATCH:

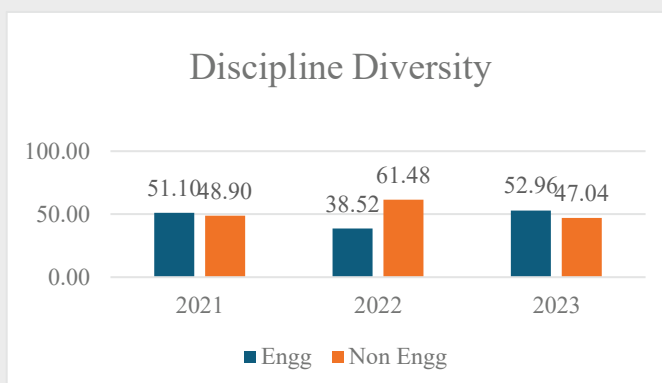
Gender Diversity

Gender Diversity			
	2021	2022	2023
Male	211	182	259
Female	61	75	62



Discipline Diversity

Discipline Diversity			
	2021	2022	2023
Engg	139	99	170
Non Engg	133	158	151



Category-wise break-up of Admitted Candidates

Category -wise break up of admitted students							
	General	NC-OBC	SC	ST	DAP	EWS	Total
Admitted 2023 (321)	165	83	29	5	11	28	321

- (i) **Work Experience:** A total of 242 students were admitted with work experience greater than one year as compared to 132 in the previous year. Overall, **75.39% of the batch has more than a year's experience**. The continuous focus in the admission policy on giving more weight to work experience over the past couple of years is one of the reasons for the result in a more experienced batch.

Work experience break-up

Work Experience			
	2021	2022	2023
Fresher	110	109	60
6-12 Month	12	16	19
12-24 Month	66	41	126
Above 24 Month	84	91	116

Work Experience



Fee Structure:

Fee Structure for MBA 2023-25 Batch

MBA I (2023-24)				MBA-II (2024-25)			
Particular	Term-I	Term-II	Term-III	Term-IV	Term-V	Term-VI	Total
Admission Fee	₹ 25,000.00	-	-	-	-	-	₹ 25,000.00
Course Fee	₹ 2,84,000.00	₹ 2,82,000.00	₹ 2,82,000.00	₹ 2,84,000.00	₹ 2,82,000.00	₹ 2,82,000.00	₹ 16,96,000.00
Caution Deposit Refundable	₹ 9,000.00	-	-	-	-	-	₹ 9,000.00
Total Fees	₹ 3,18,000.00	₹ 2,82,000.00	₹ 2,82,000.00	₹ 2,84,000.00	₹ 2,82,000.00	₹ 2,82,000.00	₹ 17,30,000.00



Master of Business Administration (Analytics) Programme:

The Master of Business Administration in Analytics is a two-year intensive and fully residential program at IIM Kashipur, specifically designed for participants who wish to join the big data revolution and emerge as future leaders in the field of data analytics.

The course provides a comprehensive learning environment to enable students to perform complex data analysis for better decision-making in the current business scenario. A judicious mix of managerial and analytics subjects equips students with the necessary skills for handling intricate business problems. This programme aims to produce future-ready business leaders with sound managerial and analytical skills coupled with impeccable communication skills to define business and social challenges, use analytical tools and techniques to identify patterns, gain insights, develop business strategies and make superior management decisions.

The two year MBA (Analytics) programme is divided into six terms. In the first year, a perfect blend of management and analytics core courses will be taught that will help students to build foundations of management and analytical concepts. In the second year, students will get a more advanced flavour of analytics through a variety of analytics-oriented elective courses to understand and create creative analytics-driven business solutions. The programme also comprises a dissertation component which is spread over the three terms of the second year of the programme. This component helps a student to identify and explore his area of interest in-depth, define research questions and then use appropriate research tools to demonstrate his/her capability to do research, thereby gaining valuable skills in the process itself.

Practitioners bring industry perspectives through courses and Workshops in the class. The students enrolling under this program will have the perfect mix of industry exposure, hands-on experience in handling business problems, and a wide array of electives to choose from.

Core Courses in MBA (Analytics) in Academic Year 2023-24

First Year MBA (Analytics) Courses		
Term I		
Course	Credit	Hour
Organizational Behaviour	0.5	12.5
Business Statistics	1	25
Financial Accounting	0.5	12.5
Financial Markets	0.5	12.5
Microeconomics	1	25
Marketing Management I	1	25
Mathematical Foundations	1	25
Workshop- Written and Oral Communication	0.5	12.5
Term Total	6	150
Term II		
Course	Credit	Hour
Decision Modelling	1	25
Management Information Systems	1	25
Corporate Finance	1	25
Marketing Management II	0.5	12.5
Operations and Supply Chain Management	1	25
Legal Aspects of Business	0.5	12.5
Business Computing - I	1	25
Introduction to Business Analytics	1	25
Term Total	7	175
Term III		
Course	Credit	Hour
People Management in Organizations	1	25

Strategic Management	1	25
Business Computing II	1	25
Seminar on Research Methods	1	25
Data Visualization	1	25
Data Management & Big Data	1	25
Term Total	6	150

Second-Year MBA (Analytics) Courses

Term IV		
Course	Credit	Hour
Applied Econometrics for Managers	1	25
Data Science and Machine Learning	1	25
Social Media and Web Analytics	1	25
Elective(s) 1/2 (Refer Electives Offering table below)	0.5	12.5
Elective(s) 3/4 (Refer Electives Offering table below)	0.5	12.5
Dissertation- Part A	1	25
Term Total	6	150
Term V		
Course	Credit	Hour
Natural Language Processing	1	25
AI & Deep Learning	1	25
Advanced Data Analysis	1	25
Elective(s) 5/6 (Refer Electives Offering table below)	0.5	12.5
Elective(s) 7/8 (Refer Electives Offering table below)	0.5	12.5
Dissertation- Part B	1	25
Term Total	6	150
Term VI		
Course	Credit	Hour
Elective(s) 9/10 (Refer Electives Offering table below)	0.5	12.5
Elective(s) 11/12/13/14 (Refer Electives Offering table below)	0.5	12.5
Dissertation- Final	2	50
Term Total	5	125
Total Second Year Credit Requirement = 17		
Total Two-Year Credit Requirement = 36		

Electives Offered in Academic Year 2023-24

Term	Area	Course Name	Credit	Elective Type
Term IV	Accounting and Finance	Business Valuation	1	Management Elective
Term IV	Accounting and Finance	Commercial Bank Management	1	Management Elective
Term IV	Accounting and Finance	Investment Management	1	Management Elective
Term IV	Accounting and Finance	Financial Derivatives	1	Analytics Elective
Term IV	HR	Talent Management for Organizational Excellence	1	Management Elective
Term IV	HR	Introduction to Employment Relation	1	Management Elective

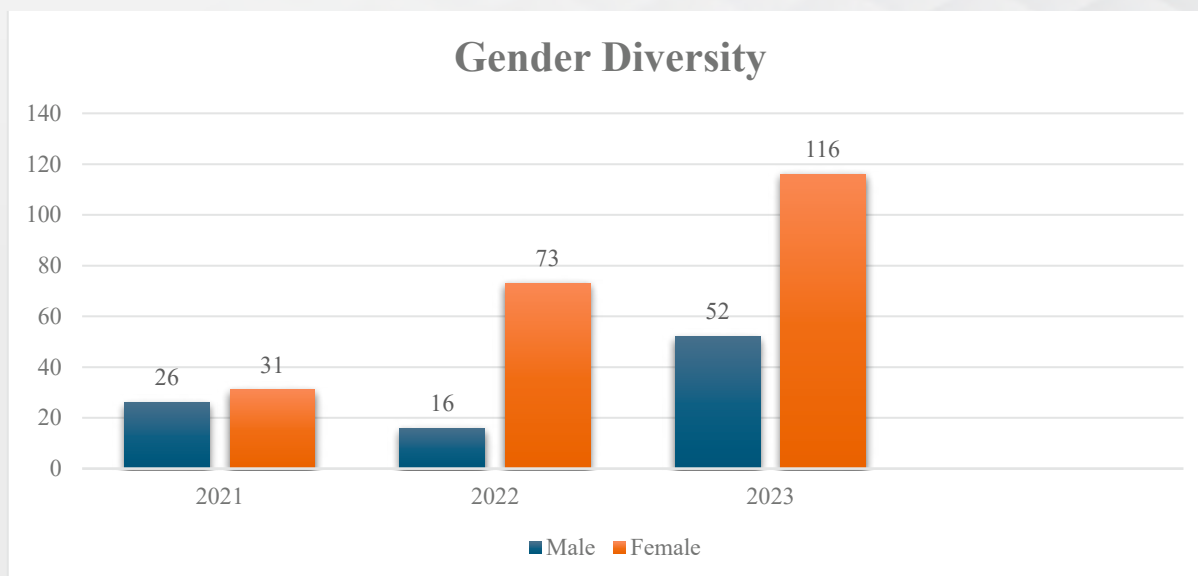
Term IV	HR	Employee Training & Development	1	Management Elective
Term IV	HR	Managing Change in a Disruptive World: Learning Through Simulation	1	Management Elective
Term IV	IT & Systems	E-Commerce	1	Management Elective
Term IV	IT & Systems	Analytics using Infographics & Advanced Visualization techniques	0.5	Analytics Elective
Term IV	IT & Systems	Automated Data Collection	0.5	Analytics Elective
Term IV	IT & Systems	Feature Engineering	0.5	Analytics Elective
Term IV	Marketing	Consumer Behavior	1	Management Elective
Term IV	Marketing	Social Marketing	1	Management Elective
Term IV	Marketing	Sales & Distribution Management	1	Management Elective
Term IV	Marketing/Operations	Services Management	1	Management Elective
Term IV	OM & DS	Logistics Management	1	Management Elective
Term IV	OM & DS	Multivariate Data Analysis	1	Analytics Elective
Term IV	OM & DS	Industry 4.0 - Transforming Business Operations	1	Management Elective
Term IV	Strategy	Strategies for Emerging Markets	1	Management Elective
Term V	Accounting and Finance	Fixed Income Markets	1	Management Elective
Term V	Accounting and Finance	Private Equity and Investment Banking	1	Management Elective
Term V	Accounting and Finance	Financial Analytics (1.0 credit)	1	Analytics Elective
Term V	Accounting and Finance	Financial Risk Measurement and Management (1.0 credit)	1	Analytics Elective
Term V	Communication	Corporate Communication and Crisis Management	1	Management Elective
Term V	Communication	Media and Entertainment Business Management	1	Management Elective
Term V	Economics	Economics of Sustainability, ESG in Business and Innovation	1	Management Elective
Term V	Economics	Game Theory, Experiments, and Behavior	1	Analytics Elective
Term V	Economics	Sustainability Analytics	1	Analytics Elective

Term V	HR	Rethinking Teams for Digital Transformation	1	Management Elective
Term V	HR	Digital Leadership	1	Management Elective
Term V	HR	Emotional Intelligence & Organizational Excellence	0.5	Management Elective
Term V	HR/ Analytics	HR Analytics	1	Analytics Elective
Term V	IT & Systems	Digital Transformation	1	Management Elective
Term V	IT & Systems	Information Technology Project Management	1	Management Elective
Term V	IT & Systems	Image Analytics	0.5	Analytics Elective
Term V	IT & Systems	Information and Network Security	0.5	Analytics Elective
Term V	IT & Systems	Robotics Process Automation	0.5	Analytics Elective
Term V	Marketing	Ethical Marketing	0.5	Management Elective
Term V	Marketing	Advanced Media Marketing	1	Management Elective
Term V	Marketing	Digital Marketing	1	Management Elective
Term V	Marketing	Product and Brand Management	1	Management Elective
Term V	Marketing	Applications of Design Thinking	1	Management Elective
Term V	Marketing/Analytics	Marketing Analytics	1	Management Elective
Term V	OM & DS	Advanced Managerial Decision Analysis	1	Analytics Elective
Term V	OM & DS	Advanced Operations Research	1	Analytics Elective
Term V	OM & DS	Project Management	1	Management Elective
Term V	OM & DS	Data mining for Business Analytics using R	1	Analytics Elective
Term V	Strategy	Management Consulting	1	Management Elective
Term VI	Accounting and Finance	Behavioral Finance	1	Management Elective
Term VI	Accounting and Finance	Digital Finance	1	Management Elective
Term VI	Accounting and Finance	Financial Statement Analysis and Forensic Accounting	1	Management Elective
Term VI	Communication	Content Development Strategy for Social Media Campaigns	0.5	Management Elective
Term VI	Communication	Movies for Management	1	Management Elective
Term VI	Economics	International Trade Analytics	0.5	Analytics Elective
Term VI	Economics	Analytics of Public Policy	0.5	Analytics Elective
Term VI	HR	Diversity and Inclusion at Workplaces	1	Management Elective

Term VI	HR	Conflict Management and Negotiation	1	Management Elective
Term VI	IT & Systems	IT Consulting	1	Management Elective
Term VI	IT & Systems	IT Product Management	1	Management Elective
Term VI	IT & Systems	Advanced AI Using Reinforcement Learning	0.5	Analytics Elective
Term VI	IT & Systems	Artificial Intelligence in Cloud	0.5	Analytics Elective
Term VI	IT & Systems	Explainable AI	0.5	Analytics Elective
Term VI	IT & Systems	Healthcare Analytics & Strategy	0.5	Analytics Elective
Term VI	IT & Systems	Sport Analytics	0.5	Analytics Elective
Term VI	IT & Systems	Tourism Analytics and its applications	0.5	Analytics Elective
Term VI	Marketing	Business to Business Marketing	1	Management Elective
Term VI	Marketing	Pricing Management	1	Management Elective
Term VI	Marketing	Retail Management	1	Management Elective
Term VI	Marketing	Marketing Strategy	1	Management Elective
Term VI	Marketing	International Marketing	1	Management Elective
Term VI	OM & DS	Inventory Management	1	Analytics Elective
Term VI	OM & DS	Operations Strategy	1	Management Elective
Term VI	OM & DS	Supply Chain Analytics	1	Analytics Elective
Term VI	OM & DS	Decision making using R: A case study approach	1	Analytics Elective
Term VI	OM & DS	Technology Management in Business Operations	1	Management Elective
Term VI	Strategy	International Business	1	Management Elective

Admission: IIM Kashipur started the 4th Batch of the MBA (Analytics) admission process in December 2023. The MBA (Analytics) programme applications were invited from CAT and GMAT valid scorecard holders as per the admission policy. Admission to the MBA (Analytics) programme is based on the candidate's overall performance on various parameters. The parameters include CAT/ GMAT score , personal interview (PI), and the candidate's profile.

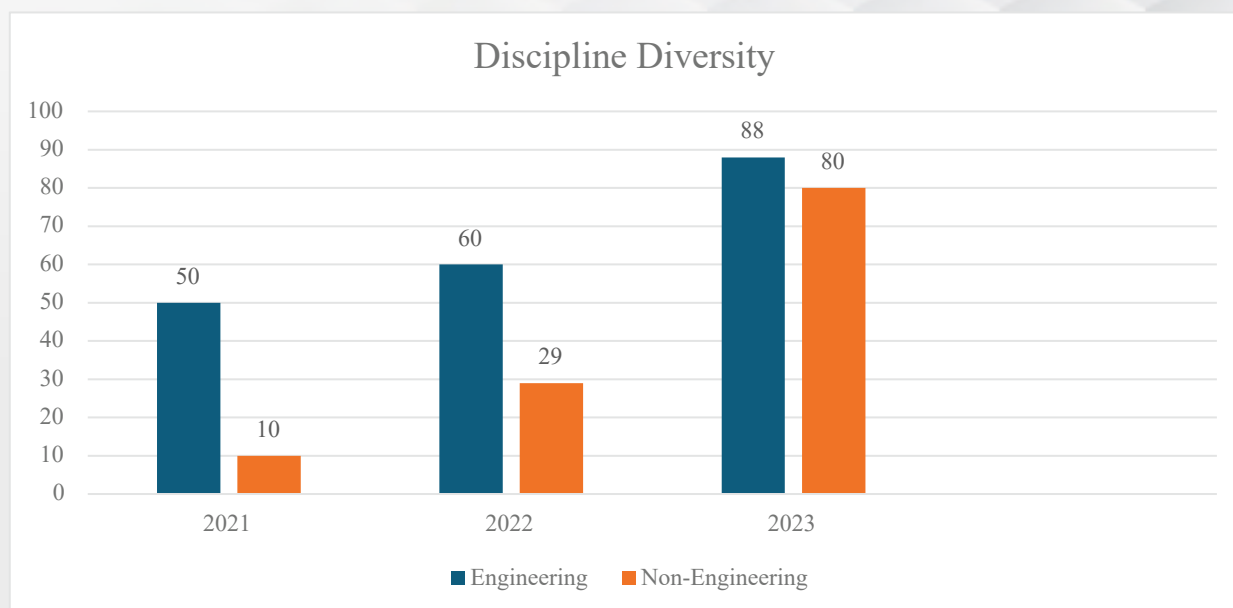
- A total of 5526 applications were received for the year 2023 for MBA (Analytics) as compared to 4343 applications received last year.
- A total of 168 students were admitted to the programme, representing students from 24 states/union territories across India.
- The number of female students has increased from 73 to 116 as compared to the previous year. The female students admitted for MBA (Analytics) Batch 2023–25 were close to 69% of the batch.

BATCH DIVERSITY IN MBA(ANALYTICS) 2023-25:**Category-Wise break up MBA Analytics**

MBA Analytics	Gender		Category						Total
Batch	Male	Female	General	NC-OBC	EWS	SC	ST	DAP	
MBAA 2023- 25	52	116	56	31	18	24	26	13	168
MBAA 2022- 24	16	73	37	21	8	13	6	4	89
MBAA 2021- 23	26	31	26	18	5	7	1	0	57
MBAA 2020- 22	30	28	25	15	5	6	6	1	58

Discipline Diversity in MBA (Analytics) 2023-25 Batch: The non-engineers comprise of 47% of the batch with 80 out of 168 students from non-engineering. This is considering the technical focus of the MBA (Analytics) Program.

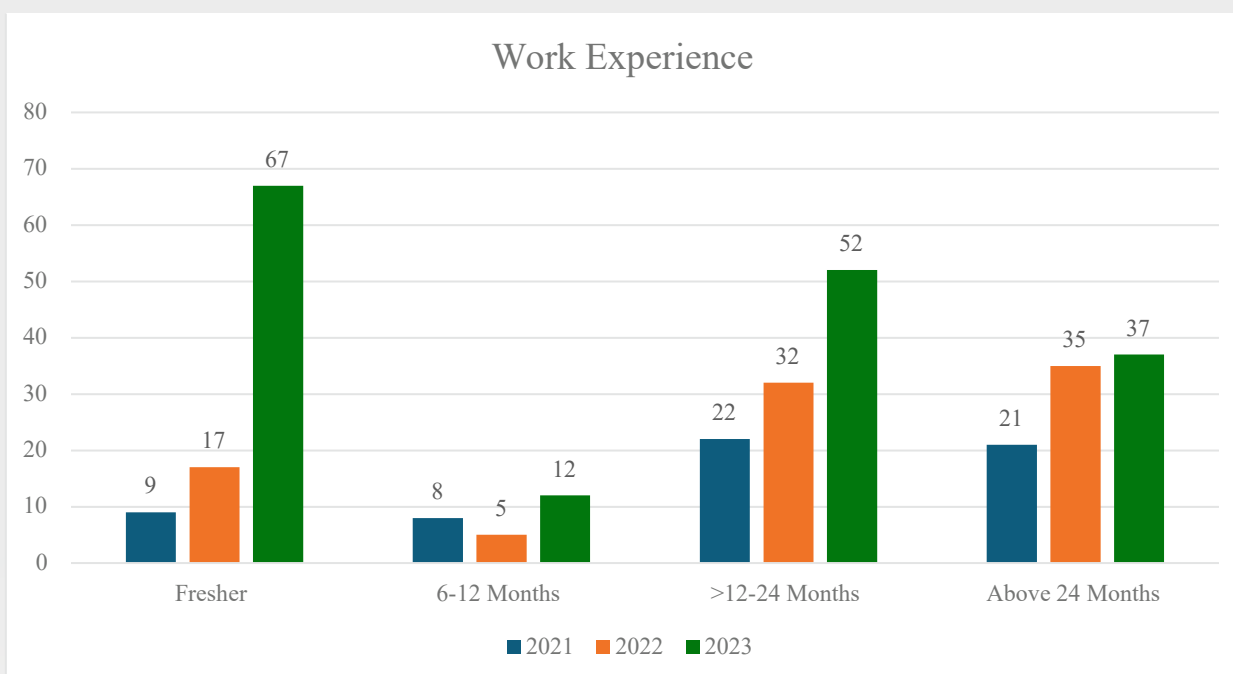




Discipline Diversity MBA Analytics

Discipline	2023-25	2022-24	2021-23
Engineering	88	60	50
Non-Engineering	80	29	07

Work Experience in MBA (Analytics) 2023-25 Batch: 85 students were admitted with work experience greater than one year compared to 32 in the previous year 50.59% of the batch has more than one year's experience.



Work Experience MBA Analytics

Work Experience (in months)	2023-25	2022-24	2021-23
Freshers	67	17	8
Less than 12 months	12	5	7
12-24 months	52	32	21
Greater than 24 months	37	35	21

FEE STRUCTURE FOR MBA(Analytics) 2023-25 Batch

Head	1st term	2nd term	3rd term	4th term	5th term	6th term	Grand Total
Admission	25,000.00	-	-	-	-	-	25,000.00
Course Fee	2,91,000.00	2,91,000.00	2,91,000.00	2,91,000.00	2,91,000.00	2,91,000.00	17,46,000.00
Caution Deposit	20,000.00	-	-	9,000.00	-	-	29,000.00
Total	3,36,000.00	2,91,000.00	2,91,000.00	3,00,000.00	2,91,000.00	2,91,000.00	18,00,000.00



Executive MBA Programme

The Executive MBA (EMBA) is an intensive two year post-graduate program in management exclusively designed for middle and senior-level professionals. This programme is a specialized programme that arms practising executives with knowledge and skills to excel in today's rapidly changing and competitive global business environment. The programme is a rigorous, fully classroom-based programme. The programme is conducted during weekends as it seeks to provide executives with an opportunity to quickly upgrade their managerial skills without interfering with their professional activity. Participants bring their diverse experiences to the classroom and work on real-world and live projects. The programme actively explores ways to enable participants to apply concepts learnt in the classroom to their workplace. In concisely, this programme seamlessly transitions executives to bigger and more successful leadership roles.

Objectives

The following are some specific objectives of the programme:

- To develop a knack of digital dexterity to use existing & emerging technology effectively.
- To instil entrepreneurial spirit to encourage startup culture.
- To enhance business communication, especially in business applications.
- To contribute to their organizational development with greater confidence & competence

Highlights

- Digital dexterity
- Future Skills
- Capstone Simulation
- Value-added course pack
- Flexibility in the course for executives
- Campus Immersion
- Industry Learning

Admission Process

The applications for the EMBA programme were invited from CAT and GMAT valid scorecard holders as per the admission policy. For Admission to EMBA, the candidate must have:

- A bachelor's degree duly recognized by UGC/AIU with minimum aggregate marks of 50% for General, 47% for NC-OBC, and 45% for SC/ST/DAP
- Minimum 3 years of Managerial/ Entrepreneurial/ Professional experience after graduation.

Admission to the EMBA programme is based on the candidate's overall performance on various parameters. The parameters include CAT/ GMAT score or Marks obtained in the Executive Management Aptitude Test (EMAT) conducted by IIM Kashipur and the performance of the candidates in the personal interview.

About EMBA Batch 2023

33 candidates were admitted to the EMBA 2023-25 batch. This batch is a healthy mix of experienced professionals stepping out from prestigious institutes from across the country who have been a part of leading national and multi-national companies.

Course Structure of EMBA Programme

Course Structure of EMBA Programme	
Term 1	Term 2
Business Statistics Executive Communications Financial Reporting & Analysis Marketing Management I Organizational Behaviour	Business Simulation Corporate Communication Strategy Design Work Organization Management Accounting Managerial Economics Marketing Management II
Term 3	Term 4
Critical Thinking and Interpersonal Skill Decision Modelling Digital Marketing Macro-Economic Analysis and Public Policy Management Information System	Corporate Finance Corporate Law Design Thinking and Innovation Managing People in Organizations Operations & Supply Chain Management
Term 5	
Artificial Intelligence and Machine Learning Capstone Simulation Entrepreneurial Organization and Society Formulation and Reporting of Projects Leadership Negotiation, Arbitration and Conciliation Strategic Management	

Areas wise Indicative Elective Course in EMBA

General Management	Finance & Accounting
Competitive Landscape Corporate Ethics Governance Cross-Cultural Skills for Global Business Entrepreneurship Social Entrepreneurship	Advance Financial Statement Analysis Business Valuation Commercial Bank Management Entrepreneurial Financial Management Financial Behaviour Financial Derivatives & Risk Management Investment Management Trading Strategies in Financial Markets Venture Capital & Investment Banking Personal Finance Private Equity and Investment Banking Financial Statement Analysis & Forensic Accounting
Operations Management & Decision Sciences	Organizational Behaviour & Human Resource Management
Business Process Management Crafting Research Output Industry 4.0- Transforming Business Operations Management of Technology Operations Strategy Project Management Quality Management & Six Sigma Service Operations Management Exploratory Data Analysis Applied Survey Data Analysis Supply Chain Analytics Industry 4.0: Transforming Business Operations Technology Management in Business Operations	Business Ethics Compensation & Benefits Employment relations HR Analytics Labour Laws & Industrial Relations Negotiation & Conflict Management Organizational Change & Development Performance Management Power & Politics Talent Acquisitions Management Rethinking Teams for Digital Transformation

Strategy	Information Technology
Business Models Foundation for International Strategic Management Innovation and Corporate Entrepreneurship Strategies for Emerging Markets	Advance Machine Learning Business Intelligence and Business Analytic Data Science and Machine Learning Data Visualization Digital Business & Frontier Technology Foundation of Business Analytics IT Project Management Web & Social Media Analytics Text Analytics
Marketing	Communications
B2B Marketing Application of Design Thinking Digital Marketing Price Management Product and Brand Management Rural Marketing Sales & Distribution Strategic Brand Management	Media Entertainment Business & Management Movies for Management International Business
Economics	
Agricultural Business Economics for Development & Indian Economy Economics of Entrepreneurship Economics of International Business Managing Sustainability Strategic Cost Management	

BATCH DIVERSITY IN EMBA 2023-25 BATCH**Gender Diversity**

Gender	Number
Male	26
Female	7

Discipline Diversity

Discipline	Total Admitted
Engineering	18
Non-Engineering	15

Industry Experience

Industry	Number
IT	15
Automobile	1
Banking	5
Sales & Proposal	1
Management	1
Manufacturing	4
Renewable Energy	1
Multi-disciplinary	1
Pharmaceutical	1
Marketing	1
Other	2



EMBA(Analytics) Programme:

The two-year EMBA (Analytics) by IIM Kashipur aims to prepare participants to become business leaders who can harness the power of analytics to improve organisational processes. The programme trains learners in the emerging and interdisciplinary areas of analytics, technology, and management through cross-functional academic and practical learning.

The programme structure is designed for working executives and entrepreneurs who would like to take the opportunity to pursue management education but find it difficult to pursue a full-time programme in management. EMBA is designed to provide flexibility to working executive so that they can be engaged in their respective professions and upgrade their knowledge base simultaneously. EMBA comprises a rigorous curriculum, exposes participants to various analytical tools, and provides avenues for creative collaborations with their peers, faculty, and their organisations. The EMBA programme is equivalent in content and rigour to the regular MBA.

The programme aims to provide the participants with a platform to enhance their knowledge base and hone their skills and competencies to grow higher in their careers and eventually become leaders in their organisations. The innovative approach of EMBA, need-based curriculum, data-driven approach, and experienced faculty deliver an integrated learning experience that is powerful enough to positively impact the managerial career of the participants by maintaining high academic standards.

This programme has 900 contact hours spread across six terms over 24 months. Academic input is delivered through two types of courses: core courses and elective courses. The classes are held online over the weekends and each term is preceded by a Campus Immersion and Learning Module. The first three terms comprise core courses, while the fourth, fifth, and sixth terms comprise core and elective courses. The courses introduce and equip the participant with analytics and management concepts. This blended learning programme aims to train aspirants in technical skills, business fundamentals, management practices, leadership and strategy, and contemporary skills specific to Business Analytics. In addition, it equips participants with the cross-functional skills required to succeed in Industry 4.0.

There are many executives who are looking to upgrade their education profile by acquiring management qualifications without having to quit the job. EMBA helps to meet this need. Thus, the programme's learning goals align with the mission of being present in emerging segments of management education and producing business leaders who are capable of critical thinking and innovation. The programme's learning goals align with various elements of the mission statement. The mapping of goals with elements of the mission statement is presented below:

Mapping of goals with elements of the Mission Statement

Learning Goals	Alignment with the Mission Statement
Goal 1: Demonstrate knowledge about modern business practices and contexts	Applied and interdisciplinary research and practices in emerging areas of management
Goal 2: Analyze business phenomena and evaluate them from a critical perspective.	Critical thinking, innovation, and entrepreneurship
Goal 3: Apply course learnings, understand, & create analytics-driven business solutions	Critical thinking, innovation, and entrepreneurship
Goal 4: Demonstrate knowledge of management and analytical concepts	Applied and interdisciplinary research and practices in emerging areas of management
Goal 5: Demonstrate critical thinking for real-world problem-solving	Critical thinking, innovation, and entrepreneurship

Programme Structure: The programme is divided into six terms (3 terms each in the first year and second year.)

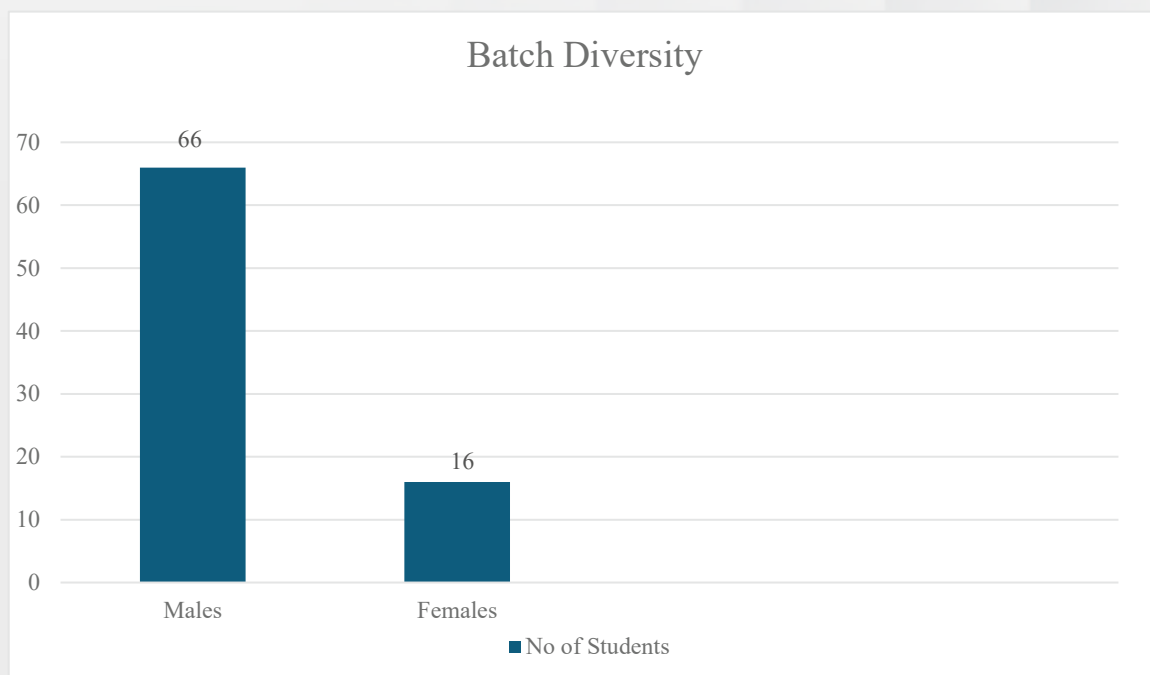
Course Structure of EMBA(Analytics) Program - First Year Courses			
Term I			
Course	Credit	Hour	Remarks
Organizational Behaviour	1	25	Management Core
Financial Accounting	0.5	12.5	Management Core
Financial Markets	0.5	12.5	Management Core
Microeconomics	1	25	Management Core
Statistics I	0.5	12.5	Analytics Core
Mathematical Foundations	1	25	Analytics Core
Introduction to Excel and SQL	1	25	Analytics Core
Programming in R	1	25	Analytics Core
Term Total	6.5	162.5	MC = 3, AC = 3.5
Term II			
Course	Credit	Hour	Remarks
Marketing Management	1	25	Management Core
Operations and Supply Chain Management	1	25	Management Core
Entrepreneurship	0.5	12.5	Management Core
Design Thinking & Innovation	0.5	12.5	Management Core
Decision Modelling	1	25	Analytics Core
Statistics II	1	25	Analytics Core
Management Information Systems	0.5	12.5	Analytics Core
Introduction to Business Analytics with Python	1	25	Analytics Core
Term Total	6.5	162.5	MC = 3, AC = 3.5
Term III			
Course	Credit	Hour	Remarks
People Management in Organizations	1	25	Management Core
Strategic Management	1	25	Management Core
Corporate Finance	1	25	Management Core
Marketing Research	0.5	12.5	Analytics Core
Data Visualization	1	25	Analytics Core
Data Science and Machine Learning	1	25	Analytics Core
Econometrics	1	25	Analytics Core
Term Total	6.5	162.5	MC = 3, AC = 3.5
First Year Total	19.5	487.5	MC = 9, AC = 10.5
Core = 19.5, Electives = 0			

EMBA(Analytics) Second - Year Electives		
Area	Elective Course Name	Course type
Operations Management	Six Sigma	Management elective
	Decision making using R: A case study approach	Analytics elective
	Advanced Operations Research	Analytics elective
	Multivariate Data Analysis	Analytics Core
	Project Management	Management elective
	Supply Chain Analytics	Analytics elective
	Data mining for Business Analytics using R	Analytics elective
	Advanced Managerial Decision Analysis	Analytics elective
IT & Systems	Natural Language Processing	Analytics elective
	Social media and Web Analytics	Analytics elective
	Artificial intelligence and Deep Learning	Analytics elective
	Data Management and Big Data	Analytics Core
	IT for Business	Analytics Core
	Enterprise Resource Planning Systems	Management elective
	Social Network Analytics	Analytics elective
	Business Intelligence and Business Analytics	Analytics elective
	Business Innovation through Blockchain	Analytics elective
	Robotics Process Automation	Analytics elective
	Advanced AI Using Reinforcement Learning	Analytics elective
	Artificial Intelligence in Cloud	Analytics elective
	ML Applications with Spark	Analytics elective
OB & HR	Emotional Intelligence and Organizational Excellence	Management elective
	Making Teams Work	Management elective
	Digital Leadership	Management elective
	Managing Change in a Disruptive World: Learning Through Simulations	Management elective
Economics	Sustainability Analytics,	Analytics elective
	International Trade Analytics,	Analytics elective
Finance and Accounting	Financial Derivatives	Analytics elective
	Business Valuation	Management elective
	Commercial Bank Management	Analytics Elective
	Financial Risk Measurement and Management	Analytics elective
	Private Equity and Investment Banking	Analytics Elective
Strategy	Strategies for Emerging Markets (SEM)	Management elective
Marketing	Digital Marketing	Management elective
	Social Marketing	Management elective
	Business-to-Business Marketing	Management elective
	Consumer Behaviour	Analytics Elective/ Management elective
	Marketing Analytics	Analytics Elective

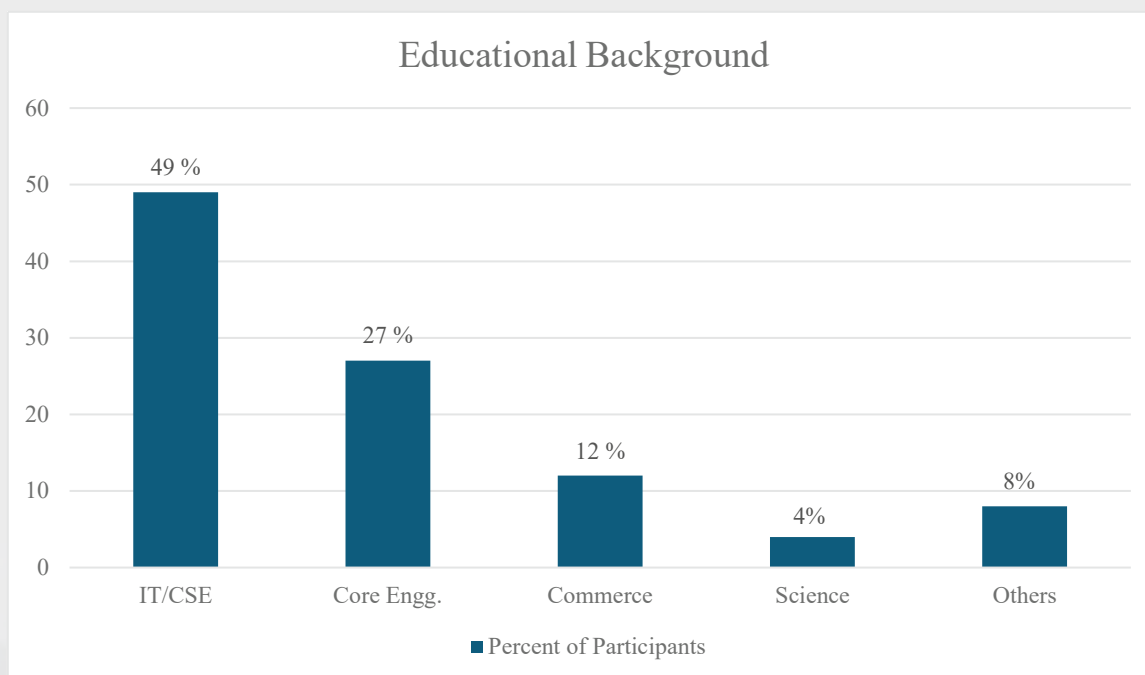
TABLE 2: EMBAA – Second Year Courses

Term IV			
Course	Credit	Hour	Remarks
Multivariate Data Analysis	1	25	Analytics Core
Data Management & Big Data	1	25	Analytics Core
IT for Business	0.5	12.5	Analytics Core
Electives (0.5/1.0 credits)	2	50	Analytics
Electives (0.5/1.0 credits)	0.5	12.5	Analytics/Management
Industry Workshop (one)	NA	12.5	Analytics/Management
<i>Term Total</i>	5	137.5	<i>AC = 4.5-5, MC= 0-0.5</i>
Term V			
Course	Credit	Hour	Remarks
Electives (0.5/1.0 credits)	2	50	Analytics
Electives (0.5/1.0 credits)	2	50	Analytics/Management
Electives/CIS (0.5/1.0 credits)	1	25	Analytics/Management
Industry Workshop (one)	NA	12.5	Analytics/Management
<i>Term Total</i>	5	137.5	<i>AC = 2-5, MC= 0-3</i>
Term VI			
Course	Credit	Hour	Remarks
Electives (0.5/1.0 credits)	1	25	Analytics
Electives (0.5/1.0 credits)	1	25	Analytics/Management
Simulation & Games (0.5/1.0 credits)	2	50	Management
Industry Workshop (one)	NA	12.5	Analytics/Management
<i>Term Total</i>	5	137.5	<i>AC = 1-3, MC= 2-4</i>
<i>Second Year Total [Core: 6.5, Electives: 8.5]</i>	15	412.5	<i>AC = 7.5-13, MC= 2-7.5</i>
			<i>AC = 18 – 23.5</i>
<i>Grand Total [Core = 26.0, Electives = 8.5]</i>	34.5	900	<i>MC= 11-16.5</i>
			<i>3 Industry Workshops</i>

Admission: A total of 264 applications were received for the first batch of EMBAA (2023-25) and 82 participants took admission. Out of 82 participants, 66 participants are male and 16 are female participants.

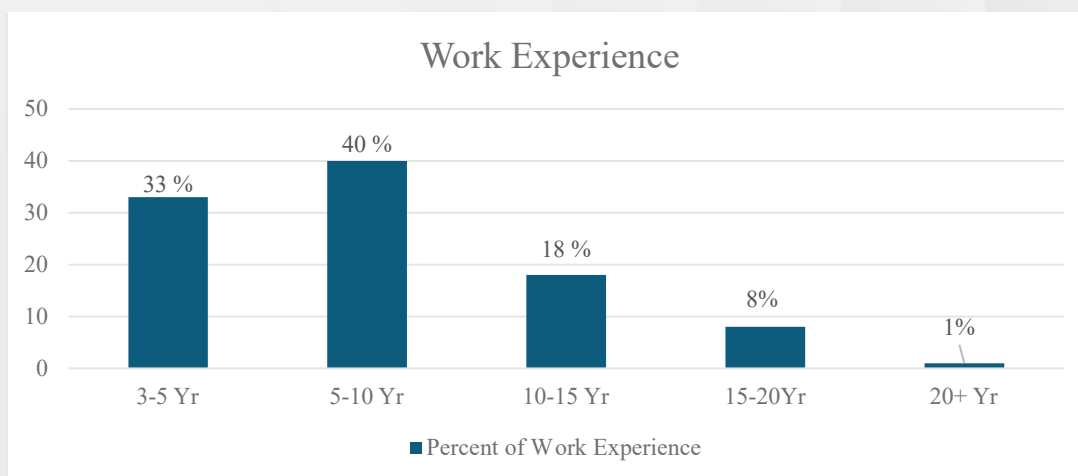
BATCH DIVERSITY:

Educational Qualification Breakup as per Graduation: Most of the participants (50%) are from computer science, information technology and engineering background. The remaining 27% of participants are from different academic backgrounds as depicted in the chart given below:

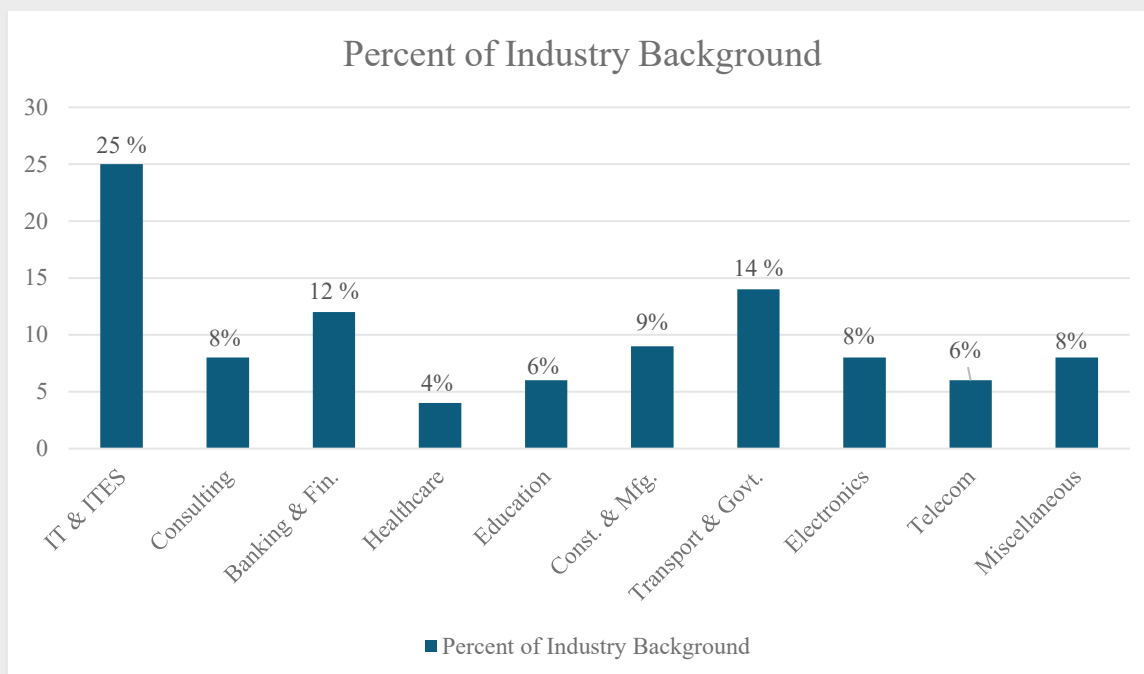


**Others Include – Agriculture, Arts, Economics, Hospitality, Management, Marketing, Media and PublicAdministration.*

Work Experience: 3 years' experience is the basic criterion to apply for this programme. More than half of the participants have between 5-10 years of work experience and the average work experience is 9 years. The table below represents the same:

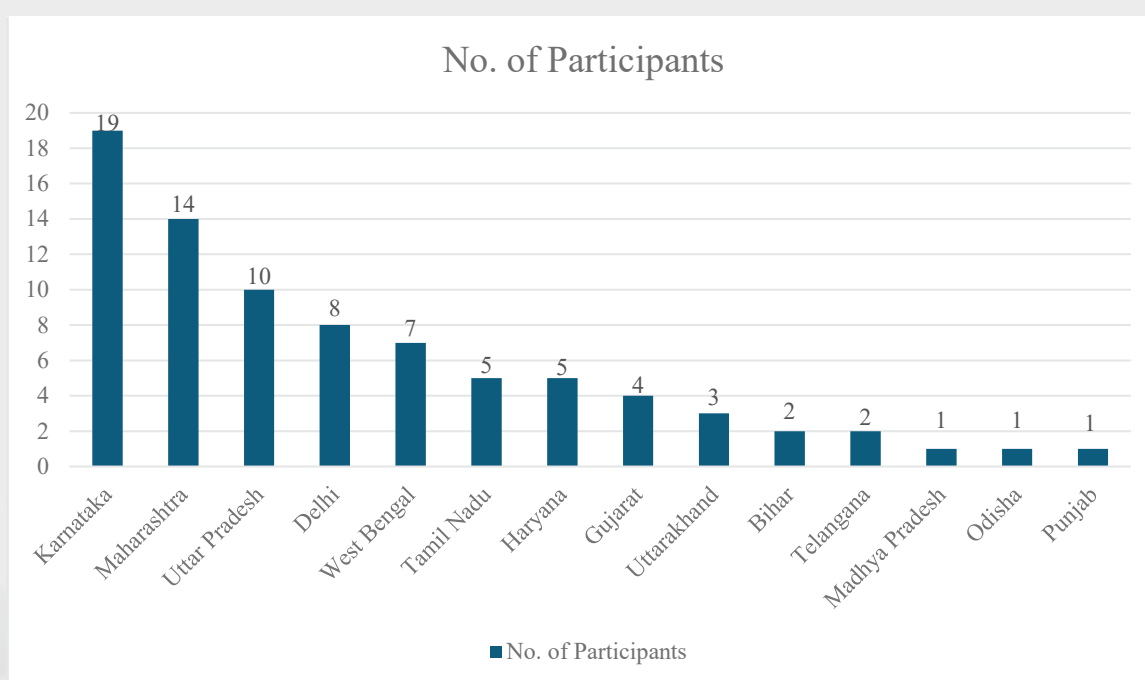


Discipline: The majority of the participants are from IT / ITES. Apart from the IT/ ITES we have participants from consulting, banking & financial services, healthcare, manufacturing, transport, government and other domains as well.



Representation from 14 states: Participants of the EMBAA 2023 -25 batch represent 14 states of India, while 60% of the participants are from Delhi, Karnataka, Maharashtra, and Uttar Pradesh.

S.No	State	No. of Participants Enrolled
1	Karnataka	19
2	Maharashtra	14
3	Uttar Pradesh	10
4	Delhi	8
5	West Bengal	7
6	Tamil Nadu	5
7	Haryana	5
8	Gujarat	4
9	Uttarakhand	3
10	Bihar	2
11	Telangana	2
12	Madhya Pradesh	1
13	Odisha	1
14	Punjab	1



Early Exit and Re-join Option after the First Year of the Program

The participants of the EMBAA program may be given an exit option after completing the first-year courses (500 hours). Such participants will be awarded the “*Postgraduate Certificate in Business Analytics.*” This **certification** will comprise the following structure:

Components	Credits	Contact hours
Analytics Courses	10.5	262.5
Management Courses	9	225
Capstone/CIS	0.5	12.5
Total	19.5	500

Participants who have taken the exit option can rejoin the program. However, they need to complete all the requirements of the EMBAA Program within four years from the date of the original registration to receive the MBA degree.

International Students’ Exchange Program:

Under International Participants Exchange programme, following participants of EMBAA 2022-24, starting April 2024

S No.	ROLL NO	NAME	COLLEGE
1	EMBAA22046	UDANDKAR NIKHIL PRAMOD	Alba Graduate Business School - The American College of Greece, Athens
2	EMBAA22050	PRANSHU SHUBHAM	
3	EMBAA22087	UTKARSH TRIPATHI	
4	EMBAA 22067	SANJAY VAID	
5	EMBAA22025	GAUTAM N	
6	EMBAA22045	NAVEENKRISHNAN G	
7	EMBAA22037	KARPAKAM P	
8	EMBAA22072	SHASHANK SATYAWALI	
9	EMBAA22012	ARSHDEEP SINGH GILL	
10	EMBAA22032	ISHAN MAZUMDER	
11	EMBAA22034	JIWITESH KUMAR	
12	EMBAA22089	VINIT SINGH	
13	EMBAA22074	SK JANISHAR AKHTAR	
14	EMBAA22039	KUMUD	
15	EMBAA22068	SAPTARSHI BANERJEE	
16	EMBAA22062	SABIR ANJUMAN	

Industry Workshop Course:

The industry workshops are aimed to be a unique way to enhance the industry readiness of the graduating cohort. Given that all the cohort comprises work-experienced segment, this is seen as a critical input that the EMBA program provides to participants. This is therefore seen as one of the differentiators of IIM Kashipur EMBA program.

Other than taking 15 credits in electives, participants must take a minimum of 3 Industry Workshops in the second year of the programme. These workshops are 12.5 hours and carry no credit.

Industry Workshops Details of EMBA Batch 2021-23

S No.	Industry Workshop	Speakers	Term
1	Business with Blockchain	Bipul Kumar	IV
2	Advanced Analytics Strategy and Consulting: Enabling Digital Transformation	Shiv Kumar	V
3	industry workshop on Application of Statistics and Machine Learning in solving Business Problems	Jayanta Pal	VI

Key achievements of the EMBA (Analytics) programme first batch (2022-23):

- The first batch of EMBA(Analytics) 2022-24 was inaugurated on 25th April 2022 with 95 participants.
- Successfully completed two years of the programme. 83 participants have passed out on 11th Convocation ceremony held on 27th April 2024.
- Generated revenue of Rs.166.0 lacs in the second year. (EMBA 2022-24, Term V and VI)
- Offered 38 elective courses for EMBA(A) batch 2022-24 for terms IV, V, & VI.
- The second batch (2023-25) of EMBA was inaugurated on 08th May, 2023 with 82 participants have successfully completed first year of the programme.
- Generated revenue of Rs. 240.6 lacs in the first year. (EMBA 2023-25, Term I, II and III)



Doctoral Programme (PhD):

The Doctoral programme is a full-time residential doctoral programme designed to address professional's academic and research needs. The programme's main objective is to provide scholars with the necessary skills to identify and research complex issues in the management field. The doctoral programme seeks candidates with outstanding academic backgrounds, intellectual curiosity and discipline needed to make scholarly contributions.

The programme is committed to training individuals to excel in their area of research through the publication of quality work of an international standard. The objectives of the programme are:

- To encourage scholars to conduct research in the management field, leading to publication in internationally reputed research journals and finding solutions to real-world management problems.
- To equip scholars with the necessary understanding and skills to identify and research complex issues in the field of management.
- To develop expertise among prospective scholars for careers in management research and teaching thereby addressing the country's shortage of high-quality management faculty.

In the course work, PhD Scholars must fulfil 28 credits, i.e. min 700 hours. The qualifying CGPA at the end of the first year (i.e. at the end of Term III) and the end of the second year (i.e. at the end of Term VI) should be at least 6.5 on a 10-point scale to be eligible to take the comprehensive examination. Students are admitted into the programme every year in the first week of July.

Ph.D. Admission (AY 2023-2024)

The Doctoral program of the IIM Kashipur is a rigorous research program in various areas of business management. The main objective of the program is to provide scholars with the necessary skills to undertake independent research in the field of management.

The Doctoral program seeks candidates with outstanding academic backgrounds, intellectual curiosity, and the discipline required to make a scholarly contribution. The program is committed to training individuals to excel in their area of research through the quality publication of an international standard.

The number of applications received for the PhD program this year was 155. Given a large pool of applications (while ensuring quality checks), we finally onboarded 09 scholars across the academic areas. Details are given below:

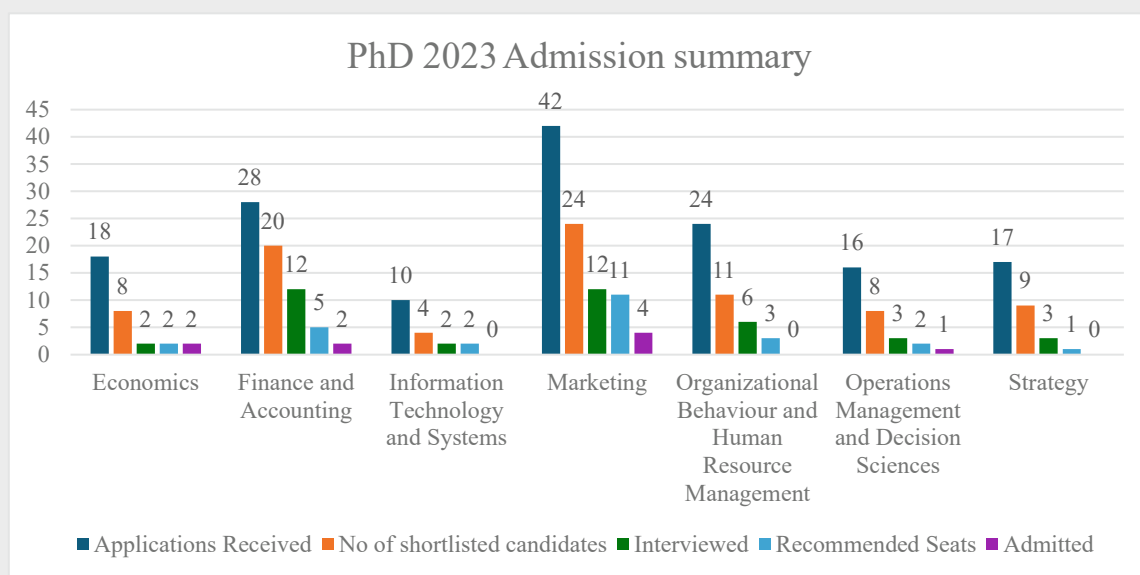
1. Ph.D. 2023 Admissions Highlights

- The total admitted was 09 scholars, compared to 13 scholars from the previous year.
- Girls represent 11.11% of admitted scholars. 1 out of 9 admitted scholars are female candidates.
- 3 scholars were admitted with work experience greater than 18 months.

2. Ph.D. 2023 Admissions Summary

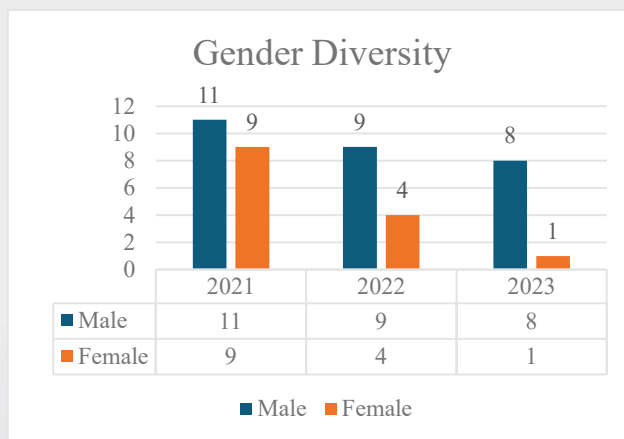
The area-wise admission summary is presented in the table below:

S. No.	Area	Applications Received	No of shortlisted candidates	Interviewed	Recommended Seats	Admitted
1	Economics	18	8	2	2	2
2	Finance and Accounting	28	20	12	5	2
3	Information Technology and Systems	10	4	2	2	0
4	Marketing	42	24	12	11	4
5	Organizational Behaviour and Human Resource Management	24	11	6	3	0
6	Operations Management and Decision Sciences	16	8	3	2	1
7	Strategy	17	9	3	1	0
Total		155	84	40	26	09



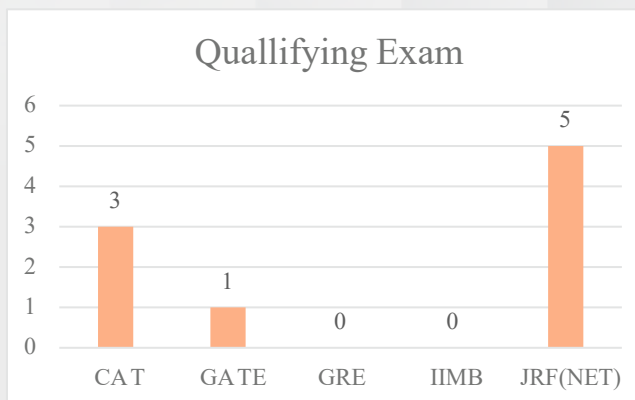
Gender Diversity

01 out of 09 candidates is a female candidate who has been admitted as PhD scholar.



4. Qualifying Exams

Qualifying Exam	Nos.
CAT	3
GATE	1
GRE	0
IIMB	0
JRF(NET)	5



5. Work Experience

03 out of 09 scholars have work experience of more than 18 months.

Geographic Diversity

State	Students
Uttarakhand	2
Uttar Pradesh	3
Madhya Pradesh	1
Jharkhand	1
Haryana	1
Gujrat	1

Ph.D BATCH STRENGTH AS ON 31ST MARCH 2024:

Area Wise Distribution for Doctoral Programme	
Category	Present Candidates
Operations and Decision Sciences	10
Organizational Behaviour and HRM	10
Marketing	09
Finance and Accounting	10
Information Technology & Systems	05
Strategy	03
Economics	08
Communication	02
Public Policy and Governance	02

Gender Diversity

Gender	Number
Male	40
Female	20

Category-wise Break up as on 31st March 2024

Category-Wise break-up	
Category	Number of Present Candidates
GENERAL	37
NC-OBC	11
SC	04
ST	00
DAP	00
EWS	08
Grand Total	60

Executive Fellow Programme in Management:

IIM Kashipur's Executive Fellow Programme in Management (EFPM) is an executive doctoral programme designed to address the academic requirements of professionals with rich practical experience who want to pursue in-depth research on some managerial issues.

The objectives of the programme are:

- To encourage scholars to carry out research in the field of management, leading to publication in internationally reputed research journals and finding solutions to real-world management problems.
- To equip scholars with the necessary understanding and skills to identify and research complex issues in the field of management.
- To develop expertise among prospective scholars for careers in management research and teaching thereby addressing the country's shortage of high-quality management faculty.
- Since 2019, admissions into the EFPM Programme have stopped.

EFPM BATCH STRENGTH AS ON 31ST MARCH 2024:

Area Wise Distribution of EFPM enrolled students	
Category	Present Candidates
Operations and Decision Sciences	05
Organizational Behaviour and HRM	03
Marketing	06
Finance and Accounting	03
Information Technology & Systems	06
Strategy	01
Economics	02
Business Communication	02

Gender Diversity

Gender	Number
Male	25
Female	03

SCHOLARSHIPS

In its endeavours to ensure that no aspirant is deprived of the opportunity to pursue an MBA and MBA (Analytics) Programme at the Institute due to a lack of financial resources, IIM Kashipur extends generous financial aid to deserving participants yearly. In the AY 2011–20, IIM Kashipur instituted financial assistance for up to 10% of the participant intake based on their family income and academic performance. However, from AY 2020–21, the Institute decided to provide a full waiver of tuition fees to the eligible participants of the MBA and MBAA Programmes. The following three types of institutional scholarships are available for MBA and MBAA participants:

- Need-Based Scholarship
- Need-cum-Merit Based Scholarship
- Merit Based Scholarship

In 2023–24, a total of 79 students (56 MBA and 23 MBAA) received institute-sponsored scholarships. See the table below for details.

Scholarship	MBA 2023-25 Batch	MBA 2022-24 Batch	MBAA 2023-25 Batch	MBAA 2022-24 Batch	Total
Need-Based Scholarship	14	11	7	4	
Need-cum-Merit Based Scholarship	131	11	6	3	
Merit-Based Scholarship	4	3	2	1	

Government of India Scholarships

The following Government of India Scholarships are available to the students:

- Central Sector Scholarship Scheme of Top-Class Education for Scheduled Castes Students, awarded by the Ministry of Social Justice and Empowerment
- National Fellowship and Scholarship for Higher Education of ST Students, awarded by the Ministry of Tribal Affairs.
- PM Yasasvi Central Sector Scheme of Top-Class Education in College for OBC, EBC, and DNT Students 2023-24.

A total of **79** students received grants under central scholarship schemes offered by different ministries/departments under the Government of India in 2023–24. Detailed information is shown below.

¹ The mentioned number is indicative and may vary based on the recommendation of the committee

Scholarship Schemes	Fresh	Renewal
Central Sector Scholarship Scheme of Top-Class Education for SC Students	11	8
National Fellowship and Scholarship for Schedule Tribe Students	10	11
PM Yasasvi Central Sector Scheme of Top-Class Education in college for OBC, EBC and DNT students 2023-24	13	10
Total	34	29

Other Government Scholarship Schemes

Other Government Scholarship Schemes	Fresh	Renewal
National Scholarship for Post-Graduate Studies	5	
Department of Backward Classes Welfare (Government of Tamil Nadu)	3	4
Indira Gandhi Single Girl Child Scholarship (University Grants Commission)		1
Scholarship for top-class education for students with Disabilities	2	
Rajashri Shahu Maharaj Merit Scholarship SC students- Deshantangath - Maharashtra	1	
Total	11	5

Other Scholarship Schemes

Apart from the Institute's sponsored and Government of India Scholarships, the following organizations are also providing financial aid to deserving **15** students.

Other Scholarship Schemes	Fresh	Renewal
IDFC First Bank Scholarship	5	10
Total	5	10



AUDITED



2022-24

FINAL PLACEMENT REPORT

**INDIAN INSTITUTE OF
MANAGEMENT KASHIPUR**

LETTER FROM AUDITOR



REF: IAR/PLA/2024-2025/0012

**THE CHAIRPERSON
PLACEMENTS**

**INDIAN INSTITUTE OF MANAGEMENT KASHIPUR,
KUNDESHWARI, KASHIPUR
UDHAM SINGH NAGAR, UTTARAKHAND-244713**

Dear Sir,

Re: Audit of Placement Report for the batch 2022-2024 of Master in Business Administration and Master in Business Administration (Analytics) Programs.

We have audited the data related to remuneration, function, sector and location as presented in the Placement Report prepared by you for the final placement (based on the offers received and accepted on campus) for the batch of Master's in Business Administration and Master's in Business Administration Analytics Program of Indian Institute of Management Kashipur (IIM Kashipur) for 2022-2024.

Infomerics Analytics and Research (IAR) responsibility is to validate the information related to remuneration, function, sector and location provided in the report with the relevant documentation and comment on the Placement Report's conformance with the Indian Placement Reporting Standards (IPRS) Revision 2.2.

In this context, we confirm the following:

1. For the purpose of the audit, we have obtained all the information and explanations which, to the best of our knowledge and belief, were necessary. In our opinion, the Placement Report complies with the Indian Placement Reporting Standards Revision 2.2.
2. The validation of information presented in the report is based on communication received by "IIM Kashipur" from recruiting companies. Infomerics Analytics and Research Private Limited has not independently sourced any information or documentation.

LETTER FROM AUDITOR



3. We have verified the information with respect to job location, function and remuneration presented in the report with communication received from recruiters by recruiters of IIM Kashipur.
- a) The information has been categorized as best as possible under different salary heads as given in the IPRS Revision 2.2; where a break-up was not available, the salary has been considered only as 'Maximum Earning Potential.'
 - b) The data points mentioned under different salary heads are representative of aggregate salary components offered to the candidates.
 - c) Long term benefits like retention bonus, and other long-term benefits to be paid after the first year. Hence, the corresponding amount has been considered for the calculation of 'Maximum Earning Potential.'
 - d) Where information on the job location of some students was missing, the institute has confirmed the details on their location. An official confirmation regarding the job location details has been obtained from the Placement Chair.
4. The acceptance of offers and number of students opting out of the placement process has been established through the written communication by IIM Kashipur.

Best Regards,

TG Uday Kumar
Associate Director
Infomerics Analytics & Research Pvt Ltd

T G
UDAY
KUMAR

Digitally signed
by T G UDAY
KUMAR
Date: 2024.10.18
16:29:52 +05'30'

CHAIRPERSON'S NOTE

We are delighted to release the Final Placement report for the 2022-2024 batch of our flagship Master of Business Administration (MBA) and Master of Business Administration (Analytics) programs.

This year, 190+ organizations participated actively, extending a total of 290+ offers across various domains including Consulting, Finance, HR, Operations, Sales & Marketing, and Strategy. Key sectors represented were BFSI, Consulting, FMCG, IT and Analytics, E-commerce, Manufacturing, Engineering /Technology, and Logistics, among others.

Our students have consistently stood out for their problem-solving and creative thinking abilities, achieving remarkable success in corporate and non-corporate competitions. Notably, 40+ of our students emerged as national-level achievers in prestigious Corporate Competitions, including 3 National Winners, 7 National Finalists, and 31 National Semi-Finalists.

These accomplishments would not have been possible without the unwavering support of our recruiters, who have placed immense trust in the institute. The recruitment drive also welcomed several new organizations to our esteemed list of hiring partners. We extend our sincere gratitude to all the corporate organizations and recruiting partners for their invaluable contributions to this success. We look forward to continued fruitful collaborations in the future.

Warm regards

Dr. Utkarsh

Chairperson, Placement & Corporate Relations



PLACEMENT HIGHLIGHTS

► PROMINENT FIRST TIME RECRUITERS

ABinBev, Aditya Birla Fashion & Retail, Carelon, Cummins, Fourth Energy Partner, GIC Housing Finance, Hero Housing Finance, Hexaware, Jindal Stainless, LeadSquared, LTTS, Nippon India, NSE, Petronet, PwC, SLMG Beverages, TVS Supply Chain, TVS Motors

► PROMINENT LEGACY RECRUITERS

Accenture, Axis Bank, Bank Of America, Cognizant, Capgemini, Deloitte, Digit Insurance, Infosys, ICICI, Leap India, OfBusiness, RBL Bank, Reliance Retail, Tata Steel, Tata Capital, TVS Credit

► DOMESTIC SALARY DETAILS BASED ON MAXIMUM EARNING POTENTIAL (INR)

Highest Maximum Earning Potential : 29.86 lakhs per annum

Average Maximum Earning Potential : 15.04 lakhs per annum

Median Maximum Earning Potential : 15.03 lakhs per annum



CONTENTS

1	Placement Details as per IPRS	7
1.1	Classification of the Entire Placement Pool	7
1.2	Classification Based on Sectors	7
1.3	Classification Based on Function	8
1.4	Classification Based on Location	8
2	Salary Data	9
2.1	Salary Statistics at purchasing power parity (PPP)	9
2.2	Salary head	9
3	Classification of Salary Based on Sector	10
3.1	Base Salary	10
3.2	One Time Cash Component	10
3.3	Total Guaranteed Cash Component	11
3.4	Maximum Earning Potential	11
4	Classification of Salary Based on Function	12
4.1	Base Salary	12
4.2	One Time Cash Component	12
4.3	Total Guaranteed Cash Component	12
4.4	Maximum Earning Potential	13
5	Classification of Salary Based on Location	14
5.1	Base Salary	14
5.2	One Time Cash Component	14
5.3	Total Guaranteed Cash Component	15
5.4	Maximum Earning Potential	15
6	Compliance statement	16

1. PLACEMENT DETAILS AS PER IPRS

1.1 CLASSIFICATION OF THE ENTIRE POOL

Categories	Number of Students
Sought Placement Through Institute	282
Did not seek placement through the institute	27
a. Company - sponsored or already employed	0
b. Continuing education	0
c. Postponing job search	0
d. Entrepreneurship	0
e. Returning to / joining family business	1
f. Sought placement outside the process	21
g. Did not seek placement for other reasons	5
Unplaced, if any	10
Total graduates	319

1.2 CLASSIFICATION BASED ON SECTOR

Sector	Offers Accepted
BFSI	104
Manufacturing	43
Consulting	43
Information Technology (IT)	38
Engineering / Technology	18
Consumer goods (FMCG)	8
Others (Pharmaceutical / Healthcare)	7
Others (Retail)	4
Others (Energy)	4
Others (FinTech)	3
Others (Real Estate)	3
Others (Media / Entertainment)	3
Others (Ebusiness)	2
Others (Market Research)	2
Grand Total	282



1.3 CLASSIFICATION BASED ON FUNCTION

Function	Number of Offers Accepted
Marketing / Sales	81
General Management	44
Product Management	37
Consulting	36
Finance	25
IT & Business Analytics	48
Operations / Supply Chain	6
Human Resources	5
Grand Total	282

1.4 CLASSIFICATION BASED ON LOCATION

Location	Data
Ahmedabad	6
Bangalore	33
Chennai	22
Gurgaon	31
Hyderabad	16
Kochi	2
Kolkata	3
Lucknow	6
Mumbai	64
Navi Mumbai	6
New Delhi	12
Noida	15
Pune	10
Rest of India	16
TBD**	40
Grand Total	282



2. SALARY DATA

2.1 SALARY STATISTICS AT PURCHASING POWER PARITY (PPP)

Categories	Min	Max	Mean	Median	Data
INR Salary (Total Guaranteed cash component)	29028	109654	63868	62893	282
Non INR Salary (Total Guaranteed cash component)	-	-	-	-	-
Overall Salary (Total Guaranteed cash component)	29028	109654	63868	62893	282
INR Salary (MEP)	36284	144487	72793	72718	282
Non INR Salary (MEP)	-	-	-	-	-
Overall Salaries (MEP)	36284	144487	72793	72718	282

AS PER THE PPP CONVERSION RATE FOR 2022 FROM WORLD DEVELOPMENT INDICATORS (WDI) DATABASE OF WORLD BANK.
(LINKS: [HTTP://WDI.WORLDBANK.ORG/TABLE/4.16](http://wdi.worldbank.org/table/4.16))

2.2 SALARY HEAD (INR)

Salary Head	Min	Max	Mean	Median	Data
Basic Salary	600000	1996540	1243593	1214955	282
One time Cash Payment	50000	500000	79668	50004	143
Guaranteed Cash Component	600000	2266540	1320154	1300000	282
Maximum Earning Potential	750000	2986540	1504626	1503083.5	282



3. CLASSIFICATION OF SALARY BASED ON SECTOR

3.1 Base Salary (Domestic INR)

Sector of the employer	Min	Max	Mean	Median	Data
BFSI	900000	1814292	1223558	1214955	104
Consulting	900000	1996540	1285238	1200000	43
Consumer goods (FMCG)	800000	1200000	1096359	1185435	8
EBusiness	1280000	1280000	1280000	1280000	2
Energy	932100	1657827	1155507	1016050	4
Engineering / Technology	800004	1850000	1353222	1316000	18
FinTech	1000008	1500000	1333336	1500000	3
Health	1500000	1500000	1500000	1500000	6
Information Technology (IT)	756684	1600000	1254672	1279998	38
Manufacturing	750000	1700484	1243408	1163400	43
Market Research	1000000	1000000	1000000	1000000	2
Media / Entertainment	600000	800004	733336	800004	3
Pharmaceutical / Healthcare	1553484	1553484	1553484	1553484	1
Real Estate	900000	1000000	933333	900000	3
Retail	869565	1600000	1292391	1350000	4

3.2 One Time Cash Component (Domestic INR)

Sector of the employer	Min	Max	Mean	Median	Data
BFSI	50004	300000	117918	100000	48
Consulting	150000	400000	210000	150000	34
EBusiness	50000	50000	50000	50000	2
Engineering / Technology	56000	200000	80000	56000	6
FinTech	100000	100000	100000	100000	1
Health	200000	200000	200000	200000	6
Information Technology (IT)	100000	200004	148400	120000	25
Manufacturing	100000	300000	137500	100000	16
Market Research	100000	100000	100000	100000	2
Pharmaceutical / Healthcare	500000	500000	500000	500000	1
Retail	150000	150000	150000	150000	2



3.3 Total Guaranteed Cash Component (Domestic INR)

Sector of the employer	Min	Max	Mean	Median	Data
BFSI	900000	1814292	1277982	1214955	104
Consulting	900000	2266540	1451285	1450008	43
Consumer goods (FMCG)	800000	1200000	1096359	1185435	8
EBusiness	1330000	1330000	1330000	1330000	2
Energy	932100	1657827	1155507	1016050	4
Engineering / Technology	800004	1906000	1379889	1316000	18
FinTech	1000008	1600000	1366669	1500000	3
Health	1700000	1700000	1700000	1700000	6
Information Technology (IT)	756684	1700000	1352304	1404546	38
Manufacturing	750000	1700484	1294571	1296375	43
Market Research	1100000	1100000	1100000	1100000	2
Media / Entertainment	600000	800004	733336	800004	3
Pharmaceutical / Healthcare	2053484	2053484	2053484	2053484	1
Real Estate	900000	1000000	933333	900000	3
Retail	869565	1600000	1367391	1500000	4

3.4 Maximum Earning Potential (Domestic INR)

Sector of the employer	Min	Max	Mean	Median	Data
BFSI	1000000	1994536	1511345	1450393	104
Consulting	1000000	2986540	1630924	1600000	43
Consumer goods (FMCG)	800000	1500000	1137500	1200000	8
EBusiness	1810000	1810000	1810000	1810000	2
Energy	1200000	1905506	1439237	1325720	4
Engineering / Technology	800004	2202000	1535321	1400000	18
FinTech	1111008	1616013	1442340	1600000	3
Health	1700000	1700000	1700000	1700000	6
Information Technology (IT)	1000008	1850000	1535602	1575000	38
Manufacturing	750000	1837284	1419536	1550000	43
Market Research	1100000	1100000	1100000	1100000	2
Media / Entertainment	800004	1000008	933340	1000008	3
Pharmaceutical / Healthcare	2302042	2302042	2302042	2302042	1
Real Estate	960262	1500000	1153421	1000000	3
Retail	1000000	1800000	1550000	1700000	4



4. CLASSIFICATION OF SALARY BASED ON FUNCTION

4.1 Base Salary (Domestic INR)

Function	Min	Max	Mean	Median	Data
Consulting	1000000	1888340	1349850	1300008	36
Finance	800004	1814292	1207014	1260000	25
General Management	860544	1996540	1218806	1197950	44
Human Resources	800004	1454543	1268218	1316000	5
IT & Business Analytics	932100	1750000	1362999	1374996	48
Marketing / Sales	600000	1700484	1132709	1053360	81
Operations / Supply Chain	1146600	1850000	1722100	1834000	6
Product Management	900000	1700484	1201321	1214955	37

4.2 One Time Cash Component (Domestic INR)

Function	Min	Max	Mean	Median	Data
Consulting	150000	400000	222800	170000	25
Finance	60000	300000	165000	150000	14
General Management	100000	270000	144815	120000	27
Human Resources	100000	100000	100000	100000	2
IT & Business Analytics	100000	200000	160000	150000	32
Marketing / Sales	50000	500000	111431	50004	35
Operations / Supply Chain	56000	56000	56000	56000	5
Product Management	100000	100000	100000	100000	3

4.3 Total Guaranteed Cash Component (Domestic INR)

Function	Min	Max	Mean	Median	Data
Consulting	1000008	2058340	1504572	1500000	36
Finance	800004	1814292	1299414	1316000	25
General Management	860544	2266540	1307670	1329516	44
Human Resources	800004	1554543	1308218	1316000	5
IT & Business Analytics	932100	1750000	1469666	1499996	48
Marketing / Sales	600000	2053484	1180858	1170870	81
Operations / Supply Chain	1146600	1906000	1768767	1890000	6
Product Management	950000	1700484	1209429	1214955	37



4.4 Maximum Earning Potential (Domestic INR)

Function	Min	Max	Mean	Median	Data
Consulting	1100000	2778340	1679920	1605400	36
Finance	1000000	1814292	1421421	1400000	25
General Management	1000000	2986540	1468167	1500000	44
Human Resources	800004	1699997	1400000	1400000	5
IT & Business Analytics	1100000	1850000	1569769	1619505	48
Marketing / Sales	750000	2302042	1431719	1500000	81
Operations / Supply Chain	1800000	2202000	2122627	2183440	6
Product Management	1000000	1837284	1422669	1450393	37



5. CLASSIFICATION OF SALARY BASED ON LOCATION

5.1 Base Salary (Domestic INR)

Location	Min	Max	Mean	Median	Data
Ahmedabad	1200000	1200000	1200000	1200000	6
Bangalore	900000	1996540	1254019	1260000	33
Chennai	800004	1550000	1166927	1153566	22
Gurgaon	900000	1750000	1354465	1454543	31
Hyderabad	1014996	1850000	1469375	1400000	16
Kochi	1177812	1296375	1237094	1237094	2
Kolkata	800004	1142963	985988	1014996	3
Lucknow	1000008	1280000	1180001	1200000	6
Mumbai	800004	1750000	1232650	1214955	64
Navi Mumbai	800000	1316000	1122000	1150000	6
New Delhi	1000000	1888340	1414471	1500000	12
Noida	600000	1814292	1297482	1472500	15
Pune	800000	1459980	1173499	1200000	10
Rest of India	900000	1700484	1215893	1185435	16
TBD**	750000	1700484	1129525	1100000	40

5.2 One Time Cash Component (Domestic INR)

Location	Min	Max	Mean	Median	Data
Ahmedabad	400000	400000	400000	400000	6
Bangalore	50004	270000	166000	150000	20
Chennai	50004	200004	103335	100000	15
Gurgaon	100000	200000	150000	150000	18
Hyderabad	50004	200000	107273	56000	11
Kolkata	50004	50004	50004	50004	1
Lucknow	50000	50000	50000	50000	1
Mumbai	50004	500000	141740	150000	23
Navi Mumbai	300000	300000	300000	300000	1
New Delhi	50004	200000	127501	100000	8
Noida	50004	100000	75002	75002	2
Pune	50004	150000	135715	150000	7
Rest of India	50000	100000	87500	100000	4
TBD**	50004	300000	165769	200000	26



5.3 Total Guaranteed Cash Component (Domestic INR)

Location	Min	Max	Mean	Median	Data
Ahmedabad	1600000	1600000	1600000	1600000	6
Bangalore	900000	2266540	1354625	1337184	33
Chennai	800004	1700000	1237383	1178568	22
Gurgaon	900000	1750000	1441562	1500000	31
Hyderabad	1065000	1906000	1543126	1525004	16
Kochi	1177812	1296375	1237094	1237094	2
Kolkata	800004	1142963	1002656	1065000	3
Lucknow	1000008	1330000	1188335	1200000	6
Mumbai	800004	2053484	1283588	1214955	64
Navi Mumbai	800000	1600000	1172000	1158000	6
New Delhi	1000000	2058340	1499471	1600000	12
Noida	600000	1814292	1307482	1472500	15
Pune	800000	1459980	1268500	1325000	10
Rest of India	900000	1700484	1237768	1235435	16
TBD**	750000	1700484	1237275	1215268	40

5.4 Maximum Earning Potential (Domestic INR)

Location	Min	Max	Mean	Median	Data
Ahmedabad	1600000	1600000	1600000	1600000	6
Bangalore	960262	2986540	1544040	1550000	33
Chennai	1000004	1958536	1508057	1575000	22
Gurgaon	1119394	2090400	1585240	1699997	31
Hyderabad	1200000	2202000	1745254	1658088	16
Kochi	1307208	1307808	1307508	1307508	2
Kolkata	1000004	1615000	1331135	1378401	3
Lucknow	1000008	1810000	1268335	1200000	6
Mumbai	800004	2302042	1500544	1450393	64
Navi Mumbai	800000	1600000	1200000	1200000	6
New Delhi	1000000	2778340	1708731	1700000	12
Noida	800004	1814292	1468135	1600000	15
Pune	800000	1800000	1466633	1506167	10
Rest of India	1000000	1837284	1388210	1389201	16
TBD**	750000	1958536	1416247	1460510	40



6. COMPLIANCE STATEMENT

This placement report has been prepared as per the Indian Placement Reporting Standards, revision 2.2

The instances where the report deviates from standards and the reasons for them are mentioned below

Deviation from the standards	Reasons
-	-



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AUDITED



2023 - 25

SUMMER PLACEMENT REPORT

**INDIAN INSTITUTE OF
MANAGEMENT KASHIPUR**

CHAIRPERSON'S NOTE

We are delighted to release the Summer Placement report for the 2023-2025 batch of our flagship Master of Business Administration (MBA) and Master of Business Administration (Analytics) programs.

This year, 170+ organizations participated actively, extending a total of 370+ offers across various domains including Consulting, Finance, Product Management, Operations, Sales & Marketing, and Strategy. Key sectors represented were BFSI, IT and Analytics, Ed-Tech, Manufacturing, Engineering /Technology, Consulting, FMCG, and E-commerce, among others.

These accomplishments would not have been possible without the unwavering support of our recruiters, who have placed immense trust in the institute. The recruitment drive also welcomed several new organizations to our esteemed list of hiring partners. We extend our sincere gratitude to all the corporate organizations and recruiting partners for their invaluable contributions to this success. We look forward to continued fruitful collaborations in the future.

Warm regards,

Dr. Utkarsh

Chairperson, Placement & Corporate Relations

PLACEMENT HIGHLIGHTS

► PROMINENT FIRST TIME RECRUITERS

Acclime India, Afforestt, Artha Group, Crossing Hur dles, Gravitas AI, Growloc, IndiaMart, Innova Solutions, KPMG, L&T, Livelong Wealth, Masai Schooll, Mswipe Technologies, NowPurchase, Sciera, ThyssenKrupp Industries, TVS Motors, Wakefit, Whatfix

► PROMINENT LEGACY RECRUITERS

Accenture Technology (ATCI), AICL, Capgemini, Cinepolis, GSK Pharmaceuticals, ICICI Bank, Kreative Kode, Micron, Perceptive Analytics, Puma, Reliance Retail, RoadBounce, Syncl ature, Tata Capital, Tata Motors, TVS Credit, Yes Bank

CONTENTS

1	Placement Details as per IPRS	4
1.1	Nature of Internship	4
1.2	Classification Based on Sectors	4
1.3	Classification Based on Function	5
1.4	Classification Based on Location	5
2	Compliance statement	6

1. PLACEMENT DETAILS AS PER IPRS

1.1 NATURE OF INTERNSHIP

Nature of Internship	With Stipend	Without Stipend	Total
Seeking internship through the institute	294	83	377
Not seeking internship through the institute	71	23	94

1.2 CLASSIFICATION BASED ON SECTOR

Sectors	No. of Offers Accepted
Advertising	27
BFSI	112
Consulting	17
Ecommerce	10
EdTech	42
Energy	19
Environmental Services	10
FMCG/Retail	15
Information Technology (IT)	74
Manufacturing	28
Market Research	5
Media / Entertainment	9
Pharmaceutical / Healthcare	5
Real Estate	2
Travel & Tourism	2
Grand Total	377

1.3 CLASSIFICATION BASED ON FUNCTION

IT & Analytics* also includes Others (Data Analytics)

Function	No. of Offers Accepted
IT & Analytics	54
Consulting	14
Finance	57
General Management	42
Human Resources	2
Marketing / Sales	186
Operations / Supply Chain	19
Product Management	3
Grand Total	377

1.4 CLASSIFICATION BASED ON LOCATION

Location	No. of Offers Accepted
In-Office	278
Remote	99
Grand Total	377

6. COMPLIANCE STATEMENT

This placement report has been prepared as per the Indian Placement Reporting Standards, revision 2.2

The instances where the report deviates from standards and the reasons for them are mentioned below

Deviation from the standards	Reasons
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Executive / Management Development Programs

Building capabilities and enhancing skills is a lifelong process. With the ever-changing dynamics of corporate management, keeping abreast with the latest skill sets has become a need of the hour. To stay relevant and ahead of the competition in the corporate world, Executive/Management Development Programs offered by IIM Kashipur provide an opportunity to learn and upgrade oneself. The content for these programs is designed based on a strong analytical understanding of future market trends. The programs offer dynamic management skill sets that give the participant a head start to take the lead and be an asset at their workplace.

IIM Kashipur understands business challenges and provides learning solutions to help companies and individuals stay ahead of the curve. IIM Kashipur's Executive/Management Development Programs are designed in conjunction with the current business dynamics and translate them to actionable learning content, use of interactive methodology based on case studies, role-plays and simulations, exposure to open discussions and one-on-one coaching along with Experiential Learning helps in bringing out the best business learning for participants.

IIM Kashipur's strength lies in its diverse faculty traits and experience of nearly one decade of training public and private sector executives. Experts from the Corporate sector are also included in the faculty team as and when required to make the programs contemporary and more practical. The MDP programs are either customized in-house/in-company programs designed to suit an organization's specific needs or open programs where participants from different organizations enrol. The Institute has been organizing these programmes for nearly the past eleven years for officers of state and central governments and practising managers of public and private sector organizations.

In essence, the Executive/Management Development Programs offered to epitomize the quest for knowledge that ties together the IIM Kashipur faculty and the industry/corporate through mutual exchange. As a result, IIM Kashipur equips the leaders with not only the tools to build what tomorrow will be but also with the knowledge of today that works effectively.

Customised Management Development Programs

The Institute accepts requests from organizations to conduct customized training programs for their executives at different levels and offers unique programs to suit the business and developmental needs of client organizations. Standard modules from regular MDPs are also combined and adapted, wherever necessary, to suit the requirements of client organizations.

The duration of these programs ranges from three to five days depending upon the variety, magnitude and complexity of topics covered. In the year 2023-24, IIM Kashipur conducted the following MDPs:

Program Name	Client Organization
Management Development Program on Path to Industry 5.0 through Industry 4.0 for the officials of IOCL	Indian Oil Corporation Ltd (IOCL)
Management Development Program on Business Strategy and Financial Performance, Batch 2 for IOCL Officials	Indian Oil Corporation Ltd (IOCL)
Madhyama-I, Mid-career Training Program for the Officials of IOCL, Batch 1, 2, 3, and 4	Indian Oil Corporation Ltd (IOCL)
Mid-career Training Program on Management and Leadership for the Officials of the THDC India Limited, Batch 1, and 2	THDC India Ltd
Management Development Program on Women Leadership for the Officials of IOCL, Batch 1, and 2	Indian Oil Corporation Ltd (IOCL)

Management Development Program on Leadership Development for the LIC Officials	Life Insurance Corporation of India (LIC)
Management Development Program in Hospital Management	Max Healthcare
Behavioral Training Program for IP&TAFS, ITS, and IRRS Officer Trainees	National Institute of Communication Finance, Department of Telecommunications, Ministry of Communications, Govt. of India
Management Development Program on Leadership Development (PRERNA)	V-Guard Industries Limited
Management Development Program on Project Management for PWD Engineers	Public Works Department Uttarakhand

Online Certificate Programs

In the new normal of blurring boundaries between work and personal life, the advent of high-speed internet and enabling technology platforms, online education can be imparted without participants leaving their comfort zones. IIM Kashipur, being a front-runner in Executive education, has forayed into this domain and has been offering online programs since 2017. IIM Kashipur endeavours to provide management education through online mode and prepare participants for dynamic careers in industry across functional areas and an array of topics.

The programs equip participants with strong conceptual and analytical skills to manage businesses in an integrated manner. The emphasis is on developing a holistic manager with a vision to take of the challenges of the future in a socially sensitive manner.

Our online programs thus intend to serve the needs of such professionals who are hard pressed for time to help them acquire new skills, build expertise in a specialized area, update their professional profile for career advancement and broaden their knowledge base. For our Online Certificate Programs logistics, technology, and delivery infrastructure-related issues are taken care of by contractual agreements with other organizations which are competent to do the task. Currently, Bennett Coleman & Co. Ltd – A Times Professional Learning Division (Times TSW), Human Racers Advisory Pvt Ltd (Nulearn), Teamlease Edtech Limited, Univo Edtech Limited, NSE Academy, Zenith Railway Academy, Max Healthcare Institute Limited and Arrina Education Pvt Ltd (Talentedge) provide the required support for sales-marketing and program operations, etc. At present, IIM Kashipur offers two types of Online Certificate Programs:

ONE-YEAR POST GRADUATE CERTIFICATE/EXECUTIVE PROGRAMS

(Ranging between 150 to 400 hours of duration)

EXECUTIVE DEVELOPMENT/CERTIFICATE PROGRAMS

(Ranging between 60 to 140 hours of duration)

EXECUTIVE POST GRADUATE DIPLOMA PROGRAM IN BUSINESS MANAGEMENT

(500 hours or more duration)

One-year Post Graduate Certificate/Executive Programs

One-year Postgraduate Certificate/Executive Programs offered by IIM Kashipur are designed to impart skills that are necessary to thrive in today's corporate environment and are aimed to develop managerial skills of the participants to keep abreast of today's fast-changing business environment using different pedagogical tools such as case studies, simulation, and exercise to deliver the course content. These programs are offered in a mixed mode of synchronous classroom teaching, making use of information and communication technology with a balanced dose of face-to-face physical sessions with the professors at IIM Kashipur campus. The duration of these programs ranges between 150 to 400 hours.

These programmes are offered in direct-to-device (D2D) mode, where competent participants from multiple organizations join a course. The duration of such programs is one year, and a participant can attend the sessions from the convenience of a studio located in his/her city or even from the office or the comfort of their home. Participants are admitted based on selection criteria that fit the professional needs and the rigour of the curriculum of the specific program.

Certification is done following due examination and evaluation process. Academic contents are designed and delivered following state-of-the-art pedagogy by the faculty members of IIM Kashipur with occasional inputs from outside professional experts. These programs have an in-built component of short-duration campus visits. These visits are meant to allow the participants to interact with our faculty members, including the ones who may not have directly participated in each program. These visits are memorable events for our participants as they experience the serene campus life with its bountiful flora and fauna. Participants enrolled under these programs are eligible for the IIM Kashipur Executive Alumni Status.

One-year Post Graduate Certificate/Executive Programs offered by IIM Kashipur in 2023-24:

Program Name	Program offered in association with
Executive Program in Strategy and Leadership, Batch 4	Times Edutech and Events Limited (A Unit of Bennett Coleman & Co. Ltd.)
Post Graduate Certificate Program in Business Management, Batch 1	Times Edutech and Events Limited (A Unit of Bennett Coleman & Co. Ltd.)
Executive Program in Operations and Supply Chain Management, Batch 4	Times Edutech and Events Limited (A Unit of Bennett Coleman & Co. Ltd.)
Executive Program in Operations and Supply Chain Management, Batch 5	Times Edutech and Events Limited (A Unit of Bennett Coleman & Co. Ltd.)
Senior Management Program, Batch 1	Times Edutech and Events Limited (A Unit of Bennett Coleman & Co. Ltd.)
Senior Management Program, Batch 2	Times Edutech and Events Limited (A Unit of Bennett Coleman & Co. Ltd.)
Executive Post Graduate Certificate Program in Rail Management, Batch 1	Zenith Railway Academy
Post Graduate Executive Program in Hospital Management, Batch 1	Max Healthcare Institute Limited

The following are the One-year Post Graduate Certificate/Executive Programs launched by IIM Kashipur in 2023-24: (Programs are yet to start)

Program Name	Program offered in association with
Senior Management Program, Batch 3	Times Edutech and Events Limited (A Unit of Bennett Coleman & Co. Ltd.)
Executive Program in Operations and Supply Chain Management, Batch 6	Times Edutech and Events Limited (A Unit of Bennett Coleman & Co. Ltd.)
Executive Post Graduate Certificate Program in Rail Management, Batch 2	Zenith Railway Academy

Executive Development/Certificate Programs

The Executive Development/Certificate Program offered by IIM Kashipur is a blended program comprising both online and on-campus modules. For the online modules, the primary method of instruction is through LIVE lectures that are delivered online via the internet to participants' desktops/laptops or classrooms. The lectures are delivered by the eminent faculty from IIM Kashipur and professional experts from the industry.

These programs are primarily taught through a combination of class exercises, presentations, take-home exercises, simulations, and case studies. The course content is organized in a way that provides the participants with an introduction to the application of content to various business aspects. There are periodic evaluations built in throughout the course. These may be in the form of a quiz, assignment, exercises, or objective/subjective assessments.

The evaluations are designed to ensure continuous student engagement with the course and encourage learning. Students who successfully clear the same along with the requisite attendance criteria are eligible for the Certificate of Completion. Otherwise, a Certificate of Participation is issued to the participant who fails to fulfil the completion criteria of the course. The duration of these programs ranges between 60 to 140 hours.

The on-campus modules are delivered in classrooms at IIM Kashipur campus. The duration of on-campus modules can be two to five days as per the course demand.

The following are the Executive Development/Certificate Programs offered by IIM Kashipur in 2023-24:

Program Name	Program offered in association with
Executive Development Program in Applied Financial Risk Management, Batch 9	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Advanced Supply Chain Management and Analytics, Batch 2	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Digital Strategy for Organizational Transformation	Times Edutech and Events Limited (A Unit of Bennett Coleman & Co. Ltd.)
Executive Development Program in Advanced Project Management, Batch 4	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Operations Management with Six Sigma, Batch 5	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Operations Management with Six Sigma, Batch 6	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Strategic Human Resource Analytics, Batch 1	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Strategic Management, Batch 15	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Strategic Management, Batch 16	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Strategic Management, Batch 17	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Applied Financial Risk Management, Batch 10	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Advanced Supply Chain Management & Analytics, Batch 1	Human Racers Advisory Pvt Ltd (Nulearn)

The following are the Executive Development/Certificate Programs launched by IIM Kashipur in 2023-24: Programs are yet to start.

Program Name	Program offered in association with
Executive Development Program in Advanced Project Management, Batch 5	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Strategic Management, Batch 18	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Operations Management with Six Sigma, Batch 7	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Advanced Supply Chain Management and Analytics, Batch 3	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Applied Financial Risk Management, Batch 11	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Strategic Management, Batch 18	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Product Management and Digital Brand Analytics, Batch 1	Teamlease Edtech Limited
Executive Development Program in Strategic Marketing Management, Batch 1	Teamlease Edtech Limited
Executive Development Program in HR Analytics and Management, Batch 1	Teamlease Edtech Limited
Executive Development Program in Applied Finance and Investment, Batch 1	Teamlease Edtech Limited
Executive Program in Fintech and Applied Financial Analytics, Batch 1	NSE Academy

Executive Post Graduate Diploma Program in Business Management

In line with the institute's mission, this 14-month PGDBM program is designed exclusively for all mid career professionals aspiring to have a thorough grounding in management. Thoughtfully curated by IIM Kashipur faculty, this program's canvass includes all the functional and cutting edge courses that can prepare the participants for higher managerial and leadership responsibilities. Keeping in mind the professional demands, this program is designed to be a blended program – live sessions with world-class faculty and CXOs and e-learning content – that is well poised to manoeuvre the demanding professional responsibilities along with the expected program rigour.

The program is a blended program comprising both online and on-campus modules. For the online modules, the primary method of instruction will be through LIVE lectures that will be delivered online via the internet to participant's desktops/laptops. The lectures will be delivered by eminent faculty from IIM Kashipur and experts from the industry. The program will be primarily taught through a combination of class exercises, presentations, take-home exercises, simulation and case studies. The program contents are organized in a way that provides the participants with an introduction to the application of content to various business aspects. The on campus module will be delivered in classrooms at IIM Kashipur. This program is offered in association with Times Edutech and Events Limited (A Unit of Bennett Coleman and Co. Ltd.).

International Relations and Consulting

I) International Relations:

1. Events:

International Conference on Marketing Innovation

International Relations and Consultancy (IRC) along with the Marketing Department IIM Kashipur successfully organized the International Conference on “Marketing Innovation” between 16th to 18th December with its partner University Syracuse University, USA.

- Around 85 submissions were received, out of which 40 papers were selected.
- 48 people registered for the conference from international and national institutions of repute including Drexel University, USA; Marymount University, USA; Rabat Business School, Morocco; IIM Ahmedabad, IIM Indore; IIM Amritsar, IIM Raipur, IIM Ranchi; IIT Delhi, IIT Madras, IIT Kanpur; IIT Kharagpur; IIFT Delhi; NIT Trichy; Delhi Technological University (DTU); NSUT Delhi; BITS School of Management; Rajiv Gandhi Central University; MANIT Bhopal; AMU Aligarh; Amrita University; CIT Kokrajhar Assam; Manipal University Jaipur; Jaipuria School of Business; Christ University Delhi NCR; Graphic Era Dehradun; and Doon University.
- An extensive line up of prominent international and national academicians, researchers, and practitioners as speakers was arranged.



Padma Bhushan Shri D. R. Mehta,
BMVSS Jaipur Foot.
Keynote speaker

Prof. Nirmalya Kumar,
Lee Kong Chian, Professor of Marketing
Singapore Management University.
Keynote speaker



Prof. Charles Noble
Professor of Business, Knoxville's Haslam College of Business,
Editor Journal of the Academy of Marketing Science
Speaker Meet the Editor Session

Prof. Srihari Sridhar,
Editor in Chief of the Journal of Marketing
Speaker Meet the Editor Session





Prof. Alina Sorescu,
Professor of Marketing, Mays Business School,
Texas A&M University, **Co-editor of the International Journal of Research in Marketing**
Speaker Meet the Editor Session

Prof. K. Sivakumar,

Arthur Tauck Chair and a Professor of Marketing at Lehigh University.
Speaker for the Paper Development Workshop



Prof. Anand Jaiswal,
Professor Marketing,
IIM Ahmedabad.
Special Speaker paper address

Prof. S.P. Raj,

Distinguished Professor and Chair of the Marketing Dept.
Whitman School of Management.
Director of the Earl V. Snyder Innovation Management Centre.
International Patron for conference



Model United Nations

The IRC student body conducted online Model United Nations. Around 36 students participated in the event from various institutions across India like IIM Indore, IIM Ranchi, IIT Madras, IIM Jalandhar among others.

2. Student Exchange:

Long -term exchange program

Under the long-term exchange program, 7 students successfully completed their Vth semester at our international partners in Europe - ESDES, France, ALBA Graduate Business School, Greece, and Turiba University, Latvia.

Short- term exchange program with ALBA

-term exchange program with ALBA Graduate Business School is planned between 1st April- 13th April

The short

2024. Around 35+ students (out of total 58 students who have applied for the program) will participate in the exchange.

3. International Collaborations:

- Renewal of MoU with the ALBA Graduate School of Business, Greece and Salford University, UK, for 3 more years.
- MoU was proposed with Technology University of Munich (TUM), ranked No. 1 in Germany and No. 37 in the World in QS World University rankings 2023 for a short-term exchange. The MoU was shared by TUM but IRC could not go ahead with signing as student numbers were not enough to balance the program costs. Ongoing talks for extending this MoU for coming year 2024-25.
- Ongoing communication with Rabat Business School Morocco for MoU.
- Focus on exploring collaborations in Europe

II) Consulting:

Consultancy with the Government of India, Ministry of Commerce and Industry, Department of Commerce

Project titled “Evaluation Study of Interest Equalization Scheme” was floated by Government of India, Ministry of Commerce and Industry, Department of Commerce. A team of 4 professors from IIM Kashipur comprising of Prof. Abhradeep Maiti, Prof. Kunal, Prof. Gyasuddin Ansari, and Prof. Jagdish Prasad Sahu, have expressed interest. The consultancy amount will be Rs. 24 Lakhs 50 thousand

Consultancy with Forest Conservation Department, Haldwani.

Prof. Somnath Chakraborti and Prof. Preeti Narwal have been awarded the project titled “Market survey of Important Timber wood”. The work will start after the signing of the MoU. The consultancy amount will be Rs. 23 Lakhs 40 thousand.

Consultancy with International Fund for Agricultural Development, United Nations

Prof. Safal Batra undertook the project “Strategic plan for agricultural development in J&K Srinagar”. The consultancy amount was Rs 12 Lakhs.

Consultancy with NABARD

Prof. Safal Batra undertook “Impact Evaluation Study (IES) of 13 completed FPOs and watershed project for NABARD”. The consultancy amount was Rs 3,24,500/-.

Prof. Safal Batra undertook “Impact Evaluation Study (IES) of 5 completed FPOs for NABARD”. The consultancy amount was Rs 4,72,000/-.

Centre of Excellence in Public Policy and Government (COEPPG)

The Centre of Excellence on Public Policy and Government is dedicated to research, training, and promoting best practices in public policy and governance. Such centres often aim to enhance the capacity of government institutions, improve public service delivery, and foster innovation in policy making processes. The Institute established the Centre of Excellence on Public Policy and Government (COEPPG) at IIM Kashipur to create a platform that connects policymakers, government agencies, civil society, industry, and academia, facilitating scholarly research, public policy studies, and capacity-building activities.

Since it was founded in 2014, the Centre has undertaken several key projects and programs in specialised areas such as disaster management, sustainable management (Green MBA), judicial service delivery, open-access legal education, gender diversity in the corporate sector, and preventing violence against women. By integrating action research, training, and advisory services focused on thematic public policy analysis, the Centre has carried out numerous projects funded by The World Bank, the Indian Council of Social Science Research (ICSSR), Shastri Indo-Canadian Institute, the National Commission for Women, Ministry of Housing and Urban Affairs, and other departments of both central and state governments.

Doctoral Programme in Public Policy

During this period, one of our research scholars was upgraded to a Senior Research Fellowship by the University Grants Commission (UGC). Another scholar has finished his course work and is awaiting the senior fellowship from the commission. The Centre's primary interest in the doctoral programme has been the smart city governance concept that refers to an urban development approach incorporating digital technology, data, and innovation to enhance the quality of life for citizens, improve urban services, and promote sustainability. An evaluation study sanctioned to the Centre by the Ministry of Housing and Urban Affairs also focuses on the role of consulting agencies in implementing the Smart City Mission in India.

ICSSR Special Call Research:



The Centre successfully completed a major research project on **"Addressing Gender Discrimination through Sukanya Samriddhi Yojana in North India: A Study of Delhi NCR, Punjab, Haryana, and Uttarakhand"** during this period. The Sukanya Samriddhi Yojana (SSY) was launched by the Government of India in 2015 as an important component of the Beti Bachao Beti Padhao [Save the daughter, educate the daughter] scheme. This research undertook a multi-dimensional investigation to understand the Sukanya Samriddhi Yojana (SSY), examining the implementation of this scheme across four states in India: Delhi NCR, Punjab, Haryana and Uttarakhand. This empirical public policy evaluation project examined the overall impact, relevance, effectiveness, and sustainability of the SSY and the impact on the lives of both beneficiaries (girlchild) and the investors (parents/guardians). Centre of Excellence in Public Policy and Government (COEPPG) at IIM Kashipur conducted this study with

funding from the Indian Council of Social Science Research (ICSSR). It was a collaborative study with three partner institutions - Delhi University, Panjab University and Kurukshetra University.

Our study found that there is a positive social impact of the Sukanya Samriddhi Yojana (SSY) in supporting the education of girl children and improving the child sex ratio in the Delhi-NCR, Punjab, Haryana, and Uttarakhand regions. It highlights the growing interest in saving for girls' education, driven by high interest rates and tax exemptions, leading to financial security. Post offices have emerged as popular venues for SSY accounts, and

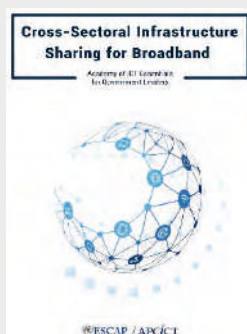
there is a need for greater contributions from marginalised populations. Overall, the SSY has positively influenced underprivileged groups, enhancing their financial security and educational opportunities, though some states face challenges in monitoring and sustaining the program effectively.

Review of the Impact of India's G-20 Presidency

COEPPG, in collaboration with South Asian University, New Delhi, organised an international workshop in September 2023 on "Review of the Impact of India's G-20 Presidency on Gender Mainstreaming in the Attainment of Climate Justice" in collaboration with South Asian University (SAU), New Delhi. India's G-20 presidency marked a significant opportunity to integrate gender perspectives into the global climate agenda. The presidency focused on policies that empower women and promote gender equality while addressing climate change challenges. By recognising the critical role of women in climate action, fostering inclusive policies, and enhancing collaborative efforts, the presidency laid a foundation for advancing gender equity in global climate discussions.



International Partnerships



On the global front, COEEP partnered with the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) to attend the Dialogue Session on Sub-regional Trends and Priorities for ICT Capacity Building held in November 2023 in Manila, Philippines. UNESCAP's framework on Sub-regional Trends and Priorities for ICT Capacity Building emphasises the critical role of information and communications technology in fostering sustainable development across Asia and the Pacific. Recognising the digital divide, the Centre joined various academic initiatives to enhance digital literacy, improve access to high-speed internet, and promote inclusive digital economies, particularly for marginalised communities. The COEPPG is an academia member of the International Telecommunication Union (ITU), the United Nations specialised agency for information and communication technologies (ICT). This partnership allowed it to study policies that advocate for integrating sustainability into ICT policies, ensuring that capacity-building efforts align with environmental goals. By promoting these priorities, COEPPG seeks to empower local communities and governments to harness the transformative potential of ICT for economic growth and social equity in the region.

Uttarakhand Economic Survey



Since 2020, the Centre contributed to the Uttarakhand Economic Survey (Volume II) published by the Uttarakhand Department of Economics and Statistics (DES) every year. This year also the report covered the policy and institutional changes implemented during the year, along with measures adopted, challenges faced, and ongoing difficulties in contributing to the goal of doubling the state economy, specifically focusing on the education sector. The report also highlights progress on various fronts, including policies, programs, institutional development, schemes, and human resource development within the education sector, reflecting

a comprehensive approach to educational improvement and economic growth. However, ongoing challenges must be addressed to achieve sustainable contributions to the state's economic objectives.

FIED

IIM Kashipur FIED is a Sec.8 company incorporated on 09th March 2018 under the Companies Act, 2013. Foundation for Innovation and Entrepreneurship Development (FIED) is the incubation center of IIM Kashipur with an objective to nurture and strengthen the entrepreneurship ecosystem of India. It is fully owned & hosted on the campus of IIM Kashipur with a dedicated space of 20,000 square feet. FIED incubates the most promising startups of India in the domain agriculture, education, healthcare, logistics & supply chain, green energy, waste management, tourism and hospitality, social entrepreneurship and sustainable development goals. It supports start-ups in finetuning the business idea, developing a minimum viable product, making short and long-term business plans, providing market connections for products/services, connecting to angel investors/early-stage venture capital firms for seed funding, facilitating in business collaborations and help in growing from seed to series funding level.

Key Partners



कृषि एवं किसान
कल्याण मंत्रालय
MINISTRY OF
AGRICULTURE AND
FARMERS WELFARE



उद्योग संवर्धन और आंतरिक व्यापार विभाग
DEPARTMENT FOR
PROMOTION OF INDUSTRY AND
INTERNAL TRADE



उत्तराखण्ड राज्य



उत्तराखण्ड ग्राम्य विकास समिति (UGVS)



Startup
Uttarakhand

#startupindia



नेत्राग्रि नावधीनपारु

NSR
CEL

Recognition Received on Innovation

Achieving rating of Four Stars In IIC:

IIM Kashipur has achieved a remarkable milestone, securing 4 stars in the Institute Innovation Council's annual rating. This accolade positions it as the top institute among six participating IIMs and ahead of 22 IITs. The Institute Innovation Council, a Ministry of Education initiative, fosters innovation and entrepreneurship activities among Higher Education Institutes (HEIs). IIM Kashipur's highest rating underscores its dedication to promoting a culture of innovation and entrepreneurial spirit within the institution.



Key Programs to Support Startups at FIED

Sahas & Saksham 5.0

In April 2020, amidst the turmoil caused by the Covid-19 pandemic, IIM Kashipur FIED launched the Sahas program, a pre-seed Agripreneurship Orientation Program (AOP) under the Rashtriya Krishi Vikas Yojana Remunerative Approaches for Agriculture and Allied Sector Rejuvenation (RKVY-RAFTAAR). This important initiative, supported by the Ministry of Agriculture and Farmer's Welfare (MoA & FW), aims to improve infrastructure in agriculture and allied sectors. Sahas focuses on promoting Agripreneurship and Agribusiness by offering financial support and nurturing the incubation ecosystem. From March 2023 to March 2024, RABI (RKVY-RAFTAAR) assisted 13 startups in raising a total of 1.35 crores. Through the Sahas program, 9 pre-seed stage startups underwent a rigorous selection process and were awarded a total of 45 lakhs. Through Saksham program, 4 startups were awarded a total of 90 lakhs as funding.



Drishti 4.0

This program helps startups with prototypes to scale and become market-ready for commercialization. It supports two types of startups: those with completed prototypes seeking pilot runs, and those with final products ready for commercialization. FIED received 23 applications from across India and selected 21 startups for incubation.

Biz Quest

Biz Quest, a thrilling business plan competition, was organized by IIM Kashipur FIED & ECell. It offered participants a distinctive chance to showcase their groundbreaking ideas, connect with industry leaders, and compete for the prestigious top prize of ₹7,500. Over ten higher education institutions from various parts of Uttarakhand participated in this event.



Shri Ann Mahotsav-Millet Mela

Under the guidance of the Director of IIM Kashipur, IIM Kashipur FIED participated in a meeting aimed at ensuring the effective management and smooth conduction of the Millet Mahotsav. This meeting, which included other higher educational institutions and industries from Uttarakhand, was chaired by the Honorable Agriculture Minister of Uttarakhand. At the request of the Directorate of Agriculture, Uttarakhand, IIM Kashipur facilitated a startup showcase at the event. 15 startups from IIM Kashipur FIED, all focused on innovative Agri-based solutions, participated in the Anna Mahotsav. This event was conducted by the Directorate of Agriculture, Uttarakhand, in collaboration with the Ministry of Agriculture and Farmers' Welfare.



Agricultural Entrepreneurship Consortium

An Agri Consortium of Higher Education Institutions is a network of higher education institutions and agri-business incubation centers. It supports agriculture-focused startups through training, education, research, and innovation, addressing common challenges and leveraging resources. By fostering collaboration, the consortium aimed to advance the agricultural startup ecosystem, contributing to sustainable and resilient agricultural systems.



Higher education institutions participated in Agricultural Entrepreneurship Consortium-

- ICAR-IARI New Delhi
- IIM Sirmaur
- CCS NIAM, Jaipur
- IGKV Raipur
- G B Pant University of Agriculture & Technology
- IVRI Bareilly
- ANGRAU Tirupati
- VCS Garhwali University of Agriculture, Pauri

Hub & Spoke Model of Entrepreneurship

The Hub & Spoke model has been adopted to implement strategic interventions aimed at developing a leading edge startup and incubation support system in Uttarakhand. Under this model, IIM Kashipur FIED acts as the Hub, providing state-of-the-art infrastructure and world-class incubation facilities to satellite centers functioning as Spokes, as well as to students, startups, and incubators across Uttarakhand. The Hub will play a pivotal role in enhancing the capacity of satellite incubators to be established at the district level. In this year, IIM Kashipur FIED has initiated collaboration by signing a letter of intent with five government engineering colleges in Uttarakhand: Seemant Engineering Institute-Pithoragarh, BTKIT-Almora, Institute of Technology-Chamoli, and Tehri Hydro Institute of Engineering & Technology New Tehri, AKIT Tanakpur.



Startup Bootcamp

In an effort to foster student-based startups across various districts of Uttarakhand, IIM Kashipur FIED organized four startup bootcamps in districts including Udham Singh Nagar, Bageshwar, Nainital, and Pithoragarh, in collaboration with the district innovation committees of each respective district. These bootcamps provided intensive training programs aimed at cultivating crucial entrepreneurial skills like idea generation, business model formulation, market analysis, pitching, and fundraising. These skill sets are essential for aspiring entrepreneurs in Uttarakhand, empowering them to transform their innovative concepts into thriving ventures.



The necessity for Startup Bootcamps in Uttarakhand lies in their pivotal role in nurturing and accelerating the region's startup ecosystem. These bootcamps equip entrepreneurs with essential skills, resources, and networks, fostering innovation, job creation, and economic development. With a focus on areas like rural development and social impact, they address the unique socio-economic challenges of Uttarakhand. The structure of these bootcamps involves intensive training sessions, mentorship, and pitching events, empowering participants to refine their ideas and business models.

World Entrepreneurs Day

To honor entrepreneurship and individuals venturing into entrepreneurial pursuits worldwide, August 21 is commemorated as 'World Entrepreneurs Day' annually. This day celebrates the pivotal role played by entrepreneurs in generating employment opportunities and fostering economic growth across diverse industries globally.

In observance of this occasion, IIM Kashipur FIED organized an event, welcoming women rural entrepreneurs from Kashipur and nearby areas to share their entrepreneurial journeys and the challenges they encountered in managing their women led ventures. These women entrepreneurs exemplified group entrepreneurship, where self-help groups collaborate in operating enterprises, with responsibilities shared among members. These enterprising women set up stalls at the cafeteria of IIM Kashipur, where students enthusiastically purchased their products, expressing admiration for the hard work and dedication demonstrated by these women entrepreneurs.



Uttishtha-2024

Uttishtha 2024, an annual Entrepreneurship Summit jointly organized by the Foundation for Innovation & Entrepreneurship Development (FIED) and E-Cell IIM Kashipur, unfolded on January 27th and 28th, 2024. With the theme "Gateway to Innovation" and backed by the Department of Agriculture and Farmer Welfare, the summit drew an impressive crowd of over 10,000 attendees, marking it as a standout E- Summit. The inaugural day of Uttishtha was packed with three dynamic events. Udaan 7.0, a nationwide B-Plan Competition, saw participation from renowned B- schools. Simultaneously, Hult Prize 2024 hosted an intra-college B-Plan competition, while Scaleup Pitchathon 2024 presented a live startup challenge. Collectively, these events received over 500 registrations, showcasing a diverse pool of entrepreneurial talent and innovation.



The second day of Uttishtha, held on January 28th, was a vibrant and engaging affair, offering a wide range of events and activities tailored to a diverse audience. Highlights included a Startup Expo, delectable Food Stalls, captivating Cultural Events, informative Career Counselling sessions, an Entrepreneurship workshop, and valuable MBA Insights.

Business Plan Development Training



The Rural Enterprise Acceleration Project (REAP), in collaboration with Uttarakhand Gramya Vikas Samiti and IIM Kashipur FIED, conducted a six-day training program from 18th March 2024 to 23rd March 2024, aimed at empowering rural entrepreneurs in Uttarakhand. The program, attended by 50 participants from various districts, focused on developing business plans tailored to rural enterprises.

Covering topics such as market analysis, financial planning, operational management, and marketing strategies, the training employed a diverse methodology including classroom lectures, case studies, group discussions, exercises, and presentations. An outdoor

nature visits and evening dinner provided networking opportunities.

Women Support System

The Women Startup Program at IIM Kashipur, hosted by the Foundation for Innovation and Entrepreneurship Development (FIED), is dedicated to empowering ambitious and innovative women entrepreneurs by helping them turn their ideas into successful business ventures. This program is specifically designed to enhance the entrepreneurial and managerial skills of women leading early-stage and ideation-stage ventures. It provides essential business knowledge through a Massive Open Online Course (MOOC) for entrepreneurs to build their initial ideas. Following the MOOC, selected candidates enter a hybrid pre-incubation program, receiving business training to develop their prototypes. IIM Kashipur collaborates with NSRCEL at IIM Bangalore as a co-incubation partner, supported by a CSR initiative from Kotak Mahindra Bank Limited, with a focus on product development and scaling. A total of 8 women led startups have been incubated under this program in the sectors of waste management, women empowerment, eco-tourism, art and crafts.



Media Highlights

एग्री मेला स्टार्टअप एक्सपोज़ का शुभारंभ

बेहतरीन स्टार्टअप ने अपने विचारों को किया साझा, 100 से अधिक स्टार्टअप प्रतिभाग कर रहे हैं देशभर के

आईआईएम

काशीपुर, संवाददाता। भारतीय प्रबंध संस्थान (आईआईएम) काशीपुर में कृषि एवं कृषक कल्याण मंत्रालय भारत सरकार के सहयोग से दो दिवसीय एग्री मेला स्टार्टअप एक्सपोज़ का शुभारंभ हुआ। इस दौरान देशभर से आए कुछ बेहतरीन स्टार्टअप ने अपने विचारों को साझा किया। साथ ही आईआईएम फीड के कार्यों और उपलब्धियों पर भी प्रकाश डाला गया।

शनिवार शाम आईआईएम परिसर में एग्री मेला का डायरेक्टर प्रो. कुलभूषण बलूनी ने दीप जलाकर किया। उन्होंने कहा कि आईआईएम काशीपुर फीड हर वर्ष यह कार्यक्रम आयोजित करता है। इसका उद्देश्य देश और राज्य के अच्छे स्टार्टअप को चुनकर सामने लाना है। साथ ही उन स्टार्टअप को अपने उत्पादों का प्रदर्शन करने के लिए मंच देना है। आईआईएम के एसोसिएट प्रोफेसर सफल बत्रा ने फीड द्वारा किए गए कार्यों व उपलब्धियों पर प्रकाश डाला। कहा कि पिछले पांच वर्षों में



काशीपुर आईआईएम में शनिवार को एग्री मेले का दीप जलाकर शुभारंभ करते डायरेक्टर प्रो. कुलभूषण बलूनी। • हिन्दुस्तान

फीड ने लगभग 190 स्टार्टअप को सहयोग किया है। कार्यक्रम में देशभर के 100 से अधिक स्टार्टअप प्रतिभाग कर रहे हैं। इसमें से 50 से अधिक उत्तराखंड के हैं। फीड के प्रमुख इंडस्ट्री पार्टनर केवीएस ग्रुप के प्रबंध निदेशक देवेन्द्र अग्रवाल ने कहा कि उद्योग आईआईएम में उद्यमिता के क्षेत्र में नए प्रयास को बढ़ावा दे रहे हैं।

एग्री नेक्स्ट कृषि स्टार्टअप के संस्थापक रजत वर्द्धन समेत अन्य

बेहतरीन स्टार्टअप ने अपने विचारों को साझा किया। कार्यक्रम का इस वर्ष का विशेष आकर्षण फ्रेड्स ऑफ फीड रहा। इसमें स्टार्टअप और उद्यमिता को सहयोग करने वाली संस्था, उद्यमिता उद्योग और स्टार्टअप साथ रहे। बताया कि कार्यक्रम की सहयोगी संस्था एसबीआई, नाबार्ड, केवीएस ग्रुप, एसपीएनजी, देवार्पण फूड्स, नैनी ग्रुप, फ्लेक्सी टफ और केवीआर हॉस्पिटल फ्रेड्स ऑफ फीड हैं, जो कई वर्षों से

उत्तराखंड और आसपास के क्षेत्रों में स्टार्टअप और उद्यमिता को बढ़ावा देने के लिए फीड का सहयोग कर रहे हैं।

विजेता स्टार्टअप क्षम इनोवेशन को मिली एक लाख की धनराशि: कार्यक्रम के दौरान देशभर से आए स्वास्थ्य एवं वेस्ट मैनेजमेंट पर काम कर रहे तीन चुनिंदा स्टार्टअप क्षम इनोवेशन, स्मार्ट ग्राम व मिरीकी इको सॉल्यूशंस ने स्टेज पर अपने स्टार्टअप को खड़ा करने के अनुभव ज्यूरि सदस्यों

चार संस्थाओं के बीच हुए एलओआई पर हस्ताक्षर

कार्यक्रम में आईआईएम फीड द्वारा उत्तराखंड में हब एवं स्पोक मॉडल की ओर एक कदम आगे बढ़ाया गया। फीड द्वारा उत्तराखंड के चार प्रौद्योगिकी संस्थान बीटीकेआईटी द्वाराहाट, टीएचडीसी-आईएचडीटी टिहरी, आईटी गोपश्वर, एसआईटी पिथौरागढ़ के साथ एलओआई (आशय पत्र) पर हस्ताक्षर किए गए। इसके तहत फीड चारों संस्थाओं में उद्यमिता एवं स्टार्टअप को बढ़ावा देने के लिए कार्य करेगी।

के समक्ष पेश किए। इसमें विजेता क्षम इनोवेशन को एक लाख रुपये और स्मार्ट ग्राम व मिरीकी इको सॉल्यूशंस को 25-25 हजार की धनराशि देकर पुरस्कृत किया गया। वहीं फ्रेड्स ऑफ फीड के तौर पर एसबीआई, नाबार्ड व अन्य को भी सम्मानित किया गया। वहीं उड़ान बिजनेस प्लान कंपटीशन के विजेताओं को भी पुरस्कार दिए गए। कार्यक्रम में चुने गए 13 एग्री स्टार्टअप को 1.35 करोड़ की फंडिंग स्वीकृत की जाएगी।

INDIAN INSTITUTE OF MANAGEMENT KASHIPUR NAVAASHAY- DESIGN INNOVATION CENTRE 2023-2024

The Design Innovation Centre (DIC) 'Navaashay' at IIM Kashipur, Uttarakhand, India, was established in 2018 under the Ministry of Education's National Initiative of Design Innovation scheme. It operates under a Hub and Spoke model, with IIM Kashipur as the spoke and IIT Roorkee (Hub), NIT Uttarakhand, and GBPUA&T Uttarakhand as spokes. Navaashay is a centre for education, training, design led research and consultancy promoting a multidisciplinary approach to solving problems. It aligns with IIM Kashipur's mission to foster knowledge through research and develop innovative, socially conscious leaders and entrepreneurs focusing on regional and national impact.

July - September 2023

Workshops on Design Thinking and Innovation in Schools:

Sri Dashmesh School, Bazpur (August 2023)

The Design Innovation Centre 'NAVAASHAY' at IIM Kashipur, as part of the Himalayan Education Learning Program (HELP), conducted a workshop with 22 participants. The goal was to introduce design thinking principles and encourage participants to innovate.



Doon Convent School, Haldwani (September 2023)

Another workshop was held for 43 students, showcasing real-life applications of design thinking across industries. The interactive sessions, filled with stories and activities, provided an engaging learning experience.



October - December 2023

Follow-up Review Meeting (October 2023):

A review meeting was held with Prof. Kulbhushan Balooni, Director of IIM Kashipur, to assess the progress of the 'NAVAASHAY' Design Innovation Centre and plan future steps.



Special Sessions on Design Thinking (December 2023):

Mr. Mandeep Singh Toor from TinkerLabs conducted hands-on sessions for MBA students at IIM Kashipur, focusing on practical applications of the design thinking process.

Avishkar 2.0 - State-level Robotics Event (December 2023):

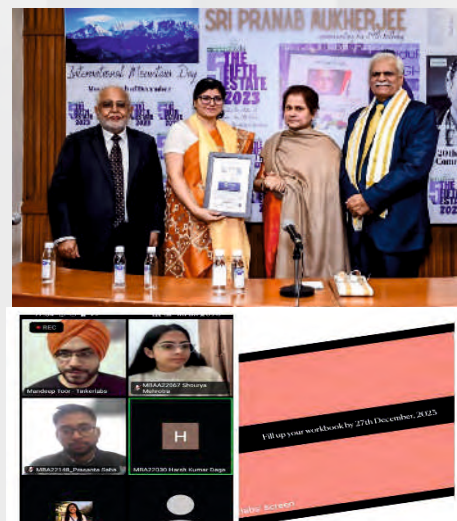
The Centre, in collaboration with ATL and The Gurukul Foundation School, organized a state-level robotics event, 'Avishkar 2.0,' with 160 students from 12 schools participating in innovative robotics projects.



INDIAN INSTITUTE OF MANAGEMENT KASHIPUR NAVAASHAY- DESIGN INNOVATION CENTRE 2023-2024

Recognition and Awards:

'NAVAASHAY' received the Sri Pranab Mukherjee Himalayan Fifth Estate Commendation 2023 at The Himalayan 5th Estate event in New Delhi. The award, presented by Smt. Omita Paul, MD of the Pranab Mukherjee Foundation, recognized the Centre's innovative contributions.



January - March 2024

Design Impact Movement by Titan (January 2024):

In collaboration with TinkerLabs, the Centre launched the Design Impact Movement, focusing on developing sustainable solutions in healthcare, sustainability, and agriculture. Seven teams with 29 students participated in this initiative.

Development of 'Earlysense' Prototype:

The Centre supported Team Revengers, winners of the Reliance TUP-9.0 2024 competition, in creating the 'Earlysense' prototype—an AI-powered, non-invasive 3D breast cancer imaging device with 98% accuracy.

Continued Design Thinking Sessions (March 2024):

Further sessions on design thinking and innovation were conducted for 150 MBA students, again led by Mr. Mandeep Singh Toor, reinforcing practical business innovation skills.

Workshops on Design-Led Business Innovation:

Workshops were held at Gyanarthi Media College and The Gurukul Foundation School in March 2024, aiming to instil skills in design thinking-led innovation under the HELP initiative.



Additional Achievements:

- MoU with Atal Tinkering Lab (ATL):**

An MoU was signed between DIC IIM Kashipur and ATL at The Gurukul Foundation School to promote innovation, creativity, and entrepreneurship by nurturing a design mindset and computational thinking in ATL-enabled schools.



Chaitya Library

Through its modern collection of knowledge resources and innovative information services, the library plays a vital role in supporting the intellectual pursuits of the academic community.

IIM Kashipur Library is a hybrid library with state-of-the-art technological applications; to achieve this goal, it has provided services to its clientele, such as e-databases. The online databases are made available through the Institute's network. Users can access online databases and find the real-time availability of library materials from their computer terminals. The library offers various information services that are set to the highest professional standards.

The library adopts all the modern techniques for generating, storing, processing, and disseminating information. In achieving this goal, the library has been providing services such as WEB OPAC Services, interlibrary resource sharing, automated circulation, email alert services, cyber lab services, and other services to its clientele required for the smooth functioning of a modern library.



The library is fully computerized using Koha's library management software (latest version). The RFID System has already been installed for surveillance circulation and other operations. The library is connected to high speed internet & intranet of the IIM Kashipur network, which plays a vital role in quenching the thirst of the academic community in their intellectual pursuits from within the allotted library budget.

It continues to be the hub of all research and academic activities of IIM Kashipur and plays a significant role in facilitating the creation and dissemination of knowledge. It offered various services, including reference, consultation, membership and circulation, document delivery, resource sharing, and information alert services.

Collection, Development, and Management:

Collection building is one of the essential functions of the library, and it supports academic and research scholars and students. The library collection comprises books, journals, databases, theses, reports, standards, and other reading materials in management and its allied subjects—the library's total collection as of 31st March 2024. The holdings of the library of various information resources are given in the tabular form:

Table 1: Holdings of the library of various information resources

Particulars	No of Items added during the F/Y 2023-24	Items as on 31.03.2024
Printed Books*	764	11431
e- Books	224	6158
Bound Volumes of Periodicals	-	799
Theses	6	31
Project Reports	-	628
CDs / DVDs	-	103
Current Subscription to Journals Print+ Online	1905	13037
Magazines	-	16
News Papers print	-	11

* Includes books received on gratis.

Procurement of Library Material:

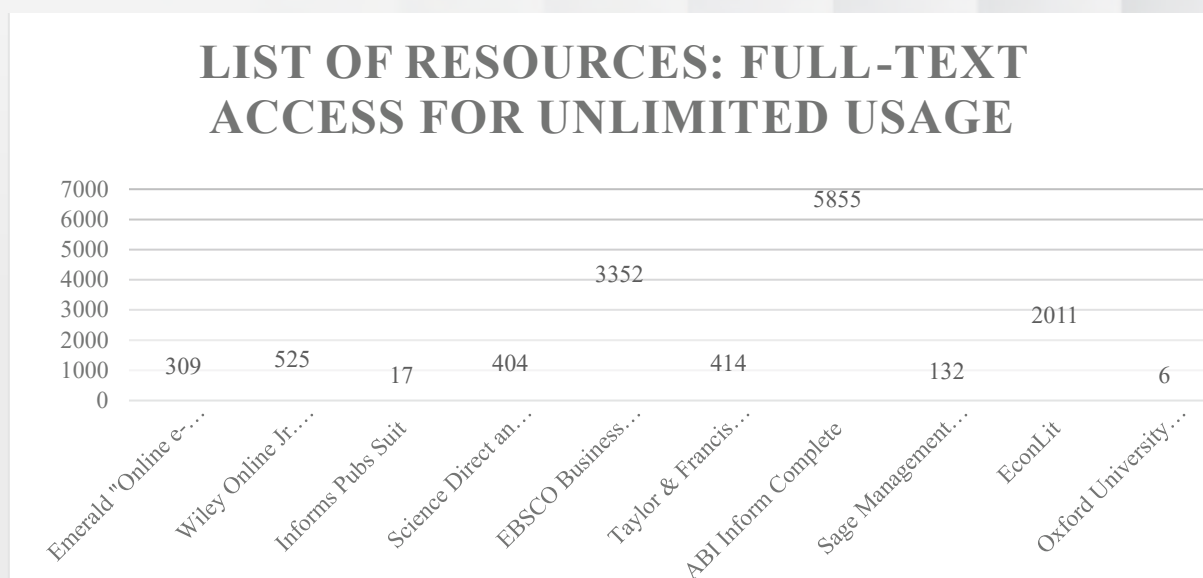
In the fiscal year 2023 -24, the library expanded its collection by adding 764 new books valued at INR 1,075,015, including books received as gifts.

Full-Text e-Journal Access through IIM, Kashipur Arrangements:

IIM Kashipur is also subscribing to several full-text online e-journal databases for unlimited usage. The details are given below in tabular form.

Table 2: List of Resources: Full-Text Access for Unlimited Usage

Publisher	No of Titles
Emerald "Online e-Shodh Sindhu e Journals Collection	309
Wiley Online Jr. Database of core and custom collection	525
Informa Pubs Suit	17
Science Direct an Online Journals Database (04 Subject Collection)	404
EBSCO Business Source Ultimate is an online database	3352
Taylor & Francis Online Jr. Database	414
ABI Inform Complete	5855
Sage Management & Organization Studies Subject collection	132
EconLit	2011
Oxford University Press Online Jr. Collection	06

Fig 2: Graphical representation of e-journal databases full-text access for the users**Bibliographic / Factual Databases:**

The library has full access to several bibliographical/factual databases for unlimited Usage. Details are given below: -

Table 3: List of Bibliographic Databases

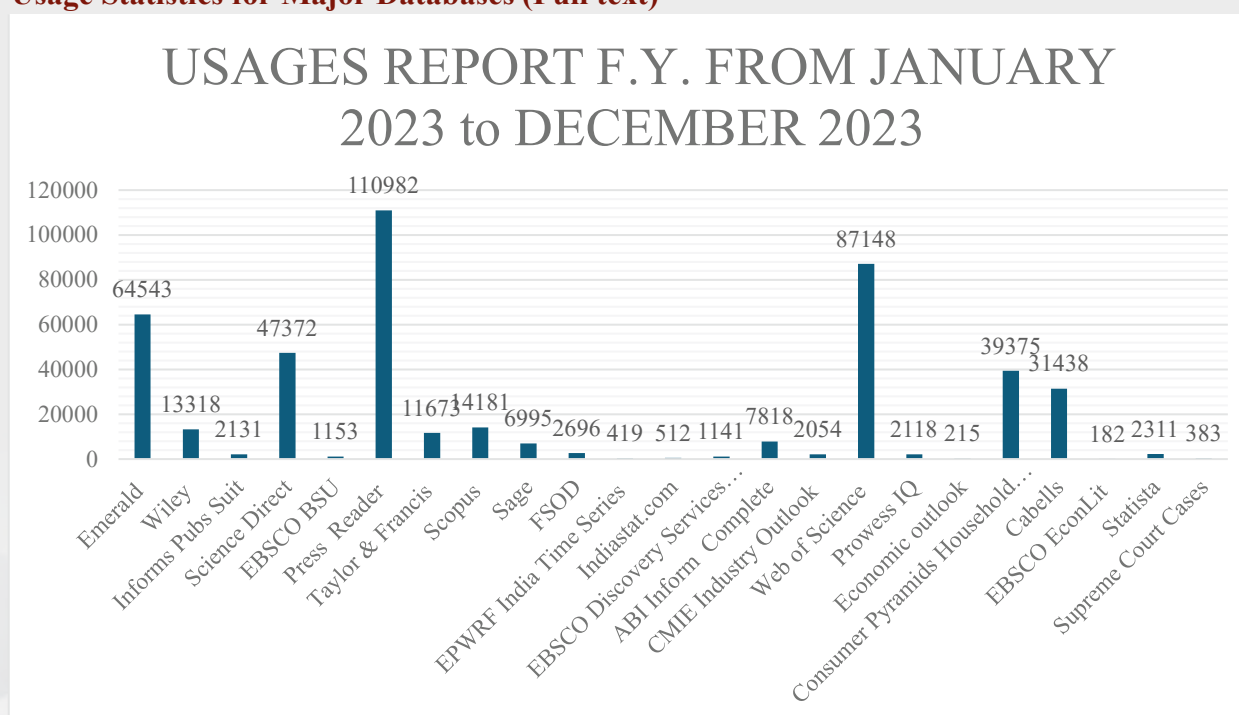
Title	Area of Interest	Resources/Titles Covered
EBSCO Database	Management and allied fields	8527
Scopus	The largest abstracting and citation database of peer-reviewed literature	Total no of Journals in Core Collection: 27,933
Web of Science	The largest abstracting and citation database of peer-reviewed literature	Total Number of Journals: 22,209

Usage Statistics of Electronic Resources:**Full-Text Resources:**

Emerald's "Online e-Shodh Sindhu 309 e Journals Collection, Wiley Online Jr. Database of core and custom collection, Informs Pubs Suit, Science Direct, EBSCO Business Source Ultimate, Press Reader, Taylor & Francis Online Jr. Database, Oxford University Press Online Jr. Database, Scopus, Sage Management & Organization Studies Subject collection, Frost & Sullivan, EPWRF India Time Series, Indiastat.com, EBSCO Discovery Services, ABI Inform Complete, CMIE Industry Outlook, Prowess for Interactive querying, Economic outlook, CMIE-tp CPDX, Web of Science, Venture Intelligence PE-VC Deals, Cabbel's Journals Whitelist for Business Set Online, Compustat Database, Supreme Court Cases, Statista database, Grammarly, EconLit full-text database, The usage details are presented in figure on a logarithmic scale.

Table 4: Usage Statistics for Major Databases (Full text)

Usage Report from January 2022 to December 2022	
Description of Items (Journal Database)	Total Usages
Emerald	64543
Wiley	13318
Informa Pubs Suit	2131
Science Direct	47372
EBSCO BSU	1153
Press Reader	110982
Taylor & Francis	11673
Scopus	14181
Sage	6995
FSOD	2696
EPWRF India Time Series	419
Indiastat.com	512
EBSCO Discovery Services (EDS)	1141
ABI Inform Complete	7818
CMIE Industry Outlook	2054
Web of Science	87148
Prowess IQ	2118
Cabells	31438
Consumer Pyramids Household Survey	39375
Economic outlook	215
EBSCO EconLit	182
Statista	2311
Supreme Court Cases	383
Total	450158

Fig 4: Usage Statistics for Major Databases (Full text)**E-Books Collection on a Perpetual Basis:**

The library has subscribed to Cengage, EBSCO, Oxford handbooks, Palgrave Encyclopaedia, Sage, Springer, and Taylor & Francis-e-books containing more than 6158 (Six Thousand One Hundred Fifty-Eight) rare books in its collection from the various fields of Management i.e. Economics, Finance, Technology, Research,

Humanities, etc. from all the major global publishers. The collection contains the digitized version of original works of renowned authors of the world on Perpetual Basis e-books available in its collection for full access and download on perpetual access basis.

Library Services:

Web OPAC: The entire library collection, including books and journals, can be searched through the web-enabled Online Public Access Catalogue (OPAC). Users can access the OPAC to find out the real-time availability of library materials from their own computer terminals.

Inter Library Loan/Resource Sharing: The library has cooperative arrangements with other major libraries through the DELNET to get documents which are not available in the IIM Kashipur Library. Faculty and researchers can benefit from this facility.

Proactive Information Services: The library provides specific information services, such as alerts on upcoming conferences, CAS, SDI, etc., to the academic community.

Today's Headlines: IIM Kashipur Library provides major English newspaper headlines to all faculty members, research scholars, students, and staff members by URL (link).

Other Services:

- Audio-Visual Facility
- Bibliography
- Automated Circulation
- E-Mail Alert Service
- Orientation Program
- Automated Circulation
- Current Awareness Service
- Data Centre & Analytics Lab
- Service for Visually Impaired Students
- Database Search Service
- Reference Service
- SMS Alert Service

Table 5: Usage Statistics for Major Databases (Full text)

Library Users Record April 2023 to March 2024	
Month	Total No. of Users
April, 2023	62
May, 2023	66
June, 2023	24
July, 2023	117
August, 2023	2025
September, 2023	1344
October, 2023	764
November, 2023	871
December, 2023	670
January, 2024	589
February, 2024	690
March, 2024	556

Library Seating Facility: The library has a seating capacity of 100 Users.

Library Timings: 9.00 AM to 12.00 AM Night (Monday to Saturday). The library remains Closed on Sundays and Gazetted holidays.

Important Events (Webinars, Workshops, Exhibitions, etc)/Introducing New Services in the Library:

1) Organization of Statista Database training program:

A training session was organized in collaboration with Statista Company on 29th April 2023. The representatives from the company delivered a detailed presentation on the efficacy and utility of the Statista database for institute stakeholders.

2) Organization of CMIE databases training program:

Another online training session on “Prowess IQ” and “Economic Outlook” of CMIE Company was successfully conducted on 6th May 2023. The representatives from the company delivered detailed presentations on the utility of the Prowess IQ and Economic Outlook household survey databases for institute stakeholders.

3) Organization of training program for EBSCO services:

Another online training session on two services, “OpenAthens” and Discovery Services” of EBSCO Company, was successfully conducted on 27th May 2023. The representatives from the company delivered detailed presentations on the utility of the Open Athens and Discovery Service for the institute's stakeholders.

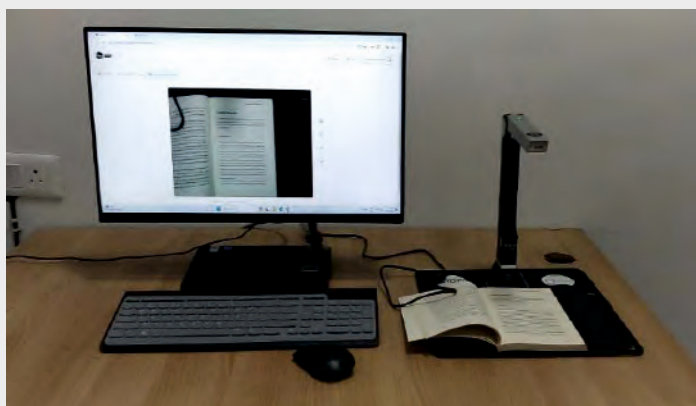


4) Book Exhibition Organized:

With a view to building a rich collection, a book exhibition for the spot selection of reference books was organized from 24th – 26th November 2023. 12 eminent publishers of international repute participated in the event to display their latest publications in Management and its Allied subjects. The books on Uttarakhand, Hindi, and English Literature were also displayed in good numbers. The book exhibition was widely covered by local and national print and digital media.

5) Establishment of a Data Centre and Analytics Lab: -

In pursuit of providing cutting-edge resources to our student community, a state-of-the-art Data Centre and Analytics Lab has been established within the Institute library premises. This facility equips students with access to advanced data analysis and interpretation technologies. Through hands-on experience, students will develop crucial data visualization and statistical analysis skills, fostering innovation and contributing to their respective academic disciplines through data-driven approaches.

6) Introduction of New Library Service for Visually Impaired Students: -

In line with our commitment to inclusivity and equitable access to educational resources, the Institute Library has introduced a specialized service tailored for visually impaired students. This service features advanced electronic equipment to assist visually impaired users, ensuring equal access to educational materials through specialized assistive technologies. The objective is to facilitate academic success by fostering inclusivity and providing personalized support to all students.

7) Campus Visit by Vivek Group of Colleges, Bijnor: -

On January 16, 2024, a delegation comprising 44 students and 7 faculty members from the Vivek Group of Colleges, Bijnor, visited the Indian Institute of Management Kashipur. During the visit, they participated in informative sessions led by the Chief Administrative Officer and other departments, which provided valuable insights into the institute's admission and placement procedures. The Institute Library staff played a crucial role in organizing and facilitating the visit, ensuring the guests had a seamless and enriching experience.

8) Campus Visit by Azim Premji School, Dineshpur, Udham Singh Nagar: -

A group of 55 students and 5 faculty members from Azim Premji School, Dineshpur, Udham Singh Nagar, had the distinct opportunity to visit the prestigious Indian Institute of Management Kashipur on January 17, 2024. Upholding the tradition of excellence, the Chief Administrative Officer and the Admissions and Placement Offices provided invaluable insights into the Institute's admission and placement processes. Additionally, the dedicated efforts of the Institute's library staff were pivotal in ensuring the visit's success, showcasing their exceptional commitment to hospitality and support.



ICT Infrastructure:

Internet

IT department of IIM Kashipur manages all the infrastructure & facilities of the data centre, network, audio-visuals, telephony and endpoint devices. The IT Advisory Committee guides the IT department of IIM Kashipur. IT Advisory Committee formulates IT policies & procedures from time to time. Qualified IT professionals and technical team members manage the campus IT infrastructure.

The network backbone is designed with Single Mode Fiber Optic Cable Connectivity, and the internal network is equipped with a Fortigate firewall and Router. The academic block is internally connected through Wi-Fi and a wired LAN. A dedicated 1Gbps line provided by National Knowledge Network (NKN) and a backup line of 1.5Gbps line provided by Power Grid Corporation of India (PowerTel) support round the-clock access to the resources on the Internet.

All buildings, i.e., academic, administrative, faculty, staff residences and student hostels (A, B, C, D, E, F, G and H blocks) are connected to campus LAN and equipped with the required IT infrastructure and facilities and with 24x7 internet and intranet facility. This connectivity is in addition to the existing Wi-Fi connectivity to ensure redundancy and reliability. The administrative and academic buildings have IPBAX telephony connections powered by Avaya that allow communication within and outside the campus.

Campus Licensing:

IIM Kashipur has entered into a campus agreement with Microsoft to streamline the usage of licensed software. The same has been done with other packages for managerial decision-making and analyses, as well as statistical and econometric analyses. Google Workspace for Education Plus is being used for email services.

Servers:

Two Tower servers and Five Rack Servers with necessary accessories host a variety of server needs. All Servers have installed Microsoft Windows Server 2012 R2 and Ubuntu Servers operating systems. Koha, the Library Management System, is installed on the Linux server. Stata statistical software is installed and is used to estimate econometrics models.

The user can access the library database outside campus via VPN. SAP-ERP license from Victoria University, Australia, provides students with hands-on ERP exposure.

Video Conferencing:

Placement-related activity, interviews, and interaction with persons/companies at remote locations are facilitated through high-resolution video conferencing using Zoom and IP network.

Digital Classrooms:

Classrooms are aesthetically designed and equipped with high speed wireless internet connectivity and high definition projectors for an enhanced classroom experience. Further, the facilities of Wi-Fi and AV systems are extended to classrooms A1, A2, B1, B2, B3, C1, C2, C3, D1, D2, E1, E2, F1, and F2.

Finance and Analytics Lab:

IIM Kashipur has set up a state-of-the-art Finance and Analytics Lab. The Lab supports advanced applied research in financial markets and equips students with the mathematical and conceptual theories and best practices in Data Analytics concepts. IIM Kashipur has a Bloomberg facility on its campus, in collaboration with Bloomberg L.P., which enables students to monitor and analyse real-time financial market data movements and offer knowledge about industries and economies worldwide.

Software:

SAP, SPSS, Turnitin, NVivo, Microsoft License, Stata, MAXQDA, E-Views, LINGO Super, NLOGIT, Minitab, CESIM, Qualtrics, SmartPLS are subscribed/procured for academics and research purposes.

Robust IT Help Desk

The IT Department has a centralised helpdesk where end users can log IT and non-IT-related incidents/requests through the portal for the resolution of the issues.

Software and Security:

IT handled the requirements of approximately 1000 Faculty/Staff/Students at the Institute Campus.



The Faculty and Academics:

	Name
Communication	Prof. Baharul Islam
Communication	Prof. Smarak Samarjeet
Communication	Prof. Aniruddha Jena
Economics	Prof. Kulbhushan Balooni
Economics	Prof. Atulan Guha
Economics	Prof. Abhradeep Maiti
Economics	Prof. Vaibhav Bhamoriya
Economics	Prof. Jagadish Prasad Sahu
Economics	Prof. Gyasuddin Ansari
Finance & Accounting	Prof. K.N. Badhani
Finance & Accounting	Prof. Kunal
Finance & Accounting	Prof. Ashish Kumar
Finance & Accounting	Prof. Dilip Kumar
Finance & Accounting	Prof. Anamika Kumar Kulbhaskar
Finance & Accounting	Prof. Ratikant Bhaskar
Information Technology & System Area	Prof. Mayank Sharma
Information Technology & System Area	Prof. K Venkataraghavan
Information Technology & System Area	Prof. Harish Kumar
Information Technology & System Area	Prof. Rajiv Kumar
Information Technology & System Area	Prof. Shaukat Ali Shahee
Information Technology & System Area	Prof. Gautam Pal
Marketing	Prof. Somnath Chakrabarti
Marketing	Prof. Madhurima Deb
Marketing	Prof. Mala Srivastava
Marketing	Prof. Kumkum Bharti
Marketing	Prof. Utkarsh
Marketing	Prof. Preeti Narwal
Marketing	Prof. Deepak Verma
Marketing	Prof. Gargi Rawat
Marketing	Prof. Shivam Rai
Organisational Behaviour & Human Resource Management	Prof. Devjani Chatterjee
Organisational Behaviour & Human Resource Management	Prof. A V Raman
Organisational Behaviour & Human Resource Management	Prof. Mridul Maheshwari
Organisational Behaviour & Human Resource Management	Prof. Rameshwar Shivadas Ture
Organisational Behaviour & Human Resource Management	Prof. Shubham Sharma
Operations Management & Decision Sciences	Prof. Kunal K Ganguly

Operations Management & Decision Sciences	Prof. Sabyasachi Patra
Operations Management & Decision Sciences	Prof. Alka Arya
Operations Management & Decision Sciences	Prof. Sunil Kumar Jauhar
Operations Management & Decision Sciences	Prof. Devendra Kumar Pathak
Operations Management & Decision Sciences	Prof. Vivek Roy
Operations Management & Decision Sciences	Prof. Abhishek Srivastava
Operations Management & Decision Sciences	Prof. Dheeraj Chandra
Operations Management & Decision Sciences	Prof. Neeraj Joshi
Operations Management & Decision Sciences	Prof. Rachita Gupta
Operations Management & Decision Sciences	Prof. Jimut Bahan Chakrabarty
Operations Management & Decision Sciences	Prof. Mohit Ray
Strategy	Prof. Safal Batra
Strategy	Prof. Vivek Kumar
Strategy	Prof. Shobha Tewari
Strategy	Prof. Abu Rehan Abbasi



Visiting Faculty: MBA (2023-24)

Faculty	Education	Professional Experience
Mr. Bipul Kumar	PhD - IIM Ranchi	Kaliber.ai / Kaliber Labs, Head of Artificial Intelligence
Mr. S.Parthasarathy	Indian Institute of Management Bangalore, PGDM	Co-Founder at LabinMotion.com
Prof. Venkatesh K	PGD IIM Bangalore	Director, Collaborative Infotech Systems Private Limited, a software technology company
Prof. Nithin K Varma	Ph.D. (2013 full-time intake, IIM Ranchi-Analytics & Information Systems)	Now starting own venture and working as a freelancer, till recently Professor and Head - taught Analytics / Data Science Specialization (Chitkara University since April 2018)
Mr. Aditya Pujari	MBA Operations & Supply Chain, K. J. SOMAIYA Mumbai	Retail Digital Commerce Order Management Solution Delivery Lead @Infosys for AUS + NZ Region
Ms. Ramya Pattabiraman	Institute of Chartered Accountants of India CA, Accounts	General Manager - Business Intelligence and M&A at ProConnect Supply Chain Solutions Ltd
Mr. Sameep Jain	PGP in Management, IIM Ahmedabad	Founder and CEO at Black Brix Advisors
Mr. Arun Krishnan	MBA, Indian Institute of Management Ahmedabad	Freelance Consultant and Founder RFPfy.com – Aug 2021 to Present
Mr. Samuel Rajkumar D	MBA (Systems and Marketing) Thiyagarajar School of Management, Madurai Kamarajar University, Madurai	Kotak Mahindra Bank Limited, Chennai Associate Vice President
Ms. Sangeetha Ganesan	MBA – Thiagarajar School of Management (TSM), Madurai – Specialized in Marketing, Human Resource (Training & Development)	Currently working as Technical solution expert at HCL Technologies Pvt Ltd
Prof. Vivekanand	MBA, Monash University Melbourne	Vivek Anand is a data visualization consultant with 17 years of experience
Mr. Chandramoulee Palani	PGD IIM Ahmedabad	Self-employed, Management Coach & Consultant
Prof. Mala Srivastava	PhD, DAVV, Indore	Professor & HOD, Shri Vaishnav School of Management, Indore
Mr. Rahul Altekar	FIE (Ph D), NITIE	Director - Supply Chain Solutions, SAP
Prof. Vinay Goyal	Ph.D. (Management), Devi Ahilya University, Indore	Associate Professor - Indian Institute of Management Raipur (IIM Raipur)
Mr. Dhruv Bajaj	MBA (Finance), Symbiosis Institute of Business Management, Pune	Co-Founder & CEO, T-ASSETS
Prof. Imlakh Shaikh	Ph.D., Finance, Indian Institute of Technology Bombay	Associate Professor, MDI Gurgaon

Prof. Arindam Mukherjee	PhD, Indian Institute of Management, Calcutta	Assistant Professor, IIM Ranchi
Prof. Md. Nasir	LL.M. (Commercial Law) Aligarh Muslim University.	Assistant Professor, Department of Law, Aligarh Muslim University
Ms. Sheetal Jain	PhD, Aligarh Muslim University	Founder & CEO, Luxe Analytics
Ms. Suba Parthasarthy	Masters in Counselling Psychology and a Law degree from the Madras Law College	Founder, MagicHive

Visiting Faculty: (MBAA) 2023-24

Faculty	Education	Professional Experience
Mr. Bipul Kumar	PhD - IIM Ranchi	Kaliber.ai / Kaliber Labs, Head of Artificial Intelligence
Mr. Aditya Pujari	MBA Operations & Supply Chain, K. J. SOMAIYA Mumbai	Retail Digital Commerce Order Management Solution Delivery Lead at Infosys for AUS + NZ Region
Prof. Venkatesh Krishnamurthy	DESU, Aix Marseille University (2022). PGD, IIM Bangalore (2001) Bachelor of Engineering in Electronics (1995), Bangalore University	28 years of global IT experience, co-founder of one fintech.
Prof. R Vivekanand	MBA from Monash University (Melbourne Australia), Specialized in Econometrics and Marketing; Master in research from Aix Marseille University (France); pursuing PhD from Aix Marseille University, France.	Co-founder of Wilson Consulting Pvt Ptd with 20+ years of experience across industries and domains viz. Hospitality, Luxury Retail, FMCG, Utilities, Marketing, Operations. Corporate/Educational trainer in Data sciences across a host of clients and 14 Business schools (India, France, USA).
Mr. Mausam Deb	MBA, IIM Bangalore	18 Y ears of experience in Healthcare & Life Science Data Analytics. Currently, Sr. Director, Global Practice Head - Technology & Data Science, Clarivate
Mr. Arijit Ghosh	MBA, University of Texas at Austin	25+ years of overall experience with 15+ in Pharma Analytics. Currently, Group Head, Insights & Analytics, Novartis Healthcare Pvt Ltd
Prof. Shrawan Kr. Trivedi	FPM (IIM Indore), MTech (IIIT Allahabad)	Assistant Professor (Rajiv Gandhi Institute of Petroleum Technology Jais), Earlier, worked as Assistant Professor (IIM Sirmaur and IIT Dhanbad) for more than 4 years.

		Currently giving consultation to Capgemini, PPAC apart from teaching and research.
Mr. P Chandramoulee	MBA, IIM Ahmedabad	24 years approx. Experience as Ex-Banker, Educator, Author, Self Employed as Management Coach & Consultant, Director, Citi Group, Regional Head HDFC.
Prof. M Nasir	LLM, BA-LLB, AMU Aligarh	Asst. Professor, Dept. of Law, AMU Aligarh, more than 8 years teaching experience.
Dr. Ashutosh Shrivastava	PhD IIT BHU	8+ year's experience as a Faculty at RIT, Consultant at various organization.
Mr. Abhinay Gupta	B.E, NIT Surat (2000-2004)	20 years approx. Experience as Industry Expert, Executive Director, S&P Global Market Intelligence, Director, IHS Market, Vice President, Lead Software Development.



Research Publications

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Source: SCOPUS & Web of Science Database



STUDENT BODIES ACADEMIC REPORT 2023-24



Prepared By
Tarun Goyal - General Secretary, Student Council 2024-25

STUDENT COUNCIL

The Student Council is the highest governing student body of the college which is responsible for the welfare of students in the college by ensuring the smooth functioning of all the activities and student bodies. It is a body of the students, by the students and for the students. It integrates the academic and co-curricular spheres of students' lives, linking the out-of-class experience to the academic mission of the Institute and incorporating student's intellectual, public service, and leadership interests with their future aspirations. It collaborates with students, faculty, administrators, and other partners both inside and outside of the IIM Kashipur community to ease and complement the quality of life and learning for students. It collaborates with students, faculty, administrators, and other partners both inside and outside of the IIM Kashipur community to ease and complement the quality of life and learning for students. In addition, it creates opportunities for students to learn through active participation and reflection where they can:

- Student council acts as first representative of the students both inside and outside the Institute and ensures that all the activities are aligned to the vision of the Institute.
- Co-ordination with all the chairs, heads and others in administration for all matters concerning improving student life at the Institute including, academics, facilities, infrastructure, hostels, mess, security, external engagement, etc.
- They are responsible for all student activities both inside and outside the college and ensure that the image of the institute and the interests of the students are always upheld.
- They have to resolve any conflict between student bodies and/or individual students, along with all the responsibilities which don't fall under any other student bodies.
- They are also responsible for all the student body activities among the students' community within the institute and act as a liaison between all the student bodies, to ensure their smooth working.
- Student Council is also responsible for the fair use of funds that are granted by the Institute, received as sponsorship from external bodies or collected from the students of the Institute, and has to ensure that fair process is followed in the spending of the budget by doing regular financial audits.
- Proper maintenance of discipline in the college.
- Understanding the concerns of students and student bodies at regular intervals and solving them through necessary means.
- Performance reviews of students and student bodies along with financial audits and inspection of spending by student bodies.
- Reviewing the structure of all the student bodies and make changes as required due to the evolving environment.
- Uniform distribution of activities and events in the college throughout the year along with ensuring fair processes in the selection of individuals in any student body.
- Student Council has to review the structure of all the student bodies and make changes once in a year in their composition, functioning, and representation as required due to the evolving environment, in coordination with the Chair of that particular student body, if any. This may include, but not limited to, merging of committees/clubs or the creation of a new student body.
- Student Council, especially the President and General Secretary are responsible for resolving any conflicts between the committees/clubs/cells/cores and/or individual students.
- Student Council, being responsible for all student activities both inside and outside the college. This makes it imperative for all events to be reported by the event organizing committee/club/cell/core, beforehand to the President, General Secretary, Chairperson, and Go Chairperson. Reporting includes providing information regarding the conception of the activity/event, the selection process of the organizing team for the activity/event and activity/event proposal.

The following was the structure of student bodies in AY 2023-24:



International Yoga Day

Introduction:

World Yoga Day, also known as International Day of Yoga, is celebrated worldwide on 21st June each year to promote the practice of yoga and its numerous physical, mental, and spiritual benefits. In line with this global initiative, the Indian Institute of Management Kashipur organized events and activities to commemorate World Yoga Day 2024.

Objectives:

- Promote the practice of yoga and its holistic benefits among students, faculty, and staff.
- Create awareness about the importance of physical and mental well-being.
- Encourage a healthy and balanced lifestyle.
- Provide a platform for the IIM Kashipur community to come together and experience the transformative power of yoga.

Mass Yoga Session:

A large scale yoga session was organized on the campus grounds, where participants gathered to practice various yoga asanas and breathing exercises. The session was led by experienced yoga instructors who guided the participants through different postures, focusing on proper alignment and breath control.

Conclusion:

The World Yoga Day celebrations at IIM Kashipur on 21st June 2024 successfully highlighted the importance of yoga and its transformative impact on physical and mental well-being. The events and activities fostered a sense of community and promoted a healthy lifestyle among the participants. By embracing the practice of yoga, IIM Kashipur is nurturing a holistic approach to education and personal growth, preparing students and other stakeholders to become balanced and resilient leaders of tomorrow.



COMMITTEES

1. ACADEMIC COMMITTEE

Members of the Academic Committee are responsible for maintaining the academic rigour of IIM Kashipur. For this, the committee takes various initiatives such as workshops, peer learning sessions, guest lectures, faculty talk series and social media campaigns.

The committee helps in maintaining discipline in the classes and building a strong academic culture.

Responsibilities: Ensuring smooth functioning of classes and fulfilment of academic requirements by students

Ensuring smooth functioning of classes and fulfilment of academic requirements by students

Represent interests of the batch to MBA & MBA-Analytics Office and faculty

Coordinate the Foreign Language Training Program

Promote learning through social media initiatives

Helping students make informed decisions regarding electives

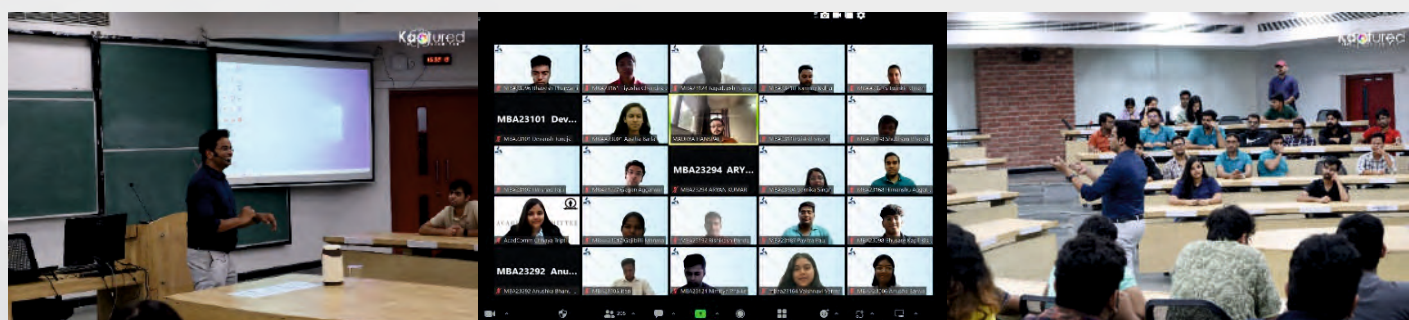
Activities / Events:

Event No 1.

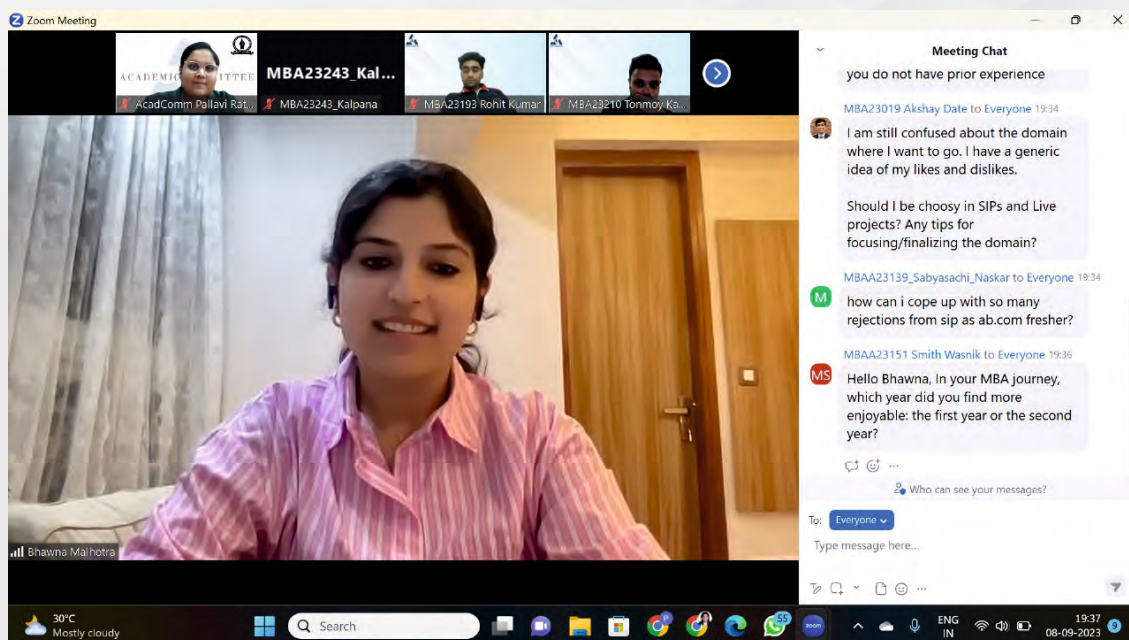
Event Name	Workshop – Microsoft Excel and Dashboard
Type (Offline/Online/Hybrid)	Online
Date (DD/MM/YYYY)	27-Aug-2023
Time	2:45 PM
Venue	Online
Event Description	Investment Specialist from JP Morgan Chase & Co. conducted an excel training Workshop. It gave the students a different perspective regarding importance of excel and also the initial push required to start of MBA.

Event No 2.

Event Name	Margdarshan
Type (Offline/Online/Hybrid)	Online
Date (DD/MM/YYYY)	8-Sep-2023
Time	3:45 PM
Venue	Online
Event Description	Invited an alumna who has excelled in academics and extracurriculars to guide the first year MBA students in collaboration with ARC. The event focussed on introducing the students with the importance of All Round perspective in MBA.



Event No 3.

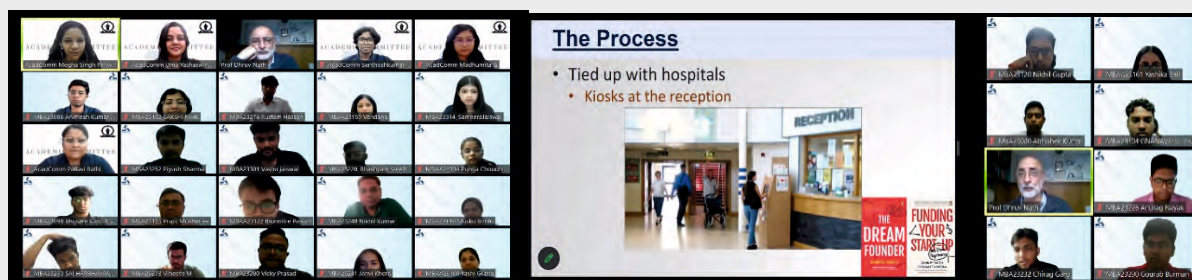


Event Name	Faculty Talk Series
Type (Offline/Online/Hybrid)	Offline
Date (DD/MM/YYYY)	19-Oct-2023
Time	4:10 PM
Venue	B1 Classroom
Event Description	Delving into the exciting world of blockchain technology, led by our esteemed faculty, students gained insights into how brands can leverage this innovative technology to gain a competitive edge.



Event No 4

Event Name	Guru Nishtha
Type (Offline/Online/Hybrid)	Online
Date (DD/MM/YYYY)	1-Nov-2023
Time	4:30 PM
Venue	Online
Event Description	We hosted a fireside chat on the topic 'Creating Successful Startups' featuring prestigious faculty from leading Management College IIM A in the country. Attendees gained invaluable insights from the guest on the key ingredients for launching and growing a thriving startup.

**Event No 5.**

Event Name	MBA Series
Type (Offline/Online/Hybrid)	Offline
Date (DD/MM/YYYY)	13-Dec-2023
Time	4:30 PM
Venue	A1 Classroom
Event Description	We hosted a unique interactive session featuring eminent personality from domain outside the corporate world. Students gained valuable insights into leadership from a non corporate lens. This engaging session provided students with a broader understanding of leadership principles that can be applied across various sectors. It challenged traditional perspectives and offered valuable lessons for aspiring leaders in any field.



Event No 6.

Event Name	Guru Nishtha
Type (Offline/Online/Hybrid)	Online
Date (DD/MM/YYYY)	8-Jan-2024
Time	4:45 PM
Venue	Online
Event Description	This event transcended borders, bringing together our students and leading minds from the world of academia. This session provided a forward-thinking perspective on the future of supply chain management, equipping students with the knowledge and tools to navigate the ever-evolving landscape.

Event No 7.

Event Name	MBA Series
Type (Offline/Online/Hybrid)	Online
Date (DD/MM/YYYY)	23-Jan-2024
Time	5:15 PM
Venue	Online
Event Description	This edition of the MBA Series ventured beyond the traditional curriculum, exploring the enduring power of ancient wisdom in the modern management landscape. The thought-provoking session sparked a dialogue about the enduring relevance of ancient wisdom in the ever-evolving world of management. It challenged students to think critically and broaden their perspectives on effective leadership and successful business practices.

2. ALUMNI RELATIONS COMMITTEE

The Alumni Relations Committee was set up to strengthen the affable relationship among alumni, students, faculty, and other members of the IIM Kashipur family. This committee aims to foster, nurture and leverage the vast industry exposure and experience of our alumni network in the course of institution building.

The Alumni Relations Committee acts as a platform to facilitate all forms of interaction with our alumni. To help our alumni

reminisce their memories and buoy up their connection with their alma mater, the committee invites them back to our campus for HOMECOMING every year during Agnitraya (IIM Kashipur's annual flagship event). Moreover, the committee persistently tries to reach out to our alumni family through innumerable events such as city meets, held in various cities across the country. Our quarterly newsletter SARATHI is aimed to help our alumni stay updated with the happenings in IIM Kashipur. The committee also perseveres to benefit the existing



batches through a plethora of initiatives like the Alumni Mentorship Program, Al-Speak Guest Lecture series, Al-Prep Webinar sessions, Panel discussions, and Alumni Unplugged Podcast series.

ARC also manages the Alumni portal to enable our alumni to stay connected with their fellow alumni and embolden their association with their alma mater. The committee is currently working on many new initiatives including setting up an Alumni Association.

Activities / Events:

Al-Speak Series:

Al-Speak Series is a program designed to benefit current students by providing offline guest lectures delivered by the alumni. These lectures equip students with practical industry knowledge and skills, making them better prepared for their future careers. By bringing back former students who have successfully transitioned into the professional world, the Al-Speak Series offers invaluable insights, real-world experiences, and mentorship opportunities. This initiative not only enhances the academic curriculum but also fosters a strong sense of connection and networking between the current students and alumni, bridging the gap between academic learning and real-world application. The alums who were invited as part of the Al-Speak Series were:

Name of Alumni	Date	Mode	Batch
Roshan Kumar Biswal	15-Jul-23	Offline	MBAA 2020-22
Ayush Jha	15-Jul-23	Offline	MBAA 2020-22



ALUMNI INTERACTION SERIES:

The Alumni Interaction Series is designed so that the students can leverage the experience of the alumni in the form of guest lectures. The lectures are conducted in such a way that the students can gain insights about diverse topics that could range from the upcoming trends in the industry to how to ace case competitions and other academics. The Alumni Interaction Series also provides an opportunity for the alumni to connect with the current students and maintain the relationship that they have with the institute. The alumni who conducted the sessions came from diverse backgrounds and shared their experiences with the batch. The alums who were invited as part of the Alumni Interaction Series were:

Name of Alumni	Date	Mode	Batch
Kunal Kalkundri	08-Jul-23	Online	PGP 2015-17
Amandeep	23-Jul-23	Online	PGP 2018-20
Srajan Rastogi	06-Sep-23	Online	PGP 2016-18

ALUMNI MENTORSHIP PROGRAM:

A series of interactive discussions with alumni from diverse fields constituted this program. The goal of the program was for the students to benefit from the expertise of the alumni by gaining meaningful insights.

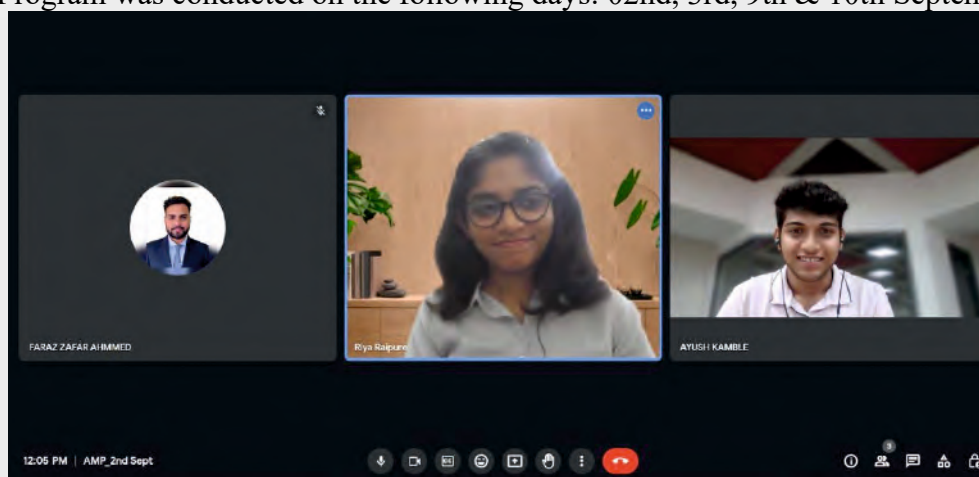
The Alumni Mentorship Program featured one-on-one interaction with alum experts in specific domains and roles. This platform enabled students to engage in conversations with alums, providing them with a space to

Batch	Date
PGP 2013-15	25-Aug-23
PGP 2011-13	14-Sep-23
PGP 2012-14	14-Sep-23

address any challenges they might have encountered during their MBA journey. It also allowed students to explore their interests in specific domains and career roles. The one-on-one mentorship aspect was designed to assist students in resolving any questions or concerns regarding their academic pursuits, participation in case competitions, and professional aspirations.

The event was a grand success, with over 80 alums working across multiple domains, volunteering to provide one-on-one guidance and mentorship to over 300 students of the junior batch.

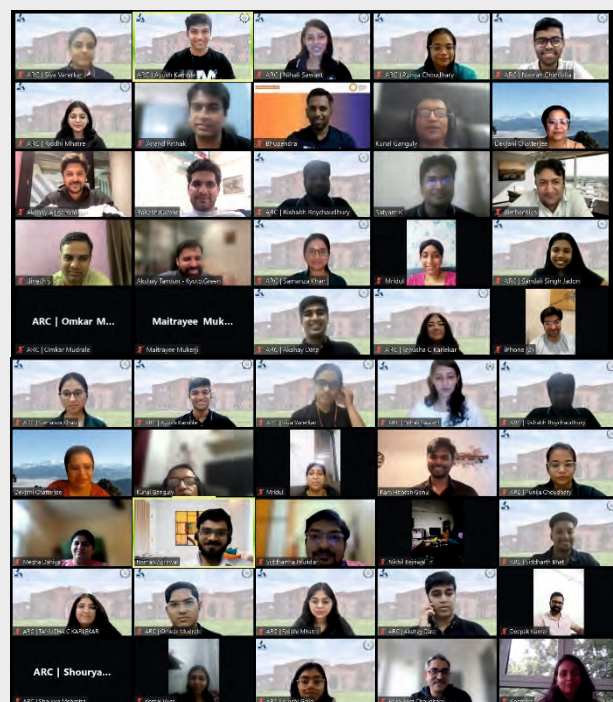
The Mentorship Program was conducted on the following days: 02nd, 3rd, 9th & 10th September 2023.



Virtual Reunion:

The Alumni Relations Committee organizes virtual reunions for past graduating classes, fostering enduring connections between alums and their alma mater, and among fellow batchmates. These virtual meets create a sense of nostalgia and act as a platform for the alums to interact with their batchmates to share ideas, memories, and updates about their professional development. The reunions aim to uphold the alums' relationship with the institution and maintain a strong bond among peers through engaging discussions, interactive sessions, and updates on college developments.

The virtual reunion was conducted for the following batches:



Mumbai City Meet' 23-

We conducted the Mumbai City Meet '23 at the Holiday Inn Mumbai International Airport on October 29, 2023. Attended by diverse alumni, faculty, and committee members, the event featured a warm welcome, insightful discussions, and a specially curated hamper. Prof. Devjani Chatterjee, Chairperson of the Alumni Relations

Committee, highlighted ongoing activities and the alumni association's role. Prof. Kunal Ganguly, Dean Development, urged alumni to engage in institute development, and Director Prof. Kulbhushan Balooni inspired with a commitment to excellence. Open discussions addressed challenges, and a lively game added a touch of fun. The event concluded with a heartwarming photo session and a delightful dinner, fostering enduring connections and commitment to IIM Kashipur's growth and success.



Date	Mode
29-Oct-23	Offline - Mumbai

SARATHI' 15:

Sarathi is the bi-annual newsletter published by the Alumni Relations Committee aiming to summarize and present all the activities conducted by the institute to multiple stakeholders like Alumni, faculty, students etc. The theme of this edition was Stars and Constellations signifying the timeless and everlasting relation of the alums with their alma mater. The newsletter contained a summary of all the various activities and events which took place like TedX, Agnitraya, Bangalore City Meet etc. The newsletter also featured valuable insights by the alums and faculty members. A special page was dedicated with all the wonderful memories captured in the campus. The aim of Sarathi was to update the Alumni with all the various developments and activities conducted in the campus.



Date	Mode
16-Oct-23	Online

Virtual Reunion:

The Alumni Relations Committee arranges virtual reunions for former graduating classes, cultivating lasting ties between alumni and their alma mater, as well as fostering connections among classmates. These online gatherings evoke a sense of nostalgia, providing a platform for alumni to engage with their peers, exchanging ideas, memories, and professional updates. The primary goal of these reunions is to strengthen the alumni's connection with the institution and sustain a robust bond among classmates through lively discussions, interactive sessions, and updates on college advancements.

The virtual reunion was conducted for the following batches:

Batch	Date
PGP 2014-16	17-Nov-23



Alumni Speak Series: The AI-Speak Series is a program strategically crafted to enrich the educational experience of current students. It facilitates offline guest lectures delivered by accomplished alumni, aiming to furnish students with practical industry knowledge and skills essential for their future careers. By featuring former students who have successfully navigated the professional world, the AI-Speak Series provides invaluable insights, real-world experiences, and mentorship opportunities. This initiative not only augments the academic curriculum but also cultivates a robust connection and network between current students and alumni, effectively bridging the gap between theoretical learning and real-world application. The distinguished alumni invited to participate in the AI-Speak Series was:



Name of Alumni	Date	Mode	Batch
Mr. Jalaj Singh	15-Oct-23	Offline	PGP – 2018-20

Alumni Unplugged:

Alumni Unplugged is a podcast series inviting the alums for a candid conversation about their journey and industry experience. It dives into the various aspects of their MBA and professional journey acting as a guiding path for all current and future students. The podcast gets uploaded on Spotify and is available to everyone. The alum invited for this edition was:

Name of Alumni	Date	Mode	Batch
Mr. Parag Ray	15-Oct-23	Online	EPGP – 2021

Event Name: Aluminati 2024 – The Grand Reunion

Event Date: 19th & 20th January 2024

Event Venue: IIM Kashipur

Invitees: IIM Kashipur Alumni community

Introduction:

On January 20, 2024, the Alumni Relations Committee of the Indian Institute of Management (IIM) Kashipur orchestrated the much-anticipated alumni reunion, Aluminati 2024 –The Grand Reunion. This monumental event celebrated the successful graduation of over 10 batches, marking a significant milestone in the institute's journey. The festivities spanned from January 19th to the 20th, delivering a memorable experience for all participants.

Day 1: January 19, 2024

Warm Welcome & Dinner:

The event commenced on the evening of January 19th with a warm reception and registration of guests. A lavish dinner hosted in collaboration with Mess Committee, facilitated connections among faculty, students, and alumni, fostering a sense of camaraderie. The vibrant atmosphere was complemented by the ongoing college fest, Agnitraya X, adding to the excitement and energy of the occasion.



Day 2: January 20, 2024**Inauguration:**

The alumni were greeted on the campus with a meticulously planned itinerary of events. The inauguration ceremony was graced by esteemed dignitaries including the Director of IIM Kashipur, Prof. Kulbhushan Balooni, Alumni Relations Committee Chair, Prof. Devjani Chatterjee, along with other faculty members. The ceremony commenced with the lighting of the lamp by faculty members and alumni, followed by an opening address from Prof. Devjani Chatterjee, address by the Dean Administration Prof. Venkataraghavan K, Dean Academics Prof. Somnath Chakraborty, Dean Development Prof. Kunal Ganguly & keynote speech by the Director Prof. Kulbhushan Balooni.

Recapture – A Moment of Felicitation:

The ceremony commenced with "Recapture - A Moment of Felicitation," dedicated to batches impacted by the COVID-19 pandemic. The dignitaries addressed the gathering, commending the achievements of these batches and offering words of wisdom and motivation. The director, Prof. Kulbhushan Balooni, felicitated the students, acknowledging their resilience and perseverance.

**Initiatives:**

Prof. Devjani Chatterjee, delivered an enthusiastic address, outlining various initiatives undertaken to foster mutual growth between the institute and the alumni community. The formation of the Alumni Association was discussed, emphasizing its role in strengthening ties between the institution and its graduates. The highlight of this segment was the unveiling and inauguration of the Alumni Brand Store, offering an exclusive range of merchandise to alumni, providing them with a tangible connection to their alma mater.

Green Reunion:

In the Green Reunion, all the alumni planted saplings batch wise, symbolizing commitment to environmental stewardship. This initiative created a legacy, spreading vibrant greenery across the campus, leaving an enduring mark for the future.



Gala Lunch:

A Gala Lunch at the picturesque lakeside of IIM Kashipur facilitated interaction and engagement among alumni, faculty, students, and stakeholders. Specially curated goodie bags were presented to all alumni as a token of appreciation, designed exclusively for them. The ambience, coupled with delectable cuisine, created a memorable dining experience, further enhancing the sense of community and nostalgia.



Conclusion:

Aluminati 2024 succeeded in creating an atmosphere of nostalgia, fostering connections, and commemorating the rich legacy of IIM Kashipur over the past decade. The event exemplified the enduring connections that the institute cultivates and demonstrated a commitment to the development and prosperity of its alumni. As the event concluded, expressions of gratitude were extended to the alumni for their participation, with anticipation for future opportunities to reconnect and continue the journey of growth and success together.

3. CULTURAL COMMITTEE

“Cultural Committee” is one of the prominent committees responsible for the Glitz factor during the students’ college life. We believe that a student’s life at college is made memorable not by the hours spent behind closed doors but by the various festivities and cultural engagements that add colour to their college experience.

The Cultural Committee aimed at bringing out the best in students acts as a facilitator and catalyst that infuses the campus with fervour and excitement all around the year. Boasting a wide range of cultural events and engagements, we aid with the overall development of students and build a healthy competitive spirit among peers. In this rigorous curriculum, we also help relieve stress and provide everyone with a home away from home.

The Cultural Committee was formed with the very intention of inculcating a spirit of healthy competition among peers, to spur high engagement and contribute to the overall development of the students. The Cultural Committee believes that it is the bond one forms here and the times they spend with their friends that make this two year long and arduous journey that much more bearable and memorable.

The Cultural Committee acts as a facilitator, catalyst and collaborator in making each event a grand success. Apart from celebrating the various cultural festivals through the year, the Team also organized some special events like Kashipur Nights – bonfires on the chilly winter nights at Kashipur coupled with music and some performances by the students and Signature Day when MBA 2024 23 spoke their hearts out at the end of their tenure and MBA 2022-24 expressed their gratitude towards them, the seniors got their T-shirts signed with comments from batchmates and juniors to make their 2 years at Kashipur even more indelible.

Activities/Events:

Independence Day

- **Date:** 15th August 2023
- **Description:** A patriotic event commemorating India's Independence Day featuring flag hoisting, cultural performances, and sweet distribution.

Onam, Teachers' Day, Janmashtami, Ganesh Jayanti, Prarambh, Durga Puja and Dusshera



Garba Night, Kacofonia, Kashipur Nights 1, Christmas Eve, Lohri, Pongal, Kashipur Night 2





Agnitraya-X

Kashipur Night 2, Republic Day, Masquerade Ball and Bollywood Night, Management Carnival, Holi, Signature Day



4. INFRA-IT COMMITTEE

The Infrastructure and IT Committee acts as a liaison between the administration and students to ensure the smooth functioning of the campus infrastructure with the assistance of the Hostel Office, Estate Department, and



Project Office. The Committee ensures the availability of a stable internet connection and acts as a cross-functional player with every other Student Body in the Institute.

Value additions to the internal network i.e., Grid Kashipur have been done for the optimization of college activities. The committee also looks after the maintenance and improvement of the Gymnasium and also supervises all the shops and canteen within the campus for Food quality and Price regulation.

The Infrastructure and IT Committee worked alongside the administration to safely onboard the students at the campus during the pandemic and overtook the task of implementing the quarantine guidelines to restrict the spread of COVID at the campus. The committee also expedited the process of procurement of Hostel amenities.

Activities/Events:

Immaculate 2.0

Hosted the second edition of the Thanksgiving Event to honor the contributions of the hostel, maintenance, and admin staff, expressing gratitude for their dedication and service to the institution.



Notice Boards Expansion (Junior Initiative)

Installed additional notice boards in hostel blocks to aid in promoting events addressing the ongoing shortage of space on existing boards.



5. INTERNATIONAL RELATIONS COMMITTEE

The International Relations Committee is the face of IIM Kashipur to the world outside India and is continuously working towards forging and maintaining partnerships on a global platform. The IRC team is responsible for collaborations with the universities across the world and facilitating activities like Trimester and Short Term Student Exchange Programs and Faculty Exchange Programs as well as planning and coordinating meetings with international delegates for global events across the world.

The committee has successfully helped the institute in establishing collaborations with over a dozen international institutions with top universities around the globe like Brunel University (UK), Syracuse University (USA), Autonomous University of Madrid (Spain), Turiba University (Latvia), Tel Aviv University (Israel), ESDS School of Business and Management (France) etc. Barring the exceptional pandemic-hit academic year of 2020-21, the students of IIM Kashipur have enjoyed a vibrant and ever-growing exchange program with these partners. By facilitating international collaborations and sparking discussions on current global affairs, IRC has been successful in contributing to the vision of IIM Kashipur of developing leaders who can perform globally.

- Long Term Exchange Program (2023 24):** Facilitated Long Term Exchange program for 7 students this year. The details of students and their respective university are as follows
- Short-Term Exchange Program (STEP):** Successfully initiated a short term student exchange program in collaboration with Alba. A total of 58 students will be participating in the STEP program at Alba.
- Social media campaign:** Posted social media posts for IRC view, which introduced our partner universities and their distinguish details. We've done for Alba, Syracuse, and Turiba.
- Model United Nations:** Hosted IRC Flagship event "Model United Nations 2024". The MUN had two committees, ECOSOC and Indian Parliament. Total of 34 participants participated in this conference.



- Long-Term Exchange (2024-25):** Initiated Long-Term Exchange program for 2024-25 academic year. The details of universities and total number of seats offered are as follows:

Name of College	No. of Seats
SolBridge, South Korea	5
ALBA, Greece	2
Turiba, Latvia	5
Lima, Peru	5
Coller, Israel	4

6. MESS COMMITTEE

The Mess Committee of IIM Kashipur is an independent, not for profit organization that caters to the nutritional requirements of 700+ stakeholders throughout the year, including students, faculty and administrative staff. The team gains comprehensive experience in managing an organization by overseeing the mess's end-to-end activities. The students control every aspect of the mess functioning, including choosing the menu, purchasing, budgeting, financing, managing personnel and inventory thereby making the team competent enough to handle an actual business.

The committee is responsible for spearheading the organisation of various feasts during festivals and events, thereby making it an integral part of the IIM Kashipur community. The team constantly strives to ensure that the food they provide is not only nutritious, but also delectable and scrumptious.

The committee has a dedicated line up of experienced cooks, trusted vendor management system and a robust procurement channel imbued with stringent quality checks that helps ensure that top quality tasty food is delivered to all its stakeholders every day.

The working of the committee provides a hands-on experience of running an organization and helps the team members prepare for the real world by instilling in them valuable qualities of punctuality, quick decision making and time management. The experience gained as a member of the Mess Committee is highly regarded and provides a solid foundation for leadership and management roles

It is extremely important for the team to be proactive in the face of a dynamic and ever-changing environment and therefore we truly live by our Institute's motto of 'Learning by Doing'!

ACTIVITY/EVENTS:

Independence Day Lunch

A Millet Extravaganza (August 15, 2023):

The Mess Committee kicked off this academic year by commemorating the International Year of Millets in 2023 with a special Independence Day Lunch. This event served as a significant milestone in our endeavour to promote sustainable and healthier food choices, specifically millets. Millets, known for its nutritional benefits and potential to contribute to responsible consumption, was the star of the show.



Menu Highlights:

The Independence Day Lunch featured an enticing menu, carefully curated to showcase the versatility of millets while celebrating Indian culinary heritage, including Sattu Ki Kachori, Fox-Tail Lemon Rice and Jowar Phirni.

Staff Appreciation Day:

Recognizing the dedication and hard work of our mess staff, the Committee hosted a special appreciation day. This event showcased our appreciation for their tireless efforts in maintaining a high standard of service.

Menus:

The Committee understands the significance of making the farewell memorable for our senior residents in their final months. In this quarter, in addition to introducing surprise elements into their menus, we ensured that the farewell dinner was a highlight. We curated a special menu, incorporating their favourite dishes and adding unique culinary surprises to elevate their dining experience further.



7. MEDIA AND PUBLIC RELATIONS COMMITTEE

MPRC is responsible for handling and nurturing the image of brand IIM Kashipur in the eyes of all the stakeholders. It works in the direction of amplifying the brand equity of IIM Kashipur and reverberates the successful growth of the institute.

The team manages the marketing strategy of the different events and activities happening in the institute and events organised by the institute in various other places. It also handles the different digital media platforms for effective positioning of the brand of IIM Kashipur and promoting it. Our other tasks include planning campaigns and writing press releases for the important events happening in the institute.

The work of the team pertains to the following domains:

Content Creation: The content creation team usually crafts positive stories about the institute that the media relations team pitches to journalists. The content can be in the form of articles or brand promotional videos. It also involves editing and designing of videos.

Media Relations: The team handles the press releases and media including TV coverage of all the events that take place at IIM Kashipur. It maintains a strong relationship with media houses like India Today, Economic Times, Times of India, Hindustan Times and other national and local newspapers.

Social Media: The social media team manages the different social media handles of IIM Kashipur. They use it to gauge the institute's public reputation, and to bolster it. They interact with the social media following, make announcements on social media, and find social media influencers to promote the brand.

Activities/Events:

- Coverage of events done in AY - 2021.
- Media promotion of IIM Kashipur across social media and traditional media
- Promotional campaigns of the flagship events Agnitraya, Uttishtha, Samanvaya, TEDx, Tejas, MBA lecture series, Director's Interview, etc.
- Managing the content of IIM Kashipur website
- Promotion of various Conclaves and Talk Series like Tejas Leadership Talk series, Vridhi, Samanvaya and Friday Seminar Series to name a few
- Video Campaigns like Vimarsh Podcast, Parivartan Cell School Meet, Agnitraya launch Video, Agnitraya After Movie and Farewell to name a few.

8. SPORTS COMMITTEE

Sports Committee plans and executes all the sporting events in IIM Kashipur. We are responsible for selecting the sports teams that will represent the institute along with the captains of the respective teams. We procure, maintain, and dispose-off of all sports inventory in IIM Kashipur according to the lifecycle of the equipment. We diligently maintain records and prepare the sports budget for the institute. We are also responsible for identifying strategically important sporting events conducted by B-Schools and ensuring the participation of sports contingent representing IIM Kashipur in the aforementioned events.

Our major events:

Chess-e-thon 2.0:

The tournament was open to the MBA1 batch and saw participation from 30+ students with boys and girls competing in the same pool. The games were conducted on the Lichess platform with participants being able to play the games online on their devices from their homes due to the circumstances created by the pandemic. The tournament was conducted in the Swiss format with each player playing 6 games and then followed by semi-finals and finals.



Mini-marathon:

On the occasion of Sports Day, the Sports Committee of IIM Kashipur conducted a mini marathon covering the major portion of the campus. Both the first year and the second year students of MBA and MBA (Analytics) along with PhD students participated in the event.

**Prarambh:**

To develop bonding between the senior batch and the junior batch by the means of different sport activities, we organize sports competitions between the senior and the junior batch of the academic year. Win in each sporting event gives one point and whichever batch has higher cumulative score, the Prarambh Cup will belong to that batch.

**Sangraam:**

Sangraam is the major event of Sports Committee IIM Kashipur which aims at promoting collaboration and healthy competition amongst the batch. It is the battle among the sections. It provides the exposure of intense competition as well as builds the bond among the students as they together play for the pride and glory of their respective sections.



KPL 10.0:

To give students a chance to use their managerial skills and create an atmosphere of healthy competition. Kashipur Premier League (also referred to as KPL) is an annual sports event conducted by the Sports Committee of IIM Kashipur following the Indian Premier League format. This event emulates the auction procedure conducted by IPL and allows the budding managers of IIM Kashipur to put their skills and learnings to practice with real teams and real money. The KPL 10.0 edition witnessed 160 students participating in the player auctions. Right from the day of the team auction to the day of the Finals, the commitment and energy have been at their epitome without any fluctuation from the teams during the ninth version of the event.

Agnitraya X:

Organized 11 Inter college sporting events with colleges like IIM Sirmaur, IIM Jammu, etc. participated for the prize money worth Rs 1,70,000 in Agnitraya X. These events included Badminton, Basketball (Men and Women), Chess, Cricket, Futsal, Throwball, Volleyball, Pool (Singles and Doubles), Table Tennis.

**ACADEMIC CLUBS****1. CONSILIUM - CONSULTING AND STRATEGY CLUB**

Consilium, IIM Kashipur's Consulting and Strategy Club, aims to foster a culture of in depth analysis, data-backed research, and aggressive presentation to help you get across your arguments and perspectives. The goal is to give value to the organizations/entities with which they work by learning about their business processes, identifying opportunities for improvement, and providing a holistic solution to help them improve.

Finance, Marketing, Operations, and Human Resources are only a few of the primary domains covered by this book. They prepare by planning a variety of events and webinars, maintaining close contact with industry experts, and facilitating guest sessions for the batches.

The organization hosts frequent encounters with prominent members of the consulting profession to bridge the gap between industry and academia. It also sees it as part of its mission to educate members on the essential matrices and frameworks utilized in the consulting field. The club's goal is to improve its members' case-solving skills and provide them with a systematic approach to analyzing complex problems.

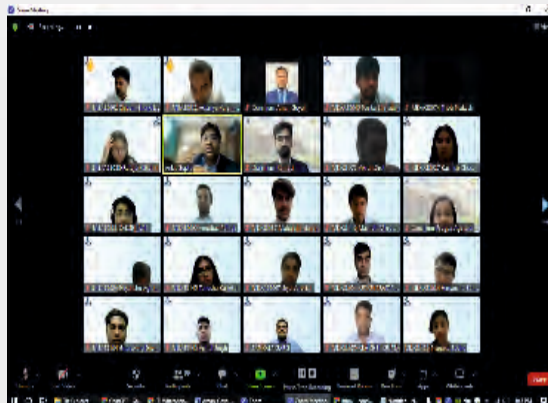
Apart from that, they have a strong online presence on sites such as Facebook, LinkedIn, and Twitter. Post regularly about the newest strategic developments in businesses across industries, not only in India but throughout the world.

Activities/Events:

- Ranbhoomi – Annual Pan India Case Study Competition
- Endgame × Cesim Elite - National Business Simulation Game
- Kaun Banega Consultant – An offline event to test Strategy & Consulting acumen
- Consulting Knights – National Level Case Study Competition
- Foresight Series - An Intra-college Event
- Consilium Insider – Monthly Newsletter
- Disquisition 6.0 – Pan India Article Writing Competition

- Consilium Conversations - Strategy Talks Series
- Webinar on Consulting, Strategy & Guesstimates
- Consilium Bootcamps
- Battle Of Wittiest

Highlights from the various events



2. HRHYTHM – HR CLUB

The Objective of the HR Club is to foster a culture of learning Human Resource Management practices by organizing events regularly throughout the academic year. The Club's core philosophy is to bridge the gap between Industry and Academia. It regularly updates its social media handles by posting content about changing trends in Human Resources through articles and infotainment. With ever-changing trends in the industry such as the introduction of Artificial Intelligence, HRhythm strives to provide knowledge to future HR Leaders and help them in developing interpersonal skills while maintaining the equilibrium between HR's Position in Top management and maintaining the trust of employees in the organization. It conducts inter and intra college events, where participants are expected to solve real life HR intricacies and give their opinions about the current trends and upcoming practices in the HR domain.

Activities/Events:

- Scribble Dribble
- A Day in the Life of an HR
- Pragyan – The Flagship Case Study Competition
- Ignite
- Dr. TV Rao Visit
- Webinar with Manisha Kelkar, Chief Human Resources Officer at Nuvoco Vistas Corp.

3. **DecipHR Siddhi The HR Analytics Case study Competition:** 15th June 2024 at Holiday Inn Bangalore It is the flagship case study competition of IIM Kashipur based on the domain of HR. The number of participants were 1700+ registrations. It consisted for 3 rounds which included quiz, presentation preparation followed by two levels of offline presentation. They presented their solutions offline at the venue. Around 100+ participants were present offline. The top 5 teams presented their solution in front of the panel. The event is in collaboration with the placement committee under Perennial 2024.

Electives session: We conducted the electives session for the batch where the second years presented their point of view of the electives they choose.

Faculty meet: We also conducted a faculty meet where students had the opportunity to meet the faculties and ask them doubts about the domain electives.

Tie up for professional certification with phoenix: Discussion with third party for professional certification for students of both batches.

Dossiers: Preparation of dossier for the incoming batch and introduction presentation

Promotion: Forwarding mails if any events from other colleges are there.



4. ON YOUR MARK – MARKETING CLUB

OYM was established on 16th January 2014, by the students to celebrate their sheer love for marketing. OYM's raison-d'être is to create an amenable and nurturing ethos for the students of IIM Kashipur in all matters related to the field of marketing. The main aim of the club is to develop interest among the students and to help them have a clear understanding of marketing through a blend of practical and theoretical learning. We seek to help students explore their careers in the field of marketing and thus provide a cogent support in their industry recruitment process. The club also focuses on helping the students have a clear and comprehensive understanding of marketing through various activities like interactive workshops, seminars, quizzes, competitions and case studies.

Activities/Events:

- Markaholic Case-study Competition
- Guerrilla Marfair
- Product Resurrection
- Meme-omento
- DumbCharAds
- Pitch Please
-

5. OSM – OPERATIONS & SUPPLY MANAGEMENT CLUB

The Operations and Supply chain Management (OSM) club at Indian Institute of Management Kashipur incessantly works in the fields of operations, production & manufacturing, supply chain management, operations strategy, operations research, and project management. The club acts as a perfect medium dedicated for the students that help them in enhancing their domain knowledge and explore new horizons by assisting them to pursue their interests related to the field. By successfully carrying out several intra/inter college events and interactive sessions, the club has marked its supreme presence amongst the corporates & fellow institutes and has been a front runner in demonstrating excellence & commitment in educating as well as in spreading the domain advancements.

**Activities/Events:**

- Ops-Kascade 2.0 (intra-college tower building challenge)
- Six Sigma Green Belt Certification
- Opsfeed - Monthly Newsletter
- Operatius (PAN India Case Study Competition)
- Osmosis 5.0 (PAN India Quiz Competition)
- Ops Blaze 3.0 (PAN India Simulation Competition)
- OPS-Enlight
- Clash of Clubs
- Grant Thornton Lean Six Sigma Green Belt Program for E-MBA students
- OPS-HUNT 4.0
- Industrial Visit To V-Guard
- Green & Black Belt Certification



6. ECONOMICS CLUB

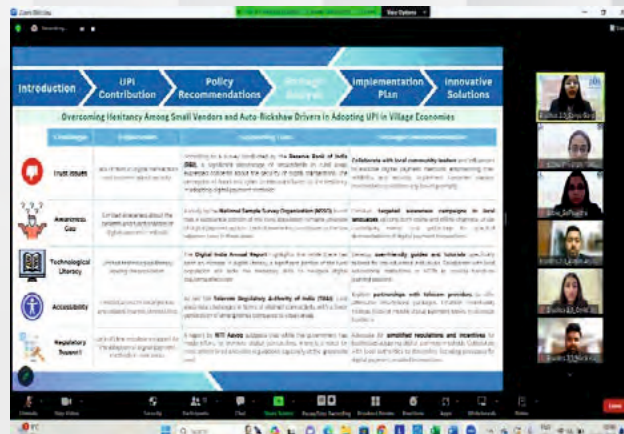
Economics Club of IIM Kashipur is one of the seven academic clubs of IIM Kashipur. The club encourages students to explore the field of economics and provides a platform for the curious minds out there to learn, debate, and discuss economic policies and development happening around the world.

Economics club was founded in the year 2019 as an interest-based club to impart knowledge and invoke discussions and conversations about the field of economics and to highlight its importance and linkages to different areas of business. Late American scholar Warren Bennis said that "Success in management requires learning as fast as the world is changing". Keeping up with this notion, the club has found it extremely pertinent for aspiring managers to be aware of "Economics" affecting their daily lives and make them better prepared to tackle business situations more efficiently. Since its inception, Economics Club has gradually attained the status of a Core Academic Club and been involved in several and successful club-based activities.



Activities/Events:

- Arthashastra
- Game of Econs
- Infographic making competition
- Filmonomics
- Union Budget Prediction
- Union Budget Analysis
- Arthat



7. THE FINANCE CLUB

The Finance Club of the Indian Institute of Management Kashipur is a student-driven initiative for fostering a culture for Finance within the realms of IIM Kashipur. It was established with the purpose of enhancing the financial knowledge of students through various conferences, events, activities, workshops and knowledge sharing sessions. Over the years, the club has adapted to the changing requirements and skill sets of incoming students and has inculcated them within its scope to help establish a strong foundation of financial knowledge outside the classroom.

Activities/Events:

- Pragati - IIM Kashipur's Investment Fund
- CFA Research, ESG & Ethics Challenge
- National Finance Olympiad
- Aesimatus
- Equity Research Challenge— a competition required to submit a detailed equity research report, post analyzing the sector of their choice
- Business Barter
- CFA Ethics Workshop - organized to cover topics around the Code of Ethics and Standards of Professional Conduct
- Pan India Competitions - Aestimatus, Open Outcry and The Simulation Challenge
- High Stakes - simulation event involving the participants' skill for Hedging and Risk Management, which is conducted in tandem with Kashipur Premier League (KPL)
- The Simulation Challenge
- Guest Lecture by Lekshman (Morgan Stanley)

8. TITAN – IT & ANALYTICS CLUB

TITAN club was an initiative of analytics enthusiasts aimed to inculcate interest in students regarding IT and analytics through various competitions, knowledge sharing sessions and interaction with industry leaders in this domain. Club conducts various activities throughout the academic year to promote the learning in IT and Analytics. The club also gives guidance about various career options in the field of IT & Analytics. It also helps in cultivating practical knowledge through social media engagement as well as knowledge sharing sessions. The main aim of this club is to motivate students to pursue a career in analytics by introducing them with the opportunities and scope in this domain.

Activities/Events:

- Braindare
- Prodegy

- Datazoids
- DataSights
- Coherence
- Dashboard wars
- Data Chronicles (Newsletter)
- Knowledge Sharing Sessions
- Product Management Certifications in collaboration with Phoenix Global
- Quiznalytics
- Tableau Workshop
- Survival Room

INTEREST BASED CLUBS

1. EXPEDITION CLUB

“The world is a book and those who do not travel read only one page.”

— St. Augustine.

Following on the same quote, Expedition Club strives towards acquainting the IIM Kashipur fraternity with the vastness of mountains, far-reaching oceans, arid deserts, and a plethora of opportunities encompassing the tourism sector. We are a bunch of nomads and adventure seekers with a common passion for the Travelling. The day-to-day work of the club includes promoting tourism and fitness among the business community through a variety of events and PAN India competitions. As IIM Kashipur’s logo depicts the triple bottom line of the People, Planet, and Profit, this club’s mission is to promote sustainable tourism on our beloved planet earth.



Activities/Events:

- Go Nomad
- Voyager of the Year
- Pangot Trip, Uttarakhand
- Open Mic Competition

- Camping Simulation



2. FOREIGN LANGUAGE AND CULTURE CLUB

Welcome to our Foreign Language and Culture Club! At FLCC, we consider each culture and language has something unique to offer to everyone. Our club is designed to provide a platform for students to explore new languages and cultures that can benefit their future careers in the global business world.

Our club offers a range of activities and events that helps to improve the language skills and cultural awareness. We organise foreign language and cultural workshops, case and quiz competitions, webinars with professionals from around the world. We also observe other cultures' festivals, such as Halloween, a Japanese cultural event etc, that highlight the diversity of our global community.

Vasudhaiva Kutumbakam, which recognizes that we are all a part of the same global family, is a philosophy that we adhere to. The promotion of unity in diversity and the removal of cultural barriers can be achieved through learning a new language and culture.

Events/Activities:

- **Halloween** - To sensitize the students of IIM Kashipur to international cultures, this fun filled event was organized where students unleashed their creative skills through costume competitions, ramp walks, and face painting.
- **Word Workout** - To make students more aware of the foreign words that are used in our daily lives and make them understand what are the origins of that words and how to use them correctly in a sentence, 4 Word Workouts have been done.
- **FLCC Note**- A series of information that endorse the cultural importance in a company and in their products and how does it impact their profit. It is showcasing how various companies initially failed due to this cultural factor and later on captured the market with the same cultural factor in their products. 3 FLCC Notes have been released in 2023-24.
- **Thanksgiving Day**- To showcase the importance of Thanksgiving which is a time for reflection, gratitude, and spending time with loved ones. Students shared their precious time with their beloved ones which were featured in our Instagram page stories.
- **Kuizu** - The Cultural Quiz, on UnStop which tested students on their knowledge of foreign culture, i.e., art, architecture, and other aspects, languages, and business practices.
- **Foreign Language Workshop** - The Club organised “French Language Workshop” for our students on campus, in collaboration with the Exchange Programme Students from France. Thus, we promoted interest of the batch in French language, as they got to learn everyday words and phrases of the language.
- **ProdLaunch** - Product Launch Presentation Competition on Unstop, a PAN India competition which showcased influence of culture on strategy and marketing implementation of new Indian product to be launched in international market.
- **Duolingo** - A month-long language competition on the Duolingo platform intrigues the students to learn a foreign language in an interactive environment. The students according to their time availability, will learn and practice vocabulary, grammar, pronunciation, and listening skills using spaced repetition on the Duolingo platform.



GAMBIT

GAMBIT is the official Gaming Club of IIM Kashipur where we host games of all genres ranging from PC games like FIFA, CS, etc., to hosting Poker nights and other competitive gaming events. We provide opportunities for all gamers (professional or amateur) and non-gamers to have fun and showcase their skills at the events held

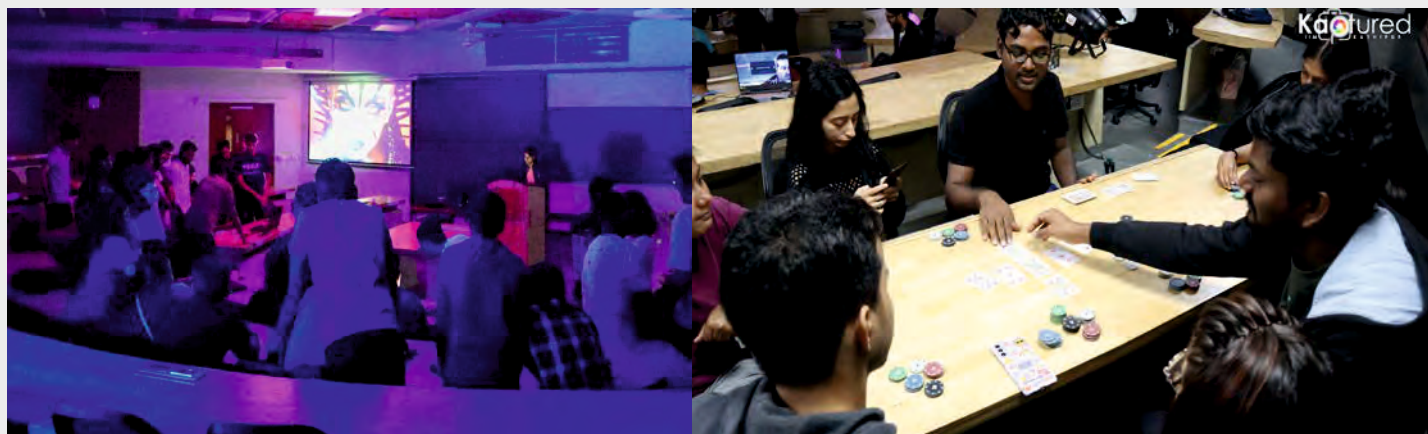
throughout the year. We facilitate new games and gaming news on monthly basis. We introduce and engage students to new gaming communities and gaming competitions rejuvenating them for tomorrow.

We provide a perfect platform for every individual to relax, bust their stress, compete with peers, and prove their superiority in the arena via thumb-smashing and brain-teasing activities.

Our tagline is **“We don’t die! We respawn!”**

Activities / Games:

- Poker Nights
- Radiant Rumble
- Counter Strike 2
- Most Wanted
- Gaming Nights
- Ultimate Tekken Showdown
- Soccer Scream



3. KAPTURED: THE PHOTOGRAPHY CLUB

The club is responsible for the coverage of all the happenings inside the walls of IIM Kashipur. In normal times, we cover the flagship event "Agnitraya", and other renowned events such as Uttistha, TedX as well as Sangraam, the sports event.

We showcase the beauty of IIM Kashipur to the outside world in the form of awesome photographs and videos. The club also nurtures the budding photographers of the college by featuring them in the Club's social media handles through Photo of the Month and Photo of the Week and organizing events such as photography workshops and photo-walks.

We turn moments lived in IIM Kashipur into cherishable memories in the form of visuals that a member of IIM Kashipur family can revisit and remember for lifetime.

Activities/Events:

- Pixellar - Photo of the Month

- Covering the events organized by all the student bodies within campus



4. LITERARY CLUB

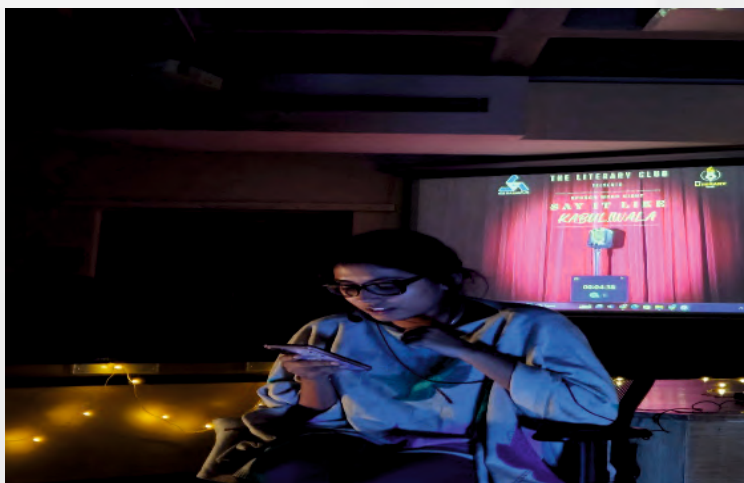
The Literary Club at IIM Kashipur exists to promote and sustain all literary related domains such as book reading, debating, poem reciting, storytelling, impromptu speaking, communicating, creative writing and more, among the students. Lit club throughout the year designs and conducts several engaging activities and events aimed at honing these skills.

Apart from utilizing internal resources for literary activities, the club collaborates with various external colleges, literary events and groups to further expand the scope of club's activities.

Activities/Events:

- Intra College Event - Say It Like Kabuliwala, Shabdkosh
- Du Coeur - Right from the Heart, Perspective, Abhivyakti
- Book Reviews
- Yearbook for the batch of MBA 2022-24
- IDEAS ACROSS BORDERS - The G20 Blog Writing Challenge 2023
- SpelLit – IIM Kashipur's first Spelling Bee

Distribution Date: 22-04-2024



Event Description: The Literary Club collected information, designed, and delivered the Yearbook for MBA & MBAA Batch of 2022-2024 as a token of remembrance and pride for the monumental years spent at IIM Kashipur.

The process involved different stages including Data Collection, Verification, Editing, Designing and Setting of the Digital Master Copy. They are as follows:

1. Yearbook Data Collection:

In January, form link was shared with the Batch to collect Student Testimonials, Photographs and Event's memories. In addition to this, The Literary Club coordinated photo sessions of Administration Staff in association with Kaptured– The Photography Club of IIM Kashipur for updated pictures in the Humans of Kashipur section.

2. Verification & Compilation:

Data from the forms was verified and compiled by The Literary Club. The aim was to create a comprehensive representation of the Batch of '24 within the yearbook, ensuring accuracy and addressing discrepancies.

3. Smooth Distribution:

Post selection of the Vendor by the Institute Administration, The Literary Club coordinated with the Student Council, Administration, and the Student Volunteers to plan and seamlessly execute distribution during the convocation ceremony. A dedicated team organized the yearbooks and ensured each graduating student from the MBA & MBAA Batch of 2022-2024 who had opted for the book received their copy on 22nd April 2024, the Convocation Day.

5. PARWAAZ



Parwaaz the dramatics club of IIM Kashipur extracts, refines, nourishes, and displays a notion, sentiment, expression, or emotion in such a way that it connects with our cherished audience. The club takes it upon itself to entertain the audience of IIM Kashipur by performing at multiple events and also by organizing competitions on

intercollege and national level. Parwaaz organizes multiple events such as Nukkad Natak, Stage Play, mime etc to make the navras, the 9 emotions felt to the audience.

Activities/Events:

- Dussehra Play
- Independence Day play
- Opening Ceremony Prarambh
- The International Day of Elimination of Violence against Women
- Scene Kya Hai
- Immaculate Play
- Play: "Breaking the Silence", Collaboration with Spectrum
- Nukkad Natak "Abhivyakti Ki Azaadi"
- Acting Workshop & Improv Battle
- Boardroom Drama
- Monday Mimicry: We imitate a famous movie scene in our style

6. QUEST

Quest is the quiz club of IIM Kashipur which aims at imbibing the quizzing culture into the intellectual minds of the students. Quest also promotes a healthy and competitive quizzing culture among the students of IIM Kashipur and gets them ready to crack the first round of any corporate and B-school competitions. Quest provides an effective platform for those who want to showcase their wits across various genres such as business, entertainment, general awareness, and literature, to name a few. Moreover, our quizzes and sessions are focused on analysing competitions that help in building a cohort of proactive individuals, and students actively participate in the events to 'Quench their Quest for Quizzing.'

Our core ideology is that "It's not only knowing the right answer that matters, but the ability to ask the right questions."

The club also runs campaign series on Quest's social media accounts, which has increased engagement on Instagram, Facebook, and LinkedIn.

Activities/Events:

- Freshers' Quiz
- KQL (Kashipur Quizzing League)
- G20 Quiz
- Swachhata Pakhwada - Swachhata hi Sewa
- Prashnamanch
- Questopia





7. REVERB – MUSIC CLUB

Our goal is to give impetus to the musical talent of IIM Kashipur and provide a platform for the students to showcase their skills. Since its inception Reverb has been the torchbearer for all the musical activities and musical events, thereby providing solace from the hectic academic life. The club has initiated a dedicated music community- “Kaspian MeloBees” on social media channel, to unite all the musical aficionados. It is a platform where participants share their musical talent. A special music room with state-of-the-art instruments, maintained by Reverb, to enable students to enjoy Jam sessions and promote the music culture in the college. The club is active throughout the year to conduct various online and offline events like music competition,

music-based quizzes, jam sessions, informational posts, etc. to corroborate the sense of the art intellect that our college represents.

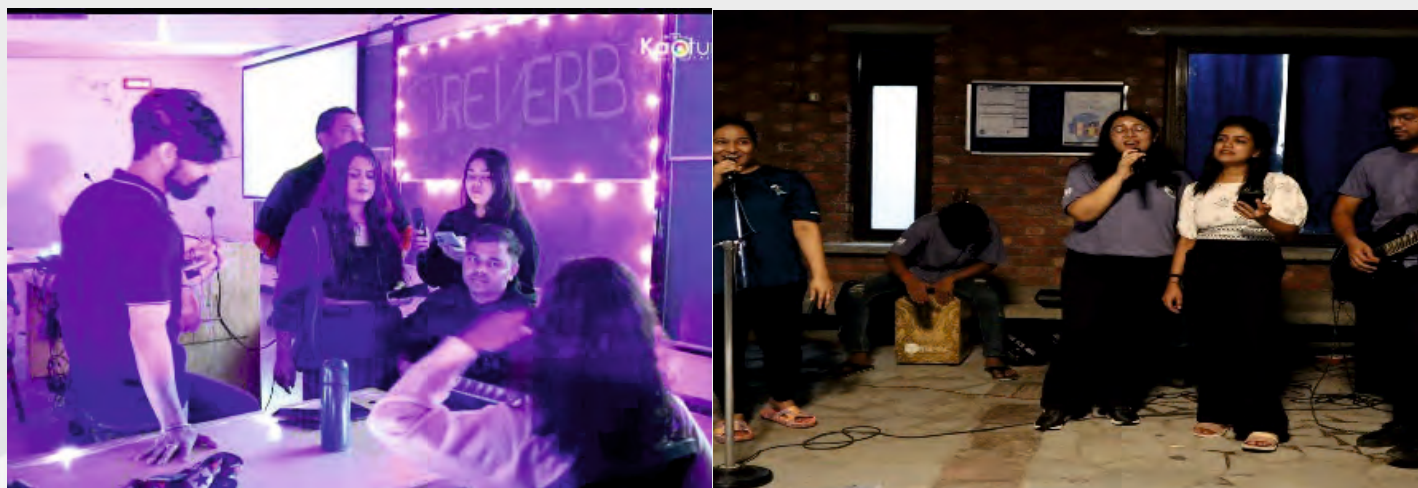
Reverb aims to spread the love for music as well as encourage students to share their passion for music through new and innovative ways.

Activities/Events:

- Opening ceremony Prarambh
- Jamming Session
- Pakhwada
- Opening ceremony Sangraam
- Festive Beats
- Twilight Tunes

8. SPECTRUM

Spectrum - The Diversity and Inclusion Club of IIM Kashipur is an initiative by the students of IIM Kashipur, which is meant to create a safe space for individuals from diverse backgrounds with the aim to work towards maintaining the inclusive, and equitable environment for students, alumni and fellows throughout the campus and for future colleagues with the vision to prepare the MBA cohort for careers in forward-thinking corporations that value diversity and actively foster cultures embracing mutual respect among individuals belonging a different races, ethnicities, nationalities,



socioeconomic statuses, religious backgrounds, genders, gender identities and expressions, and sexual orientations.

The club also aims to promote awareness and sensitization about diversity & inclusion in a meaningful manner by utilizing their managerial expertise, skills and emotional intelligence.

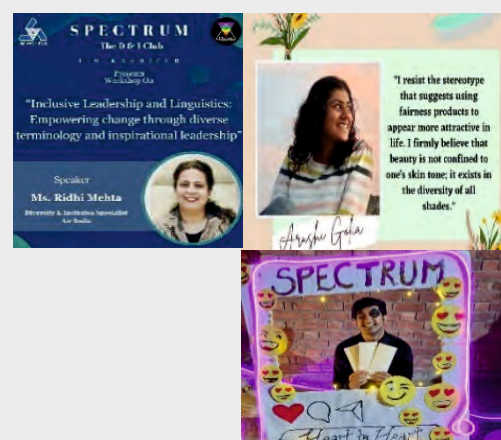
The Diversity & Inclusion Club is committed to forging ties with NGOs, voluntary Non- Profit Organizations, and corporations in the long run and leverage the relationships to cater to the growth of the institute.

It is made sure by the integrated effort by conducting interactions and events from the stakeholders including educators, students, educational institutions, industry, intellectuals, and non profits to bridge the existing skills gap between academia and industry.

Apart from that, it maintains an online presence on social media sites such as LinkedIn and Instagram.

Activities/events

- POSH Workshop
- Breaking
- Heart to Heart
- Buddy Programme Buddy Programme
- Diversity and Inclusion Workshop
- Wellness & Mindfulness Workshop
- Elimination of Violence against Against Women Pakhwada
- World Mental Health Day



9. THE MOTION PICTURE CLUB

The Motion Picture Club aims to promote management learning through fun and recreational channels associated with world cinema. The club also helps the students enjoy themselves through movies in between their hectic MBA schedule.

Through screening movies related to management, TMPC aims to generate a discussion about the learnings those movies provide and we as a club also pass on various insights which may be of help to the IIM Kashipur fraternity.

The club also helps to create a platform for the students to discuss management learning from world cinema. We host a variety of activities, events, and competitions throughout the academic year to facilitate the objectives. Through them, we encourage students to take an active interest in extracurricular activities and develop their all-around potential.

- Critique Du Flick - A Weekly Movie Review-cum-Recommendation initiative where movie reviews of various genres, geographies, and languages are posted across TMPC's various social media handles. This is aimed at giving access and creating awareness about the plethora of diverse movies available around the world.
- Article Writing Competition- Article writing competition (<1000 words) on a particular management theme of movies. The event was conducted on Unstop. The submissions were judged based on the movie description and how the article relates the content of the movie and the management learning of the theme provided

- **Poster Making Competition** - The Motion Picture Club is organized a poster making competition in which participants were required to design a cross over movie poster. It involves the participant to choose a movie character of their own and blend it with another movie title. The winning criteria will be creativity and relevance.
- **Monthly Movie/Match Screening** - Monthly movie or sports match screening. Sports matches will be screened based on their importance and relevance among the batch. Movie screening took place in campus. Regular collaboration with academic clubs like Econs to screen movies related to management domain.



10. XTATIC – THE DANCE CLUB

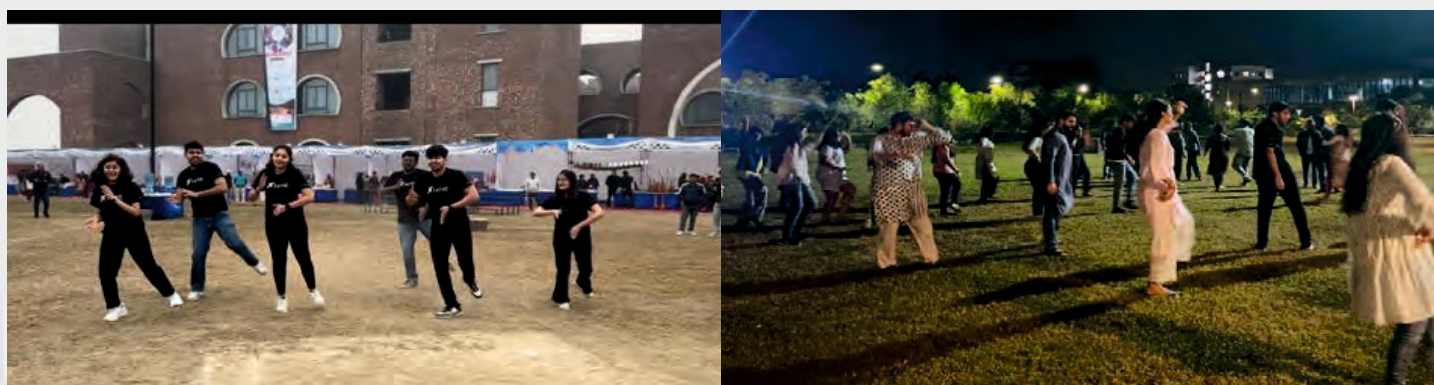
“When you dance, you can enjoy the luxury of being you.” — Coelho

Dancing helps us to express our feelings in a beautiful way which words not be able to express. Xtatic organizes activities like dance workshops and events like Chote Miyan Bade Miyan, Danza De Papel, our vision is to instill the love for the performing art, encourage participation, and help more people unleash their potential and dance their hearts out!

We, the clique of entertainers represents IIM Kashipur in various inter B-School dance competitions and participate actively in college events and celebrations. We follow a simple life mantra- keep dancing if you are happy, start dancing if you are dispirited.

Activities/Events:

- Chote Miyan Bade Miyan
- Workshops – Bollywood, Garba, Salsa workshops
- Dance Competitions
- Prarambh Opening Ceremony
- Danza De Papel
- Agnitraya X



11. WELLNESS Coordinators

Wellness Coordinators act as liaisons between IIM Kashipur students and the medical facilities on and outside the campus. The team was created to make sure that students who were in need of medical care could access

those services on time. Our team is always available to assist and support the students in any health related concern or emergency. We also offer advice, solutions, and inspiration about students' mental health and general well-being via social media accounts. We are in charge of providing assistance during athletic events, activities in the gym, and any medical emergencies that may arise for students. These things are part of regular events that take place on and around campus.

Events/Activities:

- **Vaccination Drive** - We conducted two vaccination drives during the course, i.e.
- **Har Ghar Dhyaan** - In cooperation with Art of Living, we hosted an hour-long meditation session for students, faculty, and staff to practice meditation, promote positivity, and de-stress.
- **Health Insurance Session** - Organized an informational session for students on medical insurance-related topics, such as when and how to obtain coverage and the coverage limit. We also solve on the-spot queries.
- **Pharmacy Setup** - A small pharmacy has been set up inside the wellness center in collaboration with a local vendor to provide medication and other medical supplies. This arrangement allows us to promptly provide specific medicines to patients, and around 15-20 patients benefit from this setup daily.
- **Dental Camp** - We organized a free dental checkup camp on campus for students, faculty, and staff members of the Institute. It was conducted by Dr. Varun Garg, an Oral Implantologist and Cosmetic Oral Surgeon and 60+ patients attended the camp.

Your DOST Orientation Sessions

Event Date & Venue:

29th and 30th June in Offline mode

Event Description: As part of our ongoing partnership with YourDOST, Orientation Sessions and Engagement activity (Wheel of Happiness) were conducted to introduce the Mental Well- being partner to the 1st year batch. Ms.Yashica, the Customer Success Manager at YourDOST, was the guest speaker for the Orientation Session. She actively engaged all participants, making the session both informative and interactive.



1. CREATIVE STUDIOS – DESIGN CELL

Creative studios is a blend of designers and vendor managers who are responsible for the design and procurement of various merchandise products for the batch and for the different student bodies as per their requirements. It attends to the various designing requirements (such as logos, posters, banners, brochures, yearbook) for all the major college events which includes annual fests, sports activities, and corporate events. The team has expertise in Procreate, Photoshop, Adobe Sketch, Filmora, Blender etc. and strives to create a creative atmosphere in the college by encouraging and organizing workshops to help the students. Apart from this our team manages the official online merchandise store of IIM Kashipur. The online merchandise store has a variety of products like t-shirts, hoodies, casual t-shirts, mug, masks, water bottles and badges. The designs of all these products fall under the sole purview of Creative Studios. Last year our team handled the logistics and procurement of over 500+ official batch hoodies and 250+ official batch t-shirts. Further, finding good vendors and delivery partners for materialization of design and shipment; and working on having a long-term relationship with them is an integral responsibility of the cell.

Activities/Events:

- Designing Logos, T-Shirts, Banners, etc for various student bodies and both batches
- Designing Yearbook, Student Body Handbook and Academic Newsletter
- INKTOBER-23, other fun events on design were conducted
- Liaising with other clubs/committee for merchandise requirements



2. PARIVARTAN CELL

Parivartan Cell is the social responsibility cell of IIM Kashipur working to improve health, environment, and education in our society by making the best use of our managerial skills and expertise. We always believe in conducting events and competitions that raise awareness on multiple occasions among the students as well as the bigger society and inculcate the feeling of Sharing is Giving. We are committed to forging ties with NGOs, voluntary non-profit organizations, government institutions, and corporates.

Activities/Events for the academic year 2023-24:

- KITES
- Donation Drives: Blood Donation Drive, Stationary Distribution Drive, Christmas Celebration, Food Donation Drive, Cloth and Blanket Donation
- Article writing competition
- Diwali exhibition

- Skip-a-meal
- Run for Unity Marathon
- Career Counselling Session
- Blanket Donation Drive
- Pitch Karo
- Parivartan Cup
- Christmas Day
- Children's Day



3. PREP CELL

The primary goal of the prep cell is to prepare the batch for placements, while also helping in enhancing the skill sets and building competencies.

Activities/Events:

- Mentorship - Junior batch students were assigned mentors from prep cell members, and these mentors were responsible to guide each student on resume and skill building process.
- Resume Preparation - Junior batch was guided to get familiar with the resume format and what type of content can be filled in the resume.
- Personal Interview - Mock interviews were taken to give some confidence and constructive feedback to the junior batch for their summer placements.

- Group Discussions- Mock GDs were conducted to make the junior batch accustomed to the Group discussions and they were given suggestions on areas of improvement as part of the placement preparation process.
- SIP Preparatory Sessions- Sessions were organised to train and guide students for various companies.

4. SPONSORSHIP CELL

Amidst the academic rigour that is a mandate in MBA, what keeps the campus alive are the extravagant events that take place on the campus. Some of these events include but are not limited to Kacofonia, Kashipur Premier league, Coalescence, TEDx and the most-awaited and prodigious event of them all, our annual flagship event, Agnitraya. These events do leave us mesmerised, but what lies behind making them humongous and full of excitement are their sponsors. The exciting cash prizes and goodies always push us a step forward to try our luck with all our effort at these events. We, at the sponsorship cell, are solely responsible for bringing these sponsors to the table by striking agreements with them. The names you hear like SBI, Maxx Protein and others as sponsors of events at IIM Kashipur are the epitome of our persistent hard work throughout the years. Sponsorship cell aids in making the events bigger, brighter and better through organising more funds for the events by acquiring new sponsors and maintaining its relationships with old sponsors. We aim to extend the reach of both our institute and its sponsors.

What we do:

- Acquire new sponsors for events and further build relationships with existing sponsors
- Extend the reach of our sponsors through promotion on various social media handles
- Convert leads to potential sponsors by emphasising upon deliverables from our side

TEAMS

1. TEAM CORPUS

Team Corpus is tasked with the responsibility of creating opportunities to impart the necessary skills to tackle Corporate and B-school Case competitions. Performances in such competitions are associated with IIM Kashipur's visibility and thus ensuring that students are equipped with the right competencies is vital. The Team provides assistance and guidance to the students to refine their approaches while they undertake these challenges.

Activities:

- Mock Presentations- Team Corpus conducts mock presentations wherein students can rehearse their presentations and observations for improvements are suggested by the team in order for students to fine-tune and polish their submissions.
- Workshop- Collaborations with organisations to conduct workshops in training students to creatively think and design their approaches. Design thinking is essential to formulate innovative solutions to cases.
- Alumni Sessions - Hosting sessions wherein Alumni who were winners of corporate case competitions impart their knowledge and their methodology of solving cases.
- Knowledge Repository - Team Corpus maintains a repository of ideas, frameworks and strategies for students to draw inspiration from and apply these learnings in competitions.
- Domain Warfare- A business quiz covering topics across management domains to replicate the experience that competitions may present.

2. TEAM IMPACT

Team Impact bears the major objective of working for the development of the Udham Singh Nagar, Kashipur, under the banner of the Kashipur Development Forum (KDF).

Work as Liaison between the institute and various governmental as well as administrative bodies regarding community development.

We are responsible for identifying social, environmental, and cultural problems in Kashipur and researching the same, and providing a viable and implementable solution in association with the faculties and experts. Identifying key developmental projects and converting them into management consulting and government advisory projects for students.

Initiatives taken in AY 2023-24:

Event: Interaction with Students of SPA regarding district development of Udham Singh Nagar
Students from the School of Planning and Architecture, New Delhi, an 'Institute of National Importance' interacted with IIM Kashipur on the District Development Plan for Udham Singh Nagar District as part of their academic exercise, and Team Impact organized it.

Event: Road Safety Project with Kashipur RTO

Met Mr. Jitendra Chand who is the Assistant Regional Transport Officer (A.R.T.O) of Kashipur.

Discussed about the ongoing road safety project and put forth our requirements to work on our deliverables.

The students of IIM Kashipur, through Team Impact, are involved in the District Administration's Road safety initiative to reduce the number of road accidents in and around Udham Singh Nagar.

New initiative of a seminar was proposed with a budget of 3 4 lacks. The seminar was proposed to be held under the grant received from Central Pollution Control Board (CPCB). The same was conveyed to the student's affairs officer.



3. TEAM INSITE

Team Insite of IIM Kashipur is the student body responsible for being the first point-of-contact for prospective students for the upcoming batch and guides them through the WAT-PI rounds of their CAP process. The team also helps them with their queries pertaining to the college and the courses that the college has to offer. The team provides admissions support to the students till the admission of the upcoming batch is confirmed.

Post the admission of the new batch, the team also conducts 8-10 day induction to help students get accustomed to the culture of IIM Kashipur and the culture of MBA as a whole.

Activities/Events

- Confab – City Meets
- Aspirant Mentorship program
- Social media campaigns (on IIM Kashipur and Insite handles of LinkedIn, Facebook, Instagram, Medium, Youtube, Quora, Pagalguy, and telegram)
- Social media campaigns- Intern Diaries, WhyIIMKashipur, Blogs, PhD Insights, Faculty Insights, Student Bodies Introduction campaign, WAT-PI kit, Interview Experiences, MBA Analytics introduction campaigns, Prep Shots.
- Video Campaigns- CAT 2023 Tips & tricks, CAT2023 Do's and Dont's, What after CAT, CAP 2024 Interview Preparation.
- Induction Program

- Personal Interview Kit:
- Faculty Insights



21st June to 30th June 2024 Induction/Orientation Program: Team Insite conducted the induction program to familiarize the new batch, i.e., Batch 24-26, with the culture of IIM Kashipur. During the induction period, students of the new batch were engaged in various activities and sessions. Students had the opportunity to learn about the academic and extracurricular aspects of life at IIM Kashipur. One of the key highlights of the induction was the introduction of the new students to various student bodies on campus to facilitate interactions, which allowed the incoming students to connect with existing clubs, committees, and cells.

4. AGNITRAYA

Agnitraya is the annual cultural, sports, and management fest of IIM Kashipur. The event witnesses' diverse talents from different premier management institutes and other prominent colleges. "AGNITRAYA" means the three sacred fires lit to appease the gods and represents the three ingredients of success: humility, endurance, and dedication. These ingredients are embodied in the three aspects of Agnitraya –

- Humility in Culture,
- Endurance in Sports
- Dedication needed in Business.



The fest sees a heavy footfall, with participants ranging upward of 500 from more than 50 top colleges across India each year.

Events Description:

Agnitraya organizes the following types of events across the 3 days:

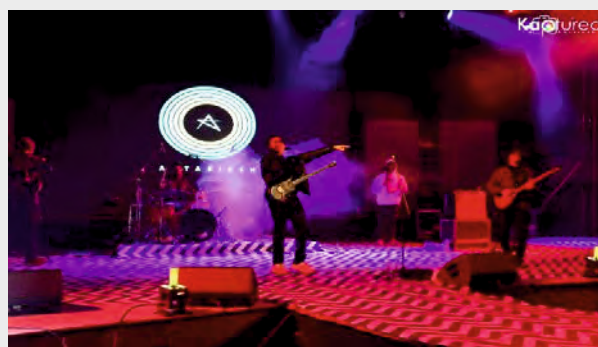
Management and Non-Management Events: Management events in Fest involve various competitions and workshops related to management topics such as operations, marketing, finance, human resources, et al. There are various non-management events such as gaming tournaments, literary events, and poetry are also organized. These are conducted by the various academic and non-academic clubs over the space of 3 days.

Sports Events: In the tenth iteration of Agnitraya, the Sports Committee of IIM Kashipur, successfully hosted inter-college sports events in 13 disciplines. The event drew participation from prestigious colleges like IIM Amritsar, MDI Gurgaon FORE, etc., all vying for a total prize pool of Rs. 2,00,000. The competitions encompassed a wide range of sporting disciplines including Badminton, Basketball for both men and women, Chess, Cricket, Frisbee, Futsal, Throwball, Volleyball, Pool, and Table Tennis.

Cultural Events: There were seven cultural events which included Dance performances, Singing competitions, Band performances, Fashion-Walk, Rap Battles, etc. The events witnessed participation from colleges like Ramjas College, SRCC, IIM Udaipur, IIM Amritsar, Deen Dayal Upadhyaya, MDI Gurgaon, Jaypee Institute Noida, Gyanaarathi Media College.

Cultural events include Dance performances, Singing competitions, Band performances, Fashion-Walk, Rap Battles, etc.

Star Performance: Star performances feature well-known musicians, comedians, actors, or other celebrities. Agnitraya X hosted Nikhil D'Souza (Singer), Yash Rathi (Comedian), Antariksh (Band) and DJ Carnivore.



5. TEDx IIM KASHIPUR

The TEDxIIMKashipur event, centred around the theme "Dwell and Conquer", featured a line-up of 10 diverse speakers and attracted more than 100 attendees including students, faculty and guests. These distinguished speakers, through their impressive speeches, made a lasting impression on both individual and collective development.

Time: 10 AM – 5.30 PM

Date: 26th November 2023

Venue: Academic Block B1, IIM Kashipur



Theme: Dwell and Conquer**Speakers List :**

- Vartul Mittal
- Jyoti Jha
- Gaurav Kejriwal
- Nitish Raj
- Kanishk Agrawal
- Major Prajakta Desai
- Ashwani Dhawan
- Harshita Rao Motaparathi
- Ella D' Verma
- Sai Chandravadhan



Report of Internal Complaint Committee:

The Institute has zero tolerance for sexual harassment in the workplace. It has adopted a Policy on Prevention, Prohibition and Redressal of sexual harassment at the workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules for Prevention and Redressal of complaints of sexual harassment at workplace. The Institute is committed to providing equal opportunities without regard to race, caste, sex, religion, colour, nationality, disability, etc. All women (permanent, temporary, contractual and trainees) and any women visiting the Institutes' office premises or women service providers are covered under this Policy. All employees are treated with dignity to maintain a work environment free of sexual harassment, whether physical, verbal or psychological.

In AY 2023-24, ICC received a complaint of Mental Harassment by a female PG student against a male PG student of IIM Kashipur on Feb 15th, 2024. Subsequently, a few initial meetings were conducted by the ICC. Later, the complaint filed was withdrawn by the complainant on 22nd March 2024; based on the same, the case was closed.

The ICC conducted the POSH awareness sessions by Lawcubator for all students of MBA, MBAA & PhD during the Induction & Orientation program 2023. The ICC also conducted a POSH Training Program for ICC members by a certified POSH Trainer on 12th Dec 2023.



Works Department

In 2021- 2022, our esteemed institute embarked on several infrastructure projects to enhance the living and working conditions of our staff and students. We initiated the construction of new hostels with a capacity of 240 residents and staff residences, including six Type A and six Type B buildings, which were completed under the able guidance of the Director. The estimated cost of these projects was Rs. 38,96,00,000/- and Rs. 7,84,00,000/- respectively.

In 2022-23, the Institute also initiated the construction of 24 new faculty residences, which we are confident will be completed by April 2025 under the expert supervision of CPWD. The estimated cost of these projects is Rs. 23,76,82,000/- This project will go a long way in ensuring a comfortable and conducive environment for faculty members of our institute.



Recruitment Drive

Details of Special Recruitment Drive for Faculty and Non -Faculty Positions (if any)

The institute issued 2 offer letters for faculty and 9 offer letters for non-faculty under Special Recruitment Drive/ Mission Mode Recruitments.

Appointments of the faculty members of the institute under sec 26 (1) (e)

Details of Teaching Staff:

Total staff as on 31-03-2024: 47

Joining of new faculty

Name	Designation	Financial Year
Prof. Mohit Ray	Assistant Professor (Grade II)	2023-24
Prof. Ratikant Bhaskar	Assistant Professor (Grade II)	2023-24

Details of Non-teaching Staff

The total staff as of 31-03-2024: 42

Joining of new staff

Name	Designation	Financial Year
Mr. Vijay Pandey	Assistant Executive	2023-24
Mr. Ganesh	Assistant Executive	2023-24
Mr. Bharat Bhushan Joshi	Senior Administrative Officer Gr-I	2023-24
Mr. Ashish Shrivastava	Administrative Assistant	2023-24
Mr. Maneesh Kumar Sharma	Administrative Executive	2023-24
Mr. Ravi Prakash	Administrative Executive	2023-24
Mr. Sharad Kumar Srivastava	Administrative Executive	2023-24
Mr. Rajeev Thakur	Administrative Assistant	2023-24

Particulars of employees, whether any such employee is a relative of any member of the board or academic council of the institute and, if so, the name of such member, and such other particulars as may be determined by the board under section 26 (3)

The information under section 26 (3) of the IIM Act 2017, read with Institute (Particulars of Employee) may be taken as nil.

Additional Details

Our collective journey as an institution is exemplified by our recent achievements in the National Institutional Ranking Framework (NIRF).

IIM Kashipur's 19th position in the 2023 NIRF management rankings is a testament to the relentless pursuit of excellence that defines us here at IIM Kashipur. This achievement is not just a number; it reflects our steadfast commitment to quality education, cutting-edge research, and impactful societal engagement. The NIRF ranking serves as a benchmark, illustrating our growth trajectory and the tangible outcomes of our collective efforts. This accomplishment is particularly resonant today as we stand at the crossroads of the past and the future. For our graduates, it signifies the robust and dynamic learning environment that has fueled their intellectual and personal growth. For our faculty and staff, it is a moment of pride and a reminder of the impact of our work. For the broader community, it reaffirms our position as a beacon of knowledge and innovation.

In the 2023 NIRF management rankings, our institute achieved the remarkable feat of rising to the 19th position, up from 23rd in 2022 and 33rd in 2021. This substantial climb of 14 places over two years showcases our shared commitment to excellence, reflecting the hard work and dedication of our entire community. It's more than just an improvement in numbers; it signifies our sustained progress and dedication to excellence in management education.

IIM Kashipur's rise in the rankings has been most pronounced in the Research and Professional Practice category, a clear indicator of our institution's growing influence and impact in the realm of management research and education. Our faculty's and scholars' commitment to generating insightful and impactful knowledge has been reflected in the consistent increase in our scores for the Combined metric for Publications and the Combined metric for Quality of Publications. From a score of 4.13 in 2021 to 4.73 in 2022 and reaching 6.41 in 2023 for the combined metric for quality of publications, we have demonstrated an unwavering commitment to quality and excellence in our scholarly endeavors.

We also take pride in our diverse student body, as seen in our impressive scores for Region Diversity (RD), Women Diversity (WD), and support for Economically and Socially Challenged Students (ESCS) in the NIRF. These metrics are more than numbers; they represent our ethos of inclusivity and equal opportunity. Our national reach through Region Diversity (RD) and the increasing percentage of women (WD) in our programs underscore our dedication to creating a balanced and empowering educational environment. Similarly, our support for Economically and Socially Challenged Students (ESCS) reflects our commitment to accessibility and equity in education. By providing equal opportunities for all students, we ensure that financial or social barriers do not hinder the pursuit of excellence. This underscores our national reach and the cross-cultural exchange that enriches the learning experience for everyone at our institute. This diversity not only enhances the educational journey but also prepares our students to succeed in a globally interconnected world. Together, we can aspire to reach new heights, not just in rankings but in our contributions to the world of management and beyond.

Brief on financial activities during the Financial Year 2023–24.

The Government of India has stopped giving any capital or revenue grants to the Institute from 2019-2020. Hence, the Institute, therefore, is bound to use its own generated revenue to meet the yearly cost of revenue and capital expenditure of the Institute.

Even with the above constraints, it is worth noting that, on the financial front, once again, we have registered a strong financial year with a consolidated gross income of Rs. 96.47 crores compared with the previous year's figure of Rs. 78.07 crores. Out of this income, Institute Revenue Generation (IRG), through its activities, was Rs. 88.99 crores in 2023–24 compared to Rs. 68.71 crores in 2022–23, which increased by 29.52 % compared to FY 2022-23. The Institute Revenue Generation (without considering depreciation), through its activities, was Rs. 26.25 Crores this year, an increase of 53.18% compared to the last year.

The Institute's gross revenue expense for 2023–24 is Rs. 76.11 crores (which includes the depreciation expense of Rs. 13.37 crores). In addition to this revenue expense, during FY 2023–24, the Institute has also incurred Rs. 59.56 crores on the creation of capital assets which includes ongoing campus construction and improvement in other infrastructure facilities. The construction work has been awarded to CPWD and approximately Rs. 47.66 crores have already been disbursed for the same till date.

Total corpus is Rs. 107.75 crores in the current financial year 2023-24 compared to Rs. 146.96 crores of the previous financial year 2022-23, and Investment in Fixed Deposit Receipts is 102.35 crores. Further, the Institute has Designated/Earmarked/Endowment funds of Rs. 53.57 crores in the current financial year- 2023 24 in comparison to Rs. 37.14 crores of the previous financial year 2022-23 and Investment of Rs. 38.36 crores made against these funds as on 31st March 2024 in Fixed Deposit Receipts and others.

Excess of Income over Expenditure can be attributed to increased academic receipts due to increased student strength.

The Institute remains debt-free and generates adequate cash flow to meet its working capital needs. This is possible due to the collective and extended efforts of all the stakeholders.

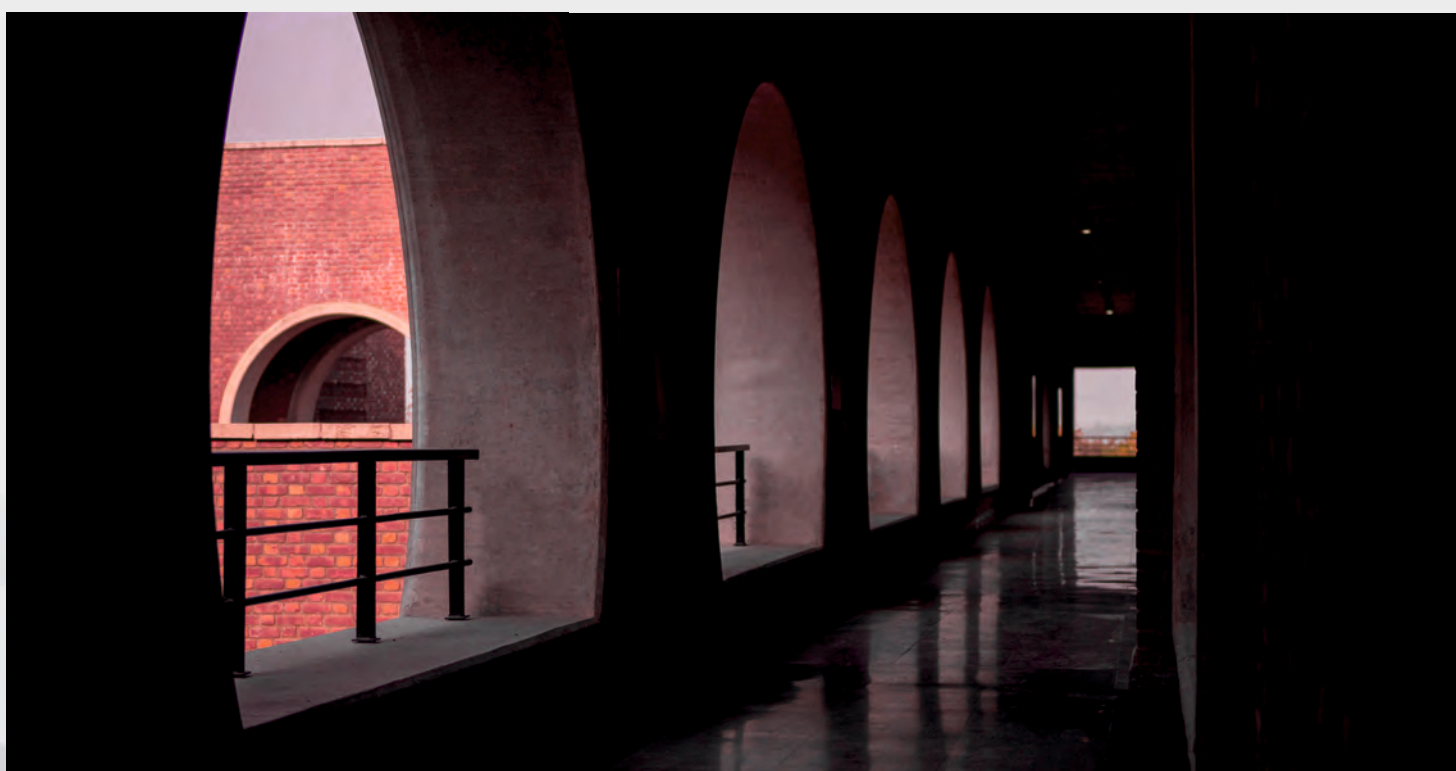
INFORMATION REGARDING STUDENTS

Category	PhD 2023-24*	PhD 2022-23*	MBA 2023-25	MBA 2022-24	MBA Analytics 2023-25	MBA Analytics 2022-24
Girls (%)	37.74	36.54	19.80	28.40	69.00	82.00
SC (%)	8.00	8.00	9.09	18.00	14.20	14.60
ST (%)	0.00	0.00	1.62	9.60	15.40	6.70
OBC (%)	19.00	17.00	25.97	26.80	18.40	23.50
EWS (%)	15.00	12.00	8.76	11.60	10.70	8.90
PwD (%)	0.00	0.00	3.24	0.00	7.70	4.40

* The above data is as per academic year and does not include the students who got graduated in that particular year.

INFORMATION REGARDING FACULTY

Category	Faculty 2023-24	Faculty 2022-23
Girls (%)	22.64	21.56
SC (%)	9.43	9.80
ST (%)	0.00	0.00
OBC (%)	13.00	7.84
EWS (%)	0.00	0.00
PwD (%)	0.00	0.00



Note on NEP and IIM Kashipur: A journey of learning and unlocking value

The National Education Policy (NEP) aims to bring the education system of the country abreast with the developed countries. IIMs may have to go beyond the NEP, engaging with real problems and creating innovative solutions to create impact. IIM Kashipur has made considerable progress on NEP implementation as detailed below in Table 1. At the same time IIM Kashipur is also engaged in setting up the software to implement the hardware of NEP.

- IIM Kashipur has already started preparations to link and launch with the proposed Academic Bank of Credit (ABC). Moving towards the ABC, the institute has already designed Diploma Programs to give the benefit of ABC to deserving candidates.
- Various Entry and Exit options have been built into the programs to facilitate the journey of continued learning at their own pace, defined by the accumulation of credits within permissible provisions for the award of certificates, diplomas, and awards.
- An Alumni policy is in place to award alumni status to learners in this flexible learning environment.
- The institute has launched specialization programs (MBA (Analytics) and Executive MBA (Analytics)) in keeping with the spirit of NEP, starting to move towards interdisciplinary education with fewer barriers.
- The Academic Council of the Institute has also conceptualised a Two-year *Master in Economics Finance and Data Sciences (MSEFDS) Program*, which is under further approval process. This program is aligned with the Mission and Vision of the Institute, as highlighted below.

Mission Alignment:

- **Applied and Interdisciplinary Research:** The MSEFDS program inherently combines Economics, Finance, and Data Science— three dynamic and evolving fields. This interdisciplinary approach fosters the creation and dissemination of knowledge in a highly relevant domain, directly addressing the institute's mission.
- **Socially Conscious Leaders:** Data science empowers informed decision-making, crucial for tackling social and economic challenges. Graduates with a strong foundation in Economics, Finance, and Data Science can analyze complex issues and design solutions with positive societal impact, aligning with the institute's mission to develop such leaders.
- **Critical Thinking and Innovation:** The MSEFDS program equips students with the quantitative and analytical skills to approach problems critically and identify innovative solutions. This directly aligns with the mission of fostering critical thinking and innovation in future business leaders.

Vision Alignment:

- **Management Research and Education:** The MSEFDS program bridges the gap between traditional management education and the data-driven world. By offering this program, the institute becomes a leader in integrating data science into management education, fostering cutting-edge research in this domain.
- **Leaders for Positive Societal Impact:** Graduates of the MSEFDS program will be well-positioned to address complex challenges in various sectors like healthcare, finance, and sustainability. Their ability to leverage data for informed decision-making will contribute to positive societal change, fulfilling the institute's vision.
- **Changing World:** The increasing importance of data in every aspect of business makes the MSEFDS program highly relevant to the evolving needs of the industry. This program positions the institute at the forefront of management education, preparing future leaders for success in a data-driven world.

In conclusion, launching the MSEFDS program directly aligns with the institute's mission to create knowledge and develop socially conscious leaders. Furthermore, it supports the vision of becoming an institute of eminence in management education, preparing leaders for positive societal impact in a rapidly changing world.

- The Institute has also launched sectoral programs for specific domains with inputs crosscutting functional areas and subjects. *Post Graduate Executive Program in Hospital Management, Executive Post Graduate Certificate Program in Rail Management, and Executive Post Graduate Diploma in Supply Chain Management.*
- **Post-graduate Executive Programme in Hospital Management**

The Indian healthcare system is a diverse and complex network of the public and private sectors that provides a range of medical services to India's 1.4 billion inhabitants. Despite undergoing significant changes over the years, the system faces multiple challenges. These challenges include inadequate infrastructure, shortage of healthcare professionals, increasing customer expectations, the rising cost of treatment, changing patient demographics, limited health insurance coverage, and the changing regulatory environment. The Indian healthcare system is also witnessing multiple healthcare innovations, ranging from low-cost medical devices to innovative healthcare delivery models. The country's healthcare regulatory system is evolving to ensure patient safety, promote high-quality care, and control costs. India has emerged as a leading destination for medical tourism due to the relatively low cost of medical procedures, availability of skilled doctors, and innovative technology. Despite these challenges, the continued investment in healthcare and innovation provides reason to be optimistic about the future of healthcare in India.

Alongside Healthcare, systems are becoming increasingly complex, with many stakeholders, regulations, and interdependencies. These complexities are leading to high demand for healthcare professionals both in India and abroad. Hospital management professionals play a vital role in driving the efficient and effective management of healthcare organizations. Their skills, knowledge, and leadership contribute to delivering high-quality patient care, operational excellence, financial sustainability, and innovation in the healthcare industry, making them indispensable in India and the global healthcare landscape.

Post Graduate Executive Program in Hospital Management offered by IIM Kashipur and Max Healthcare Institute Limited is a comprehensive program designed to equip aspiring healthcare professionals with the knowledge, skills, and managerial expertise required to excel in the dynamic and challenging field of hospital management. Through a blend of theoretical concepts, practical case studies, and industry exposure, you will gain a deep understanding of the healthcare industry and develop the competencies necessary for effective leadership and management roles within hospitals and healthcare organizations.

- **Executive Post Graduate Certificate In Rail Management**

The Executive Post Graduate Certificate in Rail Management is designed for engineers or professionals who wish to transition to Rail Management roles or project management roles across the globe in various Rail Management projects.

- **Executive Post Graduate Diploma In Logistics And Supply Chain Management**

In line with the institute's mission, this 14-month Executive Post Graduate Diploma in Logistics and Supply Chain Management Programme is designed exclusively for all the executives and managers from manufacturing and service sectors responsible for achieving operational excellence in logistics and supply chain management. Deftly curated by IIM Kashipur faculty, this program's architecture includes all the elements to achieve proficiency in logistics and supply chain management with the advent of Industry 4.0 and the accompanying digitization imperatives. Given the extraordinary demands on managers, this blended programme - with live lectures from world-class IIM Kashipur faculty and CXOs & CEOs (in the form of masterclass series) and e learning content - comes with a unique blend of knowledge and (digital) tools & techniques.

- The students, across courses, have nearly 50% credits to be chosen as electives, giving them a fit with specialized roles.
- The students are permitted to choose courses across programs in a restricted manner, and this can be furthered.
- The admission policies and criteria increasingly permit students to seek admission despite coming from various educational streams.
- The MBA course integrates Industry Workshops, Summer Internship Projects, Experiential Learning, and Dissertation as necessary components with inherent flexibility in each component.
 - In the MBA and MBA (Analytics) Programmes, the students are allowed to choose from a bouquet of Industry Workshops and have to fulfil the necessary credits from the curation of at least double the credits.
 - The students have a selection process for the Summer Internships and can choose the type of organization, domains, or projects that they want to take up in the summer internships.

- The Experiential Learning flexi-core component is compulsory for all MBA students to expose them to real-life problems and challenges to which management education and theory can be applied. They can choose from the three verticals of Environmental and Sustainable Business Practices (ESBP), Unlocking Rural Potential (URP), and MSME and Social Entrepreneurship.
- As part of the second-year coursework, MBA (Analytics) participants must complete a Dissertation in the second year of the programme. The Dissertation is a year-long component consisting of four credits. The purpose of the MBA (Analytics) Dissertation is to develop participants' ability to apply their business knowledge and analytics skills to address business.

Table 1: Implementation, Progress and Future Plans for NEP application at IIM Kashipur

Indicative Theme	Implementation Methods	Progress thus far	Future Plans
<ul style="list-style-type: none"> • Integrated Higher Education 	<ul style="list-style-type: none"> • Multiple courses and common subject offerings 	<ul style="list-style-type: none"> • IIM Kashipur has launched an MBA (Analytics), and there are many common classes along with the MBA programme. Even PhD Scholars can choose some MBA subjects based on the credit system. • Specialised programs such as the Post Graduate Executive Program in Hospital Management have been launched with partners. 	<ul style="list-style-type: none"> • Launch more specialized Programmes with a common Management core. • Also, interdisciplinary programs with different cores should be diversified to exploit synergies with existing programs later.
<ul style="list-style-type: none"> • Holistic and Multidisciplinary Education 	<ul style="list-style-type: none"> • Integrating different pedagogies by integrating centres of excellence in the Delivery of Programmes through specialised modules such as Experiential Learning and Specific Specialised subject offerings. Also, a series of talks and lectures from a diverse pool of speakers adds diversity and multi-disciplinarity. • The Launch of Experiential Learning component has already started to put this into practice and is expected to consolidate the same over the coming few years. • Industry Workshops are now part of all MBA programs. • Launch sectoral/general programs with a multidisciplinary grounding, such as the Post Graduate Executive Program in Hospital Management in partnership with Max Healthcare and the Certification Programs and Diploma programs in General Management. • Ready to launch interdisciplinary programs. Master in Economics Finance and Data Sciences (MSEFDS), Post Graduate Executive Program in Hospital Management, Executive Post Graduate Certificate Program in Rail Management and Executive Post Graduate Diploma in Supply Chain Management. 		

<ul style="list-style-type: none"> • Governance and Regulation 	<ul style="list-style-type: none"> • Putting the policies in place and making them available for all for reference and setting up processes to follow the policies and regulations as per the IIM Act. 	<ul style="list-style-type: none"> • Most of the policies are in place specifically for participants, faculty as well as staff. The focus is now shifting to implementing policies to harness NEP in full force in the coming years. 	<ul style="list-style-type: none"> • The integration of all policies in a unified policy framework aligned with the mission and vision of the institute in the coming three years.
<ul style="list-style-type: none"> • Motivated, Energised and Capable Faculty 	<ul style="list-style-type: none"> • The Faculty Career Advancement and Probation Clearance Policy has been implemented and revised based on the experience. This is expected to lead to more coherence in the efforts of faculty and increased productivity as well. • Feedback from the institutional review process will be incorporated to strengthen this further. 		<ul style="list-style-type: none"> • Fine-tuning the policies and digitising their implementation and paperwork to aid the faculty, staff and Programme participants in better delivery.
			<ul style="list-style-type: none"> • Increased use of technology to make work simpler and foolproof and focus on ease of doing work.
<ul style="list-style-type: none"> • Global Outreach of Higher Education 	<ul style="list-style-type: none"> • Setting up of Exchange Programmes and strategic collaborations. 	<ul style="list-style-type: none"> • IIM Kashipur has held two international conferences in partnership with international partners. We plan to build on the same for increased activities and more outreach for IIM Kashipur. 	<ul style="list-style-type: none"> • IIM Kashipur is in the process of recrafting its internationalisation efforts, aiming at a strategic International Relations and Partnerships programme.
<ul style="list-style-type: none"> • Research, Innovation and Rankings 	<ul style="list-style-type: none"> • The metrics for desirable research and innovation output have been revised, resulting in a massive jump in quality publications, and an impact has been made on NIRF rankings, enabling the institute to break into the top 20. • With the launch of more interdisciplinary courses and a well-developed research policy in place, it is expected to generate better results in inter and multi disciplinary research. 		
<ul style="list-style-type: none"> • Technology Use and Integration 	<ul style="list-style-type: none"> • IIM Kashipur emphasises the online delivery of education and integrating various technologies, such as audio -visuals, into physical and virtual classrooms also; hi-tech classrooms have been set up, and classroom studios have been established. A high tech internet connectivity framework is in place to enable online delivery. • There is an increased use of technology by the faculty in enhancing the delivery via audio-visual materials, simulations, live analytics, data visualisations and the introduction of live projects as well. 		

<ul style="list-style-type: none"> • Equity and Inclusion 	<ul style="list-style-type: none"> • Various policies for POSH and other such equal opportunities are in place. All government guidelines are strictly adhered to fulfil the requirements of positive discrimination to help democratise education by following principles of equity and inclusion in practice. • SC/ST/OBC Cell is established to prevent caste-based discrimination at IIM Kashipur. • The proportion of Female Participants and faculty both have increased significantly over the years. The campus is being increasingly made disadvantaged friendly. Any form of discrimination, including against the LGBTQ+ community, is strictly prohibited on the campus and institute. The Spectrum Club of students focuses on expanding the horizons of inclusivity in the community and helping students prepare to be better performers and inclusive team players. • The incubation centres FIED (Foundation for Innovation and Entrepreneurship Development) and DIC (Design Innovation Center) of IIM Kashipur have already incubated nearly 100 entrepreneurs, giving a push to the culture of entrepreneurship in the region.
<ul style="list-style-type: none"> • Promotion of Indian Languages, Arts and Culture 	<ul style="list-style-type: none"> • The library is procuring general books and informing the members to promote Indian languages, arts and culture. The cultural committee of students conducts various events and celebrations to rejoice and promote Indian Languages, Arts and Culture. • The institute is conducting a full-fledged Hindi fortnight, and there is promotion of regional cultures through the mess (food and menu) and community celebrations of a wide variety of festivals.

- The participant is expected to carry out a research project independently, though supervised, continuously through the year, earning one credit each at the end of Term IV and Term V and two credits upon completing the Dissertation in Term VI.

The MBA (Analytics) Dissertation:

- Shall be based on quantitative or mixed methods research.
- Shall be of empirical nature – based on primary or secondary data.
- Shall either
 - Apply analytical techniques to solve managerial problems or
 - Contribute to new analytical techniques.
- Avoid topics such as narrative, systematic, or bibliometric literature reviews. e. Avoid completely qualitative research.
- Avoid non-empirical case studies.
- Follow a rigorous research process, culminating ideally in the acceptance of the work in a conference of repute or a journal.
- Multiple scholarships are available to the candidates to allow students from all economic backgrounds to complete a course successfully from the institute without being restricted by finances. There are Need based scholarships, Need-cum-merit scholarships and Merit scholarships available for 10% of students of MBA and MBA (Analytics) programmes.
- The student counselling and academic advisory policy guide the support available to students to successfully complete the course despite the challenges in the process.

For students across programs, the academic advisory and student counseling policy guides the efforts to give the students a rich learning experience through the hardships of professional education and also to allow them to maintain good mental, physical, and social health. The efforts span online counseling availability 24/7, mentorship programs engaging faculty and seniors, and sessions by externally invited guests from all walks of life.

The Centers of Excellence are engaged in furthering the vision and mission of the institute and are the foci of linking the institute with real-life issues and problems and finding solutions to the same. While FIED focuses on promoting innovative solutions and has excelled in the agri and allied domains, DIC focuses on applying novel design thinking methods to everyday life community issues, focusing on Kumaon. At the same time, the CoEPPG (Center of Excellence in Public Policy and Government) tries to push the horizons of policy research on social issues.

IIM Kashipur has initiated its journey towards full implementation of NEP and has made steady progress in the direction as enunciated in the write-up above.



Report of the IIM Kashipur Institute Performance Review Committee (IPRC)

April 2024

Prof. Janat Shah
Prof. Sethu Gururajan
Prof. Sunil Sharma

Foreword

In terms of the Indian Institutes of Management Act 2017, which came into force on January 31, 2018, and its own Regulations, the Board of Indian Institute of Management, Kashipur appointed an Institute Performance Review Committee (IPRC) consisting of a team of three experts:

Professor Janat Shah, Retired Professor of Operations Management of Indian Institute of Management, Udaipur (IIMU). He was also the founding Director of IIMU.

Prof. Sethu Gururajan, Retired Professor of Finance of Indian Institute of Management, Trichy (IIMT). He was a faculty member at XLRI Jamshedpur. He was Officer on Special Duty In-Charge of the National Institute of Securities Markets during its formative years. He served in the Indian Administrative Service.

Prof. Sunil Sharma, Professor of Strategy of Indian Institute of Management Ahmedabad. He was also the Chief Strategy Officer at Tata Power.

The IPRC visited IIM Kashipur during November 7-8, 2023. During the visit, the IPRC had meetings (Exhibit 1) with many stakeholders and examined the data provided by the Institute.

In addition, the IPRC interacted with the Chairpersons, Members of the Board and Alumni of the Institute through a virtual meeting on November 7, 2023.

The IPRC members had discussions among themselves by telephone and email, including online meetings. Various data inputs were made available as requested.

The IPRC wishes to place on record the support received from all stakeholders including the Board, the Director, the coordinating team, the faculty, staff, students, recruiters, and alumni, for the various inputs provided.

Prof. Janat Shah

Prof. Sethu Gururajan

Prof. Sunil Sharma

Conclusion

1. IIM Kashipur has demonstrated steady progress as it enters its thirteenth year of operation. The institute's overall performance has been at par with its peer IIMs in the second generation, despite its locational disadvantage. In the last NIRF ranking the institute was ranked in a commendable 19th position.
2. The institute has successfully cultivated a culture of participative decision-making. Students, faculty, and staff are highly involved and engaged in the process. This was evident from the committee's interactions with all stakeholders. IIMK has been able to build a strong, positive culture where the faculty feels a sense of ownership about the institute. Well-defined career advancement policies are in place. As the institution continues to grow, preserving important aspects of the culture, including participatory decision-making with transparency, should remain a priority.
3. The institute has introduced several innovations in its curriculum – one of them being the experiential learning program. Its emphasis on practical learning, industry interactions, and entrepreneurship support has shaped the learning process of students. This has been a unique differentiator for the institute. As the institute scales, it must continue to allocate the necessary resources to support this important aspect of the curriculum.
4. The institute has made focused efforts at increasing the proportion of female students in its flagship two-year program. Starting from no lady student in the first batch (2011-2013) it managed to reach close to 30% in the batch of 2022-2024. But this dropped to about 20% in the year 2023-2025. Given its locational disadvantage, the institute will have to employ creative ideas to ensure the desired level of gender diversity is maintained.
5. IIM Kashipur has identified niche initiatives (innovation, entrepreneurship, public policy) and niche domains (agriculture, small business, government). Agri-business has been one of the main areas of focus of the initiative, and in the process, the institute has built a strong reputation for itself in the region. Encouraging student involvement in projects with local entrepreneurs has the potential for greater regional impact as well as nurturing the development of responsible young leaders. Supporting and sustaining this initiative could further help the institute carve a unique identity for itself.
6. The institute has a centre in Dehradun where it offers executive education programs and has the opportunity to leverage connections to industry and other resources. Consequently, the institute stands to mitigate the locational challenges associated with its main campus. The infrastructure at Dehradun needs to be scaled up to realise its full potential.

7. Although IIMK has high-quality infrastructure within its permanent campus, the demand has already exceeded the supply! This gap is becoming a bottleneck for the institute's ambitious growth plans. This needs to be addressed urgently, given the long lead-time involved in infrastructure. With government funding having come to an end, it is crucial the institute maps out viable financing options for the expansion plan.
8. The Institute operates with a fair amount of financial discipline. It has accumulated sizable reserve funds over time. Given that physical facilities act as a constraint, the institute may want to use part of the corpus for the expansion of its facilities expansion. It appears that the Institute could examine innovative ways of funding its future growth plan.
9. IIM Kashipur was one of the first institutes to start an MBA program focused on Analytics. Institute should be commended for identifying this trend at an early stage. To make sure that it retains its lead in this area, it may want to establish a dedicated centre for analytics. Through this, it can support research and facilitate strong industry connections in this dynamic area.
10. The institute has done well to foster a robust research culture, evident in its doctoral students & faculty's notable contributions to high-quality journals. However, it may be said that research ambition has probably not been matched by the resources provided to faculty. Further, the institute makes frequent changes in terms of expectations from faculty and doctoral students. This may create an atmosphere that is not ideal to foster a long-term orientation in research. The institute may want to think about creating a more stable environment which could result in less ambitious outcomes in the short run, but perhaps more sustainable in the long run.
11. Several members of the faculty have contributed a significant amount of time to administration activities. In a faculty driven institute, this is an important matter. While the institute must leverage dedicated professionals for key academic administrative functions like admissions, programme management, placement, etc, the institutional responsibilities are best overseen by the faculty team collectively. This contribution should be given due consideration in the career advancement policy.
12. Besides recruitment, capacity development for managerial and supervisory staff at the institute requires attention. Investing in capable personnel at these levels can alleviate a substantial administrative workload on the faculty members.
13. The institute has been able to match the student-to-faculty ratio with peer institutions. It should also be commended for its efforts in ensuring a reasonable percentage of faculty from under-privileged sections of society. Given the expansion plans, the institute should examine expanding faculty strength. This would ensure

the dual benefit of reducing the workload on existing faculty members, as well as enable the institute to reach its vision by increasing reliance on full-time faculty for course delivery. However, it is crucial to increase faculty numbers in a calibrated manner. The institute could consider hiring a couple of faculty members as professors of practice.

14. The institute has taken several initiatives to involve and engage alumni in institutional development activities like teaching, student mentoring, and industry connect. In order to maintain momentum of these initiatives and to provide further impetus to alumni engagement, the institute should establish and activate city alumni chapters. The institute should also establish a system for tracking alumni progress over a set period following graduation. This initiative will serve as a valuable tool for assessing the institute's alignment with its vision. Additionally, building strong relationships with alumni will significantly contribute to accreditations and rankings. Some stars in the making from the alumni can be considered for a seat on the Board of IIMK since the Board needs to have IIMK Alumni against all the Alumni positions within 20 years.
15. The institute has established partnerships with a few global institutions. As its reputation continues to grow, it should further forge collaborations with top-ranked business schools and institutions across the world. Such partnerships would not only expose students to diverse global business perspectives but also equip them with the skills necessary for pursuing careers anywhere in the world. Additionally, this offers opportunities for joint research initiatives between the faculty of IIM Kashipur and their international counterparts.
16. Within twelve years, the institute has developed a rich program portfolio. While there is potential for further expansion through more programs, it is prudent to exercise caution in this regard. Priority should be given to stabilising the current programs and enhancing the faculty base before embarking on additional program development initiatives.
17. While the institute has done well overall, several unique innovations in the curriculum have not received enough recognition in industry and academic peer groups. The institute has to invest in public relations exercises so that perceptions in the NIRF and other surveys adequately reflect achievements.
18. With the imminent change of leadership at the director level, the transition needs to be well-planned. The institute appears to have handled this reasonably well in the past.
19. IIM Kashipur has been operating with an interim chairperson for the last several years. The Institute has had several vacant board positions in the last decade. Though this does not appear to have affected the operational performance of the institution,

it is a significant governance issue. It can affect the institute in the long run given that management education is fairly competitive. Ensuring a regular chairperson and a full board as per the IIM Act will be vital from a long-term, strategic perspective. To maintain stability and continuity, it would be beneficial for the Board to consider staggered transitions for the Chair and other members when the need arises, thereby preventing simultaneous turnovers and enabling smoother succession planning.

20. Though the institute has put together a documented mission and strategic plan, it has not yet mapped resources to the various aspects of the plan. It is recommended that the Institute re-examine to devise a comprehensive and coherent long-term plan, spanning the next ten years, to facilitate its transition into a world-class institution. This should encompass all facets of development, including financing & other resources, with a clear roadmap and measurable intermediate milestones. Additionally, the Institute should publish an annual progress report, allowing for transparency and accountability, with oversight from the Board.

Details of Newspaper Articles published by the faculty members from 01st April 2023 to 31st March 2024.

- ▶ Study on Military Aircraft Maintenance, Repair and Overhaul" Authored by Kunal K Ganguly, and Vipin Prakash Singh, IIM Kashipur, was carried by the Digital platform of "Indian Military Review" on February 14, 2024.
- ▶ Deep learning and online physician reviews and ratings" Authored by Prof. K. Venkataraghavan & Prof. Mayank Sharma, IIM Kashipur, Express Healthcare, 18-Aug-23.
- ▶ IIM Kashipur aligns with NEP 2020 to foster digital, interdisciplinary excellence" Authored by Prof. K. Venkataraghavan & Prof. Mayank Sharma, IIM Kashipur, India Today, 26-Aug-23.
- ▶ IIM Kashipur introduces digital empowerment and interdisciplinary learning" Authored by Prof. K. Venkataraghavan & Prof. Mayank Sharma, IIM Kashipur, The Indian Express, 26-Aug-23.
- ▶ IIM Kashipur introduces digital empowerment & interdisciplinary learning" Authored by Prof. K. Venkataraghavan & Prof. Mayank Sharma, IIM Kashipur, Telegraph India, 26-Aug-23.
- ▶ Career opportunities after MBA in analytics" Authored by Prof. Vivek Roy, IIM Kashipur, Education Today (India Today), 13-Oct-2023.
- ▶ Blockchain for enhancing nutraceutical supply chain resilience under post-pandemic disruptions" Authored by Prof. Sunil K Jauhar, IIM Kashipur, Economic Times, 09-Jan-2024.
- ▶ Are tighter norms for personal loans justified?" Authored by Prof. Md Gyasuddin Ansari, IIM Kashipur, The Hindu Business line, 14-Feb-2024.
- ▶ Strategies to bring down India's Current Account Deficit: Lessons and the way ahead" Authored by Prof. Md Gyasuddin Ansari, IIM Kashipur, Economics Times, 21-March-2024.
- ▶ IMF warns of debt vulnerabilities: What is the solution? To reduce debt or redefine priorities?" Authored by Prof. Md Gyasuddin Ansari, IIM Kashipur, Economics Times, 13-Feb-2024.
- ▶ Liquidity with banks can upset RBI's Monetary Policy transmission" Authored by Prof. Md Gyasuddin Ansari, IIM Kashipur, Economics Times, 23-Nov-2023.
- ▶ E-rupee: A Success Story in the Making" Authored by Prof. Md Gyasuddin Ansari, IIM Kashipur, Economics & Political weekly, 19-Oct-2023.
- ▶ ODI: Is it truly the One Dying Int'l format of the game?" Authored by Prof. Jimut Bahan Chakrabarty and Prof. Aniruddha Jena, IIM Kashipur, The Hans India, 10-Jan-2024.
- ▶ Do surges in FDI inflows lead to higher economic growth? Evidence from developing countries" Authored by Prof. Jagadish Prasad Sahu, IIM Kashipur, 24-March-2024.

Particulars of employees, whether any such employee is a relative of any member of the board or academic council of the institute and, if so, the name of such member, and such other particulars as may be determined by the board under section 26 (3)

The information under section 26(3) of the IIM Act 2017, read with Institute (particulars of employees) may be taken as NIL.

Particulars of Reservation, Qualification and Adverse Remark under Section 26 (4)

The information under sec 26(4) of IIM Act 2017, read with institute (reservation, qualification and adverse remark contained in auditors report) may be taken as nil.

Particulars of amount, if any, which is proposed to carry to any surplus reserve in the balance sheet under Section 26 (1) (b)

A Surplus of Rs. 20.36 Crores for FY 2023-24 was carried to the Balance Sheet.

Auditors remark towards understatement or overstatement of income or expenditure under section 26 (1) (c)

For the Financial Year 2023-24, there is no such observation from the auditors toward understatement or overstatement of Income or expenditure.

Names of the five officers, including faculty members and other employees of the institute, who received the highest remuneration (including allowances and other payments made to such employees) Section 26 (2)

The name of faculty/employee of the Institute who has received the highest remuneration during the Financial Year 2023-24 are as follows:

Faculty/Staff	Designation	Salary, Variable Pay
Prof. Dilip Kumar	Associate Professor	84,73,592
Prof. Kulbhushan Balooni	Director	78,12,150
Prof. Somnath Chakrabarti	Professor	67,46,532
Prof. Kunal Kanti Ganguly	Professor	66,05,034
Prof. Kumkum Bharti	Associate Professor	58,40,625



Audit Report & Financial Statements



सत्यमेव जयते

BRANCH: DIRECTOR GENERAL OF
AUDIT (CENTRAL), LUCKNOW AT
PRAYAGRAJ

Ltr No: Central Expenditure/2024-2025/DIS-2208625

Date: 21 Nov 2024

To,

Director,
Indian Institute of Management
KashipurSubject: Issue of Separate Audit Report : PR-135721 on the Accounts of Indian Institute of Management
Kashipur for the year 2023-24

Sir/Madam,

वर्ष 2023-24 के लेखों पर पृथक लेखापरीक्षा प्रतिवेदन (अंग्रेजी) की प्रति निदेशक, भारतीय प्रबंधन संस्थान काशीपुर, उत्तराखंड को आवश्यक कार्यवाही हेतु प्रेषित है। संस्थान यदि आवश्यकता अनुभव करे, तो इस प्रतिवेदन का हिन्दी अनुवाद करवा सकता है परन्तु इस प्रतिवेदन के हिन्दी अनुवाद में निम्नलिखित अंकित होना चाहिए : "प्रस्तुत प्रतिवेदन मूलरूप से अंग्रेजी में लिखित पृथक लेखापरीक्षा प्रतिवेदन का हिन्दी अनुवाद है। यदि इसमें कोई विसंगति परिलक्षित होती है तो अंग्रेजी में लिखित प्रतिवेदन मान्य होगा।"

हिन्दी अनुवाद की एक प्रति इस कार्यालय को भी प्रेषित करने का कष्ट करें।

संलग्नक: उपर्युक्तानुसार।

Yours faithfully,

SARITA KUMARI GUPTA
Director (CE)

Separate Audit Report of the Comptroller and Auditor General of India on the accounts of Indian Institute of Management, Kashipur for the year ended 31 March, 2024

We have audited the attached Balance Sheet of Indian Institute of Management, Kashipur (Institute) as at 31 March 2024, Income and Expenditure Account and Receipts and Payments Account for the year ended on that date under Section 19(2) of the Comptroller & Auditor General's (Duties, Powers and Conditions of Services) Act, 1971 read with section 23(3) of the Indian Institute of Management Act 2017. These financial statements are the responsibility of the Institute's Management. Our responsibility is to express an opinion on these financial statements based on our audit.

2. This separate Audit Report contains the comments of the Comptroller & Auditor General of India (CAG) on the accounting treatment only with regard to classification, conformity with the best accounting practices, accounting standards and disclosure norms, etc. Audit observations on financial transactions with regard to compliance with the Law, Rules & regulations (Propriety and Regularity) and efficiency-cum-performance aspects, etc., if any are to be reported through Inspection Reports/CAG's Audit Reports separately.

3. We have conducted our audit in accordance with the auditing standards generally accepted in India. These standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatements. An audit includes examining, on test basis, evidences supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of financial statements. We believe that our audit provides a reasonable basis for our opinion.

4. Based on our audit, we report that:

- i. We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purpose of our audit;
- ii. The Balance Sheet, Income and Expenditure Account and Receipts and Payments Accounts dealt with by this report have been drawn in formats of Financial Statements for

Central Educational Institutions (Format) prescribed by Department of Higher Education, Ministry of Human Resource Development, Government of India; and

iii. In our opinion, proper books of accounts and other relevant records have been maintained by Indian Institute of management, Kashipur as required under section 23(1) of Indian Institute of management Act, 2017 in so far as it appears from our examination of such books.

iv. We further report that:

(A) Balance Sheet

(A.1) Other Investment (Schedule 6) Rs. 102.32 crore

The above includes Rs. 102.32 crore of Term Deposits made by the Institute. As per the Format, Term Deposits in Banks are required to be depicted under 'Current Assets' (Schedule-7) Instead of 'Other investment' (Schedule-6). Thus 'Other Investment' is overstated by Rs. 102.32 crore and 'Current Assets' is understated by the same amount.

(A.2) Loans, Advances & Deposits (Schedule-8) Rs. 22.62 crore

The above does not include Rs. 19.40 lakh being excess expenditure incurred against available fund for '20603 E World Bank Phase 1-EAI' and National Commission for Women-DAW projects(i.e. Debit balance Rs. 19.40 lakh of these projects has been adjusted with credit balance Rs. 70.54 lakh of other projects). This resulted in understatement of Loans, Advances and Deposits (Schedule-8) as well as Current Liabilities (Schedule-3) by Rs. 19.40 lakh.

(B) General

(B.1) The Institute has accounted for only telephone bills under 'Administrative expenses' (Schedule-17) but not accounted for Internet charges. The Institute needs to work out internet charges and incorporate in 'Administrative Expenses' instead of 'Academic Expenses' (Schedule-16).

(B.2) The Institute included Rs. 40.70 lakh pertaining to 'Others' in the 'Capital Account' under Loans, Advances & Deposits. The same may be segregated and depicted correctly.

(C) Grants-In-Aid

The Institute has not received any Grants-in-Aid during the year 2023-24.

(v) Subject to our observations in the preceding paragraphs, we report that the Balance Sheet, Income & Expenditure Account and Receipts & Payments Account dealt with by this report are in agreement with the books of accounts.

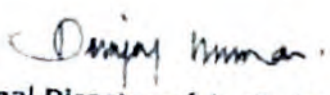
(vi) In our opinion and to the best of our information and according to the explanations given to us, the said financial statements read together with the Accounting Policies and Notes on Accounts and subject to the significant matters stated above and other matters mentioned in Annexure to this Audit Report give a true and fair view in conformity with accounting principles generally accepted in India:

- a. In so far as it relates to the Balance Sheet, of the state of affairs of the Indian Institute of Management, Kashipur as at 31 March 2024; and
- b. In so far as it relates to Income & Expenditure Account of the 'surplus' for the year ended on that date.

For and on behalf of the C&AG of India

Date: 21.11.2024

Place: Lucknow


Principal Director of Audit (Central)

Annexure

1. Adequacy of Internal Audit System

The Internal audit of the Institute has been conducted for the year 2023-24 by a chartered Accountant firm.

2. Adequacy of Internal Control System

The inadequacy of internal control system of the institute is characterized by

- Non-sufficient action to recover the receivable amount of Rs. 3,42,287.00 against IIM Rohtak.
- Non-filling of 34 post out of 140 vacant post.

3. System of Physical Verification of fixed assets.


Physical verification of fixed assets was conducted for the year 2023-24.

4. System of Physical Verification of Inventory.

Physical verification of inventory was conducted for the year 2023-24.

5. Regularity in Payment of statutory dues.

The Institute is regular in payment of statutory dues.


19.11.24
Director(CE)

T. NAGAR & CO.Chartered Accountants
www.tncindia.org**CA DEEPANSHU AGARWAL**FCA, CS, B.Com
Partner**AUDITOR'S REPORT**

In terms of your appointment dated 12.04.2023, we have reviewed the accompanying Balance Sheet of **Indian Institute of Management Kashipur** as at 31st March 2024 and related Income and Expenditure Accounts and Receipts and Payments Account for the year then ended. These Financial Statements are the responsibility the management of the Institute. Our responsibility is to issue a report on these financial statements based on our review.

We have conducted our review in accordance with the Revised Standard on Review Engagements (SRE) 2400, "Engagements to Review Financial Statements" issued by The Institute of Chartered Accountants of India and the applicable guidelines. Those standards require that we plan and perform the review to obtain reasonable assurance about whether the finance statements are free of material misstatements. The review includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statement as also assessing the accounting principle used and significant estimates made by Management, and evaluating the overall presentation of financial statements. We have not performed an audit and accordingly, we do not express an audit opinion.

1. We report that:-

On the basis of our review as stated in the above mentioned letter of appointment and subject to our observation as stated in 'Annexure-A' attached separately to this report, the Financial Statements of the Institute, read together with annexed Significant Accounting Policies and Notes on accounts.

- a) Nothing has come to our attention that causes us to believe that the accompanying financial Statement do not give a true and fair view in accordance with the Financial Reporting Standards.

2. We further report that:

- a. We have obtained all the information and explanation which to the best our knowledge and belief were necessary for the purpose of our review/ certification of statement of accounts in terms of report under from 10BB of the Income Tax Act.
- b. The financial statements dealt with by this report are in agreement with the book of accounts maintained at the Institute offices.

For T. Nagar & Co.
FRN- 012198CCA. Deepanshu Agarwal
(Partner)

M. No. 410844

Place: Bareilly

Date: 16/05/2024

UDIN- 24410844BKEKKY5013

Encl: Annexure A

**INDIA**

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Email: tncbly.99@gmail.com | Mobile No. : 9997302144

Branch Office : Lucknow, Kanpur, Lakhimpur, Faizabad, Gonda,
Ghaziabad, Bareilly (U.P.), Bhopal (M.P.) Gurugram (Haryana) Delhi
(Delhi), Bhubaneswar (Orisa), Kolkata (W.B.), Dehradun
(Uttarakhand), Mumbai (Maharashtra), Jaipur (Rajasthan)

INTERNATIONALGermany : Dietzebergweg 19, Wolfsburg, Suelfeld, Weingarten,
Germany - 38442Australia : 413/16 Aspinall St, Nundah QLD, Austrilia 4012,
Australian Capital, Territory 4012

T. NAGAR & CO.Chartered Accountants
www.tncindia.org**CA DEEPANSHU AGARWAL**FCA, CS, B.Com
Partner**Annexure-A to Auditor's Reports**

In continuance of the auditor's reports of INDIAN INSTITUTE OF MANAGEMENT, KASHIPUR we enclose our finding/ suggestions come over the course of our review for the year ending on 31st March 2024 are as under:-

1. Capitalization of Building:

It seems like the management of the institute has been proactive in capitalizing buildings, with Rs. 278 crores being capitalized and transferred from capital work in progress during the financial year. However, there's still an amount of Rs. 40.06 crores under process for capitalization, representing completed work that hasn't yet been fully transferred to fixed assets. This suggests a significant investment in infrastructure and expansion, which can have long-term benefits for the company in terms of asset value and operational capacity.

2. Insurance of Building and assets:

It's concerning that the fixed assets, including the newly capitalized building, haven't been covered by general insurance yet. Insuring fixed assets is crucial for safeguarding the organization's interests against unforeseen events like natural disasters, accidents, or theft. By insuring these assets, the institute can mitigate potential financial losses and ensure continuity of operations in case of any unfortunate incidents. I would recommend prioritizing the acquisition of suitable general insurance coverage for all fixed assets to protect the institute's investments and assets effectively.

3. Physical verification of Fixed Assets:

The Institute is conducting the annual physical verification of assets as per Rule 213(1) of GFR 2017, however it is suggested that implementing a barcode system can greatly streamline this process by providing a more efficient and systematic way to track and record fixed assets. With a barcode system in place, each fixed asset can be assigned a unique barcode label, which can then be scanned during physical verification to update the asset records automatically. This not only reduces the likelihood of errors but also enhances transparency and accountability in asset management. I would strongly recommend adopting a barcode system for physical verification and record-keeping of fixed assets to improve overall asset management practices within the institute.

**INDIA**

Head Office : MS-43, Sector-D, Aliganj, Lucknow-226024.
Corresponding Address : 166, Civil Lines, Station Road, Bareilly-243001 (U.P.)
Email: tncbly.99@gmail.com | Mobile No. : 9997302144

Branch Office : Lucknow, Kanpur, Lakhimpur, Faizabad, Gonda, Ghaziabad, Bareilly (U.P.), Bhopal (M.P.) Gurugram (Haryana) Delhi (Delhi), Bhubaneswar (Orisa), Kolkata (W.B.), Dehradun (Uttarakhand), Mumbai (Maharashtra), Jaipur (Rajasthan)

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T. NAGAR & CO.Chartered Accountants
www.tncindia.org**CA DEEPANSHU AGARWAL**FCA, CS, B.Com
Partner**4. Pending EMD and other receivable:**

As per Rule 170(ii) of GFR 2017, "Bid securities of the unsuccessful bidders should be returned to them at the earliest after expiry of the final bid validity and latest on or before the 30th day after the award of the contract."

It's crucial for the institute to address outstanding issues highlighted in the internal audit report to maintain the integrity and accuracy of its financial records. Refunding the Earnest Money Deposit (EMD) to unsuccessful bidders and resolving long-pending receivables are essential steps in ensuring transparency and fairness in financial reporting.

It's advisable for the institute to promptly review and take necessary actions to address these outstanding items, ensuring compliance with accounting standards and regulatory requirements. This proactive approach will contribute to maintaining credibility and trust in the institute's financial reporting processes.

5. The balances of sundry debtors, other receivables, loans, advances, deposits, sundry creditors, and other current liabilities being subject to confirmation indicates a need for verification and validation of these accounts. It's essential for the institute to follow up on these confirmations promptly to confirm the accuracy of the balances and address any discrepancies or outstanding issues. Failure to do so could result in misstated financial statements and potentially impact the institute's financial health and credibility.

For T. Nagar & Co.
FRN- 012198C

CA. Deepanshu Agarwal
(Partner)
M. No. 410844
Place: Bareilly
Date: 16/05/2024
UDIN- 24410844BKEKKY5013

**INDIA**

Head Office : MS-43, Sector-D, Aliganj, Lucknow-226024.
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INDIAN INSTITUTE OF MANAGEMENT - KASHIPUR

Kundeswari, Kashipur, Uttarakhand-244713

Balance Sheet as at 31st March 2024

Particulars	Schedule	Current Year Ending 31.03.2024	Previous Year Ending 31.03.2023
<u>SOURCES OF FUNDS</u>			
CORPUS/CAPITAL FUND	1		
Corpus Fund		1,077,571,258	1,469,595,671
Capital Fund		3,981,849,274	3,519,930,547
		5,059,420,532	4,989,526,218
DESIGNATED/EARMARKED/ENDOWMENT FUNDS	2	535,736,166	371,387,885
CURRENT LIABILITIES & PROVISIONS	3	202,898,908	164,222,294
TOTAL		5,798,055,606	5,525,136,397
<u>APPLICATION OF FUNDS</u>			
FIXED ASSETS	4		
Tangible Assets		3,296,800,504	560,046,621
Capital Work-In-Progress		665,149,890	2,936,716,330
Intangible Assets		19,898,879	23,167,596
FIXED ASSETS (Net Block)		3,981,849,273	3,519,930,546
INVESTMENTS OF EARMARKED/ENDOWMENT FUNDS	5	383,579,028	298,282,414
INVESTMENTS - OTHERS	6	1,023,479,002	1,188,220,000
CURRENT ASSETS	7	182,862,569	47,716,187
LOANS, ADVANCES & DEPOSITS	8	226,285,734	470,987,251
TOTAL		5,798,055,606	5,525,136,397
Significant Accounting Policies	23		
Contingent Liabilities and Notes to Accounts	24		
Schedule 1 to 24 form an integral part of the Financial Statements.			
Place: Kashipur		For T. Nagar and Co.	
Date: 16.05.2024		Chartered Accountants	
(CA.(Dr.) Madhukar Goyal)	(CA.Mrinal Sajwan)	(Prof. Kulbhushan Balooni)	(CA.Deepanshu Agarwal)
S.A.O. (ACCOUNTS)	FA-cum-CAO	Director	Partner
			M.No. : 410844

INDIAN INSTITUTE OF MANAGEMENT - KASHIPUR
Kundeswari, Kashipur, Uttarakhand-244713
Income And Expenditure Account For The Year Ending 31st March 2024

PARTICULARS	Schedule	Current Year Ending 31.03.2024		Previous Year Ending 31.03.2023	
1. INCOME					
1.1 Academic Receipts	9		889,974,815		687,100,090
MBA Income	9.1	705,802,678		535,354,228	
EMBA Income	9.2	34,137,020		38,872,974	
EFPM Income	9.3	1,946,000		2,474,000	
MDP- Income	9.4	63,439,452		37,469,500	
Consultancy Income	9.5	1,956,166		651,500	
PhD Receipts	9.6	427,500		280,000	
EMBAA Income	9.7	82,265,999		71,997,888	
1.2 Other Income			74,739,937		93,561,973
Grants & Donations	10	-		-	
Income from Investments	11	63,923,682		80,465,201	
Interest Earned	12	4,454,733		7,678,226	
Other Incomes & Recoveries	13	3,570,327		2,782,882	
Prior Period Income	14	2,791,195		2,635,664	
TOTAL INCOME (A)			964,714,753		780,662,062
2. EXPENDITURE					
2.1 Staff Payments & Benefits	15		210,187,386		182,265,649
2.2 Academic Expenses	16		324,212,052		258,134,850
MBA Expenses	16.1	156,404,683		145,538,248	
EMBA Expenses	16.2	12,051,034		11,977,473	
EFPM Expenses	16.3	223,808		128	
MDP Expenses	16.4	34,507,503		16,629,245	
Consulting Expenses	16.5	1,197,333		456,050	
PhD Expenses	16.6	29,930,389		27,525,482	
Research & Development	16.7	38,630,560		25,096,903	
EMBAA Expenses	16.8	51,266,743		30,911,321	
2.3 Administrative and General Expenses	17		56,313,945		52,798,370
2.4 Transportation Expenses	18		2,538,292		2,181,262
2.5 Repairs & Maintenance	19		25,650,824		13,358,841
2.6 Finance Cost	20		22,305		14,954
2.7 Depreciation	4		133,678,288		53,454,253
2.8 Other Expenditure	21		-		-
2.9 Prior Period Expenditure	22		8,539,057		6,968,521
TOTAL EXPENDITURE (B)			761,142,150		569,176,700
Excess of Income over Expenditure		-	203,572,602	-	211,485,363
Total		-	964,714,753	-	780,662,062

Significant Accounting Policies 23

Contingent Liabilities and notes to Accounts 24

Schedule 1 to 24 form an integral part of Financial Statements.

For T. Nagar and Co.
Chartered Accountants

Place: Kashipur

Date: 16.05.2024

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)(CA.Mrinal Sajwan)
FA-cum-CAO(Prof. Kulbhushan Balooni)
Director(CA.Deepanshu Agarwal)
Partner
M.No. : 410844

INDIAN INSTITUTE OF MANAGEMENT - KASHIPUR Escort Farm, Kundeswari, Kashipur, Uttarakhand-244713 Receipts and Payments Account For The Year Ending on 31st March 2024					
Receipts	Current Year	Previous Year	Payments	Current Year	Previous Year
I. Opening Balances			I. Expenses		
a) Cash Balances			a) Establishment Expenses	210,187,386	182,265,649
b) Bank Balances			b) Academic Expenses	315,767,053	253,241,379
II. In Current accounts			c) Administrative Expenses	56,313,945	52,798,370
I. In deposit accounts			d) Transportation Expenses	2,538,292	2,181,262
III. Savings accounts	31,838,502	159,781,643	e) Repairs & Maintenance	25,650,824	12,077,952
			f) Finance Cost	22,305	14,954
			g) Prior period Expenses	8,539,057	6,968,521
II. Grants Received			II. Payments against Earmarked/Endowment Funds	6,545,131	2,964,458
a) From Government of India	-	-			
b) From State Government	-	-			
c) From Other Sources (Details)	-	-			
(Grants for capital & revenue exp to be shown separately if available)					
III. Academic Receipts	881,529,815	670,936,179	III. Payments against Sponsored Project/Schemes	98,074,857	64,606,033
IV. Receipts against Earmarked/Endowment Funds	170,893,412	81,616,046	IV. Payments against Sponsored Fellowships/Scholarships	8,445,000	6,174,360
V. Receipts against Sponsored Projects/Schemes/Program	95,903,637	71,166,644	V. Investment and Deposits made		
			a) Out of Earmarked /Endowments Funds	85,296,615	61,212,632
			b) Out of own funds (Investment -Others)	575,103,462	48,200,000
VI. Receipts against Sponsored Fellowships/Scholarships	8,445,000	6,174,360	VI. Term Deposits with Schedules Banks		
VII. Income on Investments from	-	-	VII. Expendiure on Fixed Assets and Capital Works -in -Progress		
a) Earmarked/Endowment Funds	-	-	a) Fixed Assets	297,227,178	188,478,515
b) Other Investments	63,923,682	80,465,201	b) Capital Works -in- Progress	298,369,838	49,373,905
VIII. Interest received on			VIII. Other Payments Including Statutory Payments		
a) Bank Deposits	-	-			
b) Loans and Advances	-	462,529			
c) Savings Bank Accounts & Other	4,454,733	7,215,697			
IX. Investments Encashed	739,944,450	208,880,000	IX. Refunds of Grants	-	-
X. Term Deposits with Scheduled Banks Encashed	-	-	X. Deposits and Advances	136,528,019	365,566,532
XI. Other Income (including Prior Period Income)	6,361,522	15,408,097	XI. Other Payments	-	-
XII. Deposits and Advances	285,066,829	25,856,628	XII. Closing balances		
			a) Cash in Hand	-	-
			b) Bank balances		
			In Current Accounts	-	-
			In Savings Accounts	163,752,621	31,838,502
			In Deposit Accounts	-	-
TOTAL	2,288,361,582	1,327,963,024	TOTAL	2,288,361,582	1,327,963,024
For T. Nagar and Co. Chartered Accountants					
(CA. (Dr.) Madhukar Goyal) S.A.O (Accounts)	(CA. Mrinal Sajwan) F.A-cum-CAO	(Prof. Kulbhushan Balooni) Director	(CA. Deepanshu Agarwal) Partner M No. : 41084		
Place: Kashipur Date: 16.05.2024					

Schedule -1 Corpus / Capital Funds

PARTICULARS	2023-24	2022-23
1 Corpus Fund		
Opening Balance	1,469,595,671	1,495,962,728
Add: Transferred from I & E Account	203,572,602	211,485,363
Less: Utilized for Capital Expenditure	595,597,016	237,852,419
Total (1)	1,077,571,258	1,469,595,671
2 Capital Fund		
2.1 Building Fund		
Opening Balance	3,377,336,055	3,200,232,760
Add: Allocation from Corpus for Capital expenditure	529,692,590	183,758,458
Less: Transferred to General Assets Funds	506,296,223	-
Less: Transferred to Depreciation Fund	55,129,569	6,655,163
Sub Total (2.1)	3,345,602,853	3,377,336,055
2.2 General Assets Fund		
Opening Balance	142,594,492	135,299,620
Add: Allocation from Corpus for Capital expenditure	65,904,426	54,093,962
Add: Transferred from Building Fund	506,296,223	-
Less: Transferred to Depreciation Fund	78,548,719	46,799,090
Sub Total (2.2)	636,246,421	142,594,492
Total (2)	3,981,849,274	3,519,930,547
Grand Total (1+2)	5,059,420,532	4,989,526,218
<div> <div>(CA.(Dr.) Madhukar Goyal)</div> <div>S.A.O. (ACCOUNTS)</div> </div> <div> <div>(CA.Mrinal Sajwan)</div> <div>FA-cum-CAO</div> </div>		

Schedule -2 DESIGNATED/ EARMERKED / ENDOWMENT FUNDS							
(Rs.)							
PARTICULARS	FUND WISE BREAK UP					TOTAL	
	Staff Welfare Fund	Depreciation Fund	Leave Encashment fund	Group Gratuity Fund	MDP Development Fund	CURRENT YEAR	PREVIOUS YEAR
A							
a) Opening Balance	4,454,849	280,340,739	43,782,633	32,599,781	10,209,883	371,387,885	292,736,297
b) Additions during the year	2,065,793	133,678,287	7,672,233	2,410,029	2,663,358	148,489,700	62,444,971
c) Income from Investments of Funds	-	3,883,394	3,567,058	2,544,313	58,250	10,053,016	8,566,328
d) Accrued Interest on Investments/ Advances	183,950	11,960,059	-	-	206,687	12,350,696	10,604,747
e) Interest on Savings Bank a/c	-	-	-	-	-	-	-
f) Others Additions (specify nature)	-	-	-	-	-	-	-
TOTAL (A)	6,704,592	429,862,479	55,021,924	37,554,123	13,138,178	542,281,297	374,352,343
B							
Utilisation/ Expenditure towards objectives of Funds							
i. Capital Expenditure (Adjustment)	-	777,543	-	-	-	777,543	-
ii. Revenue Expenditure (Adjustment)	1,691,871	-	912,331	1,105,246	2,058,140	4,075,717	1,960,486
TOTAL (B)	1,691,871	777,543	912,331	1,105,246	2,058,140	4,853,260	1,960,486
CLOSING BALANCE AT THE YEAR END (A-B)	5,012,721	429,084,936	54,109,593	36,448,877	11,080,038	535,736,166	371,387,885
Represented by							
Cash And Bank Balances	-	-	-	-	5,873,351	5,873,351	9,046,471
Investments	4,450,000	283,570,558	54,109,593	36,448,877	5,000,000	383,579,028	298,282,413
Interest Accrued but not due	183,950	11,960,059	-	-	206,687	12,350,696	10,604,747

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

(CA.Mrinal Saijwan)
FA-cum-CAO

Schedule-2A
ENDOWMENT FUNDS

1. Sl No	2. Name of the Endowment	Opening Balance		Additions during the year		Total		Expenditure on the object during the year	Closing Balance		Total (10+11)
		3. Endowment	4. Accumulated Interest	5. Endowment	6. Interest	7. Endowment (3+5)	8. Accumulated Interest (4+6)		10. Endowment	11. Accumulated Interest	
1	Staff Welfare Fund	4,240,478	214,371	2,065,793	183,950	6,306,271	398,321	1,691,871	4,614,400	398,321	5,012,721
2	Depreciation Fund	266,646,344	13,694,395	133,678,287	15,843,453	400,324,631	29,537,848	771,543	399,547,088	29,537,848	429,084,936
3	Leave Encashment fund	41,130,070	2,652,563	7,672,233	3,567,058	48,802,303	6,219,621	912,331	47,889,972	6,219,621	54,109,593
4	Group Gratuity Fund	30,514,149	2,085,632	2,410,029	2,544,313	32,924,178	4,629,945	1,105,246	31,818,932	4,629,945	36,448,877
5	MDP Development Fund	9,685,769	524,114	2,663,358	264,937	12,349,127	789,051	2,058,140	10,290,987	789,051	11,080,038
Total		352,216,810	19,171,075	148,489,700	22,403,712	500,706,510	41,574,787	6,545,131	494,161,379	41,574,787	535,736,166

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)(CA.Mrinal Saiwan)
FA-cum-CAO

Schedule -3 CURRENT LIABILITIES & PROVISIONS

PARTICULARS	2023-24	2022-23
A. CURRENT LIABILITIES		
1. Deposits from Staff	444,387	444,387
2. Deposits from Students	25,192,654	23,329,654
3. Sundry Creditors		
a) For Goods & Services	32,522,794	6,445,201
4. Deposits from Others		
a) Securities & EMDs	9,188,269	7,004,990
5. Statutory Liabilities		
a) Statutory Liabilities((TDS, GST, LABOUR CESS, NPS)	5,435,913	7,991,613
6. Other Current Liabilities		
a) Consultancy Projects	3,830,709	1,487,262
b) Management Development Programme	24,052,558	27,505,393
c) Receipts Against Sponsored Fellowships & Scholarships (Sch-3b)	-	-
d) Unutilised Grants (Sch-3C)	-	-
e) Research Projects	1,282,638	1,861,949
f) Other Party receipts	-	-
g) Other Liabilities	4,549,364	1,993,537
h) Against Project	-	-
i) SGS BG Encashment & Others	8,500,000	8,500,000
j) SPCPL	-	-
k) Against EMBA Analytics	6,550,000	8,626,000
l) Against EMBA Fee	4,280,000	4,480,000
TOTAL (A)	125,829,286	99,669,985
B. PROVISIONS		
a) For Salary	1,594,948	1,227,194
b) Provisions for the Year	75,474,674	63,325,115
TOTAL (B)	77,069,622	64,552,309
TOTAL (A+B)	202,898,908	164,222,294
<div> <div>(CA.(Dr.) Madhukar Goyal)</div> <div>S.A.O. (ACCOUNTS)</div> </div> <div> <div>(CA.Mrinal Sajwan)</div> <div>FA-cum-CAO</div> </div>		

SCHEDULE-3(A) SPONSORED PROJECTS & OTHER PROGRAM

1. Sr No	2. Name of the project	Opening Balance as on 01.4.2023		5. Receipts/ Recoveries during the year	6. Total	7.Expenditure during the Year	Closing Balance as on 31.3.2024	
		3. Credit	4. Debit				8. Credit	9. Debit
	Consultancy Projects							
1	2018-19/SRC/T1 Warehouse Design and Management	90,910	-	63,636	154,546	154546	-	-
2	20603K UPHSSP-Consultancy Income	65,205	-	-	65,205	-	65,205	-
3	20603Y-Indo Canadian Collaborative Research Grant	200,809		75,000	275,809	275,809	-	
4	Consultancy FRC	100,000	-		100,000	-	100,000	-
5	Consultancy Goa Institute of Management	150,000	-	105,000	255,000	255,000	-	-
6	Consultancy Project IIM Ahmedabad	40,000			40,000	-	40,000	
7	Mussoorie Dehradun Development Auth. (MDDA)	200,000			200,000		200,000	
8	MIM Programme of Department of Design	20,338		14,237	34,575	34,575	-	
9	Study Related to Climate Change Impacts	500,000		295,000	795,000	795,000	-	
10	Warehouse Design and Management - IIM Ahmedabad	120,000		254,000	374,000	374,000	-	
11	NABARD	-	-	675,000	675,000	109,496	565,504	
12	Developed the Course Material for E4 Subject - Data Science: Conceptual Framework, Tools and Techniques	-	-	2,560,000	2,560,000	-	2,560,000	
13	Ministry of Housing and Urban Affairs: Research Project Fee	-	-	300,000	300,000	-	300,000	
	Funded Research Projects							
14	20603 E World Bank Phase 1-EAI	38,496	1,830,635	-	-1,792,139	-	38,496	1,830,635
15	2018-19-P11 DIC , IIT Roorkee	2,804,306		251,963	3,056,269	829,738	2,226,531	
16	20602B - Financial Inclusion Under MGNREGA (NIRD)	543,033		-	543,033	-	543,033	
17	20603-C Water Conservation & Rejuvenation (NIRD)	246,789		-	246,789	-	246,789	
18	Centre Development Fund DIC	42,480		80,500	122,980	-	122,980	
19	ICSSR - SSY	-	-	1,125,000	1,125,000	1,114,113	10,887	
20	ICSSR- (YoM23)	-	-	900,000	900,000	883,397	16,603	
21	National Commission for Women- DAW	482,521	-	322,299	804,820	914,346		109,526
22	Research Study on Impact of Covid 19 on Uttarakhand Tourism and Solution	17,480		-	17,480	-	17,480	
	TOTAL	5,662,367	1,830,635	7,021,635	10,853,367	5,740,020	7,053,508	1,940,161

SCHEDULE-3(b) SPONSORED FELLOWSHIP AND SCHOLARSHIPS							
S.N .	2. Name of the Sponsor	Opening Balance as on 01.04.23		Transaction during the year		Closing Balance as on 31.03.24	
		CR	DR	CR	DR	CR	DR
1	Ministry of Tribal Affairs	-	-	6,745,000	6,745,000	-	-
2	Ministry of Social Justice	-	-	-	-	-	-
3	State of Maharashtra	-	-	-	-	-	-
4	State of Kerala	-	-	-	-	-	-
5	Rajshri Sahu Maharaj	-	-	-	-	-	-
6	Other Scholarships	-	-	1,800,000	1,800,000	-	-
TOTAL		-	-	8,545,000	8,545,000	-	-
SCHEDULE-3 (c) UNUTILISED GRANTS FROM GOVERNMENT OF INDIA							
PARTICULARS						2023-24	2022-23
Plan Grant from Government of India							
Balance B/F						-	-
Add: receipts during the year							
GIA- Capital creation						-	-
GIA-Salary						-	-
GIA-General						-	-
Total(a)						-	-
Less: Refunds						-	-
Less: Utilized for Revenue Expenditure						-	-
a) Salary						-	-
b) General						-	-
Less: Utilized for Capital Expenditure:						-	-
a) Fixed Assets						-	-
b) WIP						-	-
Total(b)						-	-
UNUTILIZED GRANT (a)-(b)						-	-
<div> <div>(CA.(Dr.) Madhukar Goyal)</div> <div>S.A.O. (ACCOUNTS)</div> </div> <div> <div>(CA.Mrinal Sajwan)</div> <div>FA-cum-CAO</div> </div>							

SCHEDULE 4

Fixed Assets Schedule (IIM KASHIPUR) for 2023-24												
S. No	Assets Heads	Gross Block				Depreciation Block				Net Block		
		Rate pa (SLM)	Opening As on 01.04.2023	Additions During the Year	Adj./Written Off (Due to Dep.Method Change)	Closing As on 31.03.24	Dep Opening Balance	Depreciation for the year	Adj./Written Off (Due to Dep.Method Change)	Total Depreciation	As on 31.03.24	As on 31.3.2023
1		2	3	4	6	7	8	9	10	11	12	13
A	Tangible Assets											
1	Land (Free Hold)	0.00%	-	-	-	-	-	-	-	-	-	-
2	Buildings	2.00%	208,795,647	2,279,431,380	1,111,500	2,487,115,527	11,279,744	51,014,627	-	62,294,372	2,424,821,155	224,045,229
3	Road & Bridges Including Footpath	2.00%	229,821,258	12,470,931	-	242,292,189	13,246,761	4,114,942	-	17,361,703	224,930,486	216,574,497
4	Scientific and Laboratory Equipment	8.00%	-	411,200	-	411,200	-	32,896	-	32,896	378,304	-
5	Plant & Machinery	5.00%	27,993,341	268,052,423	-	296,045,764	2,090,602	13,402,621	955,130	16,448,353	279,597,411	-
6	Audio Visual Equipments	7.50%	-	6,199,556	-	6,199,556	-	464,967	-	464,967	5,734,589	-
7	Electrical Installation & Equipment	5.00%	1,414,400	226,651,542	-	228,065,942	28,288	11,332,577	84,864	11,445,729	216,620,213	-
8	Office Equipment	7.50%	62,499,763	1,403,877	-	63,903,640	27,536,107	4,968,048	-	32,504,155	31,399,485	35,723,181
9	Computer & Peripherals	20.00%	49,227,376	11,763,929	-	60,991,305	33,943,983	8,219,426	-	42,163,409	18,827,896	15,283,393
10	Furniture, Fixture & Fittings	7.50%	88,690,894	37,082,537	-	125,773,431	34,186,050	9,433,007	-	43,619,058	82,154,373	54,504,844
11	Lib. Books & Journals	10.00%	34,728,017	1,030,629	-	35,758,646	26,463,647	2,356,590	-	28,820,237	6,938,409	8,264,370
12	Vehicles	10.00%	7,434,110	544,318	-	7,978,428	1,783,003	797,243	-	2,580,246	5,398,182	5,651,107
13	Small Value Assets	100.00%	969,250	166,444	-	1,135,694	969,250	166,444	-	1,135,694	-	-
	Total (A)		711,574,057	2,845,208,766	1,111,500	3,555,671,323	151,527,436	106,303,387	1,039,994	258,870,819	3,296,800,504	560,046,621
B	Capital Work in Progress											
11	Construction of Building	0%	2,936,716,330	511,401,508	2,782,967,948	665,149,890	-	-	-	-	665,149,890	2,936,716,330
	Total(B)		2,936,716,330	511,401,508	2,782,967,948	665,149,890	-	-	-	-	665,149,890	2,936,716,330
C	INTANGIBLE ASSETS	Rate pa (SLM)	Opening As on 01.04.2023	Additions During the Year	Adj./Written Off (Due to Dep.Method Change)	Closing As on 31.03.24	Dep Opening Balance	Depreciation for the year	Adj./Written Off (Due to Dep.Method Change)	Total Depreciation	As on 31.03.24	As on 31.3.2023
12	Computer Software	40%	6,428,155	153,400	-	6,581,555	4,033,083	1,123,790	-	5,156,873	1,424,682	2,395,072
13	E-Journals/ Web Developments	40%	106,851,482	22,912,790	-	129,764,272	86,078,958	25,211,117	-	111,290,075	18,474,197	20,772,524
	Total (C)		113,279,637	23,066,190	-	136,345,827	90,112,041	26,334,906	-	116,446,948	19,898,879	23,167,596
	Grand Total (A+B+C)		3,761,570,024	3,379,676,464	2,784,079,448	4,357,167,040	241,639,478	132,638,294	1,039,994	375,317,767	3,981,849,273	3,519,930,546

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)(CA.Mrinal Saljan)
FA-cum-CAO

SCHEDULE 4a-Plan

Fixed Assets Schedule (IIM KASHIPUR) for 2023-24											
S. No	Assets Heads	Gross Block			Depreciation Block				Net Block		
		Rate pa (SLM)	Opening As on 01.04.2023	Additions During the Year	Adj/Written Off (Due to Dep.Method Change)	Closing As on 31.03.24	Dep Opening Balance	Depreciation for the year	Adj/Written Off (Due to Dep.Method Change)	Total Depreciation	
1		2	3	4	6	7	8	9	10	11	12
A	Tangible Assets										
1	Land (Free Hold)	0.00%	-	-	-	-	-	-	-	-	-
2	Buildings	2.00%	208,795,647	2,279,431,380	1,111,500	2,487,115,527	11,279,744	51,014,627	-	62,294,372	2,424,821,155
3	Road & Bridges including Footpath	2.00%	229,821,258	12,470,931	-	242,292,189	13,246,761	4,114,942	-	17,361,703	224,930,486
4	Scientific and Laboratory Equipment	8.00%	-	411,200	-	411,200	-	32,896	-	32,896	378,304
5	Plant & Machinery	5.00%	27,993,341	268,052,423	-	296,045,764	2,090,602	13,402,621	955,130	16,448,353	279,597,411
6	Audio Visual Equipments	7.50%	-	6,199,556	-	6,199,556	-	464,967	-	464,967	5,734,589
7	Electrical Installation & Equipment	5.00%	1,414,400	226,651,542	-	228,065,942	28,288	11,332,577	84,864	11,445,729	216,620,213
8	Office Equipment	7.50%	62,499,763	1,403,877	-	63,903,640	27,536,107	4,968,048	-	32,504,155	31,399,485
9	Computer & Peripherals	20.00%	49,227,376	11,763,929	-	60,991,305	33,943,983	8,219,426	-	42,163,409	18,827,896
10	Furniture, Fixture & Fittings	7.50%	88,690,894	37,082,537	-	125,773,431	34,186,050	9,433,007	-	43,619,058	82,154,373
11	Lib. Books & Journals	10.00%	34,728,017	1,030,629	-	35,758,646	26,463,647	2,356,590	-	28,820,237	6,938,409
12	Vehicles	10.00%	7,434,110	544,318	-	7,978,428	1,783,003	797,243	-	2,580,246	5,398,182
13	Small Value Assets	100.00%	969,250	166,444	-	1,135,694	969,250	166,444	-	1,135,694	-
	Total (A)		711,574,057	2,845,208,766	1,111,500	3,555,671,323	151,527,436	106,303,387	1,039,994	258,870,819	3,296,800,504
B	Capital Work in Progress										
11	Construction of Building	0%	2,936,716,330	511,401,508	2,782,967,948	665,149,890	-	-	-	-	665,149,890
	Total(B)		2,936,716,330	511,401,508	2,782,967,948	665,149,890	-	-	-	-	665,149,890
C	INTANGIBLE ASSETS										
		Rate pa (SLM)	Opening As on 01.04.2023	Additions During the Year	Adj/Written Off (Due to Dep.Method Change)	Closing As on 31.03.24	Dep Opening Balance	Depreciation for the year	Adj/Written Off (Due to Dep.Method Change)	Total Depreciation	As on 31.03.24
12	Computer Software	40%	6,428,155	153,400	-	6,581,555	4,033,083	1,123,790	-	5,156,873	1,424,682
13	E-Journals/ Web Developments	40%	106,851,482	22,912,790	-	129,764,272	86,078,958	25,211,117	-	111,290,075	18,474,197
	Total (C)		113,279,637	23,066,190	-	136,345,827	90,112,041	26,334,906	-	116,446,948	19,898,879
	Grand Total (A+B+C)		3,761,570,024	3,379,676,464	2,784,079,448	4,357,167,040	241,639,478	132,638,294	1,039,994	375,317,767	3,981,849,273
											3,519,930,546

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)(CA.Mrinal Sajwan)
FA-cum-CAO

SCHEDULE 4B- Non- Plan											
Fixed Assets Schedule (IIM KASHIPUR) for 2023-24											
S. No	Assets Heads	Gross Block				Depreciation Block				Net Block	
		Rate pa (SLM)	Opening As on 01.04.2023	Additions During the Year	Adj./Written Off (Due to Dep.Method Change)	Closing As on 31.03.24	Dep Opening Balance	Depreciation for the year	Adj./Written Off (Due to Dep.Method Change)	Total Depreciation	As on 31.03.24
1	2	3	4	5	6	7	8	9	10	11	12
13	13										
A Tangible Assets											
1	Land (Free Hold)										
2	Buildings										
3	Road & Bridges Including Footpath etc.										
4	Office Equipment										
5	Computer & Peripherals										
6	Furniture, Fixture & Fittings										
7	Vehicles										
8	Lib. Books & Journals										
9	Small Value Assets										
Total (A)											
B Capital Work in Progress											
10	Construction of Building										
Total (B)											
C INTANGIBLE ASSETS											
11	Computer Software										
12	E-Journals/ Web Developments										
Total (C)											
Grand Total (A+B+C)											

(CA.Mrinal Sajwan)
FA-cum-CAO

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

SCHEDULE 4C

Fixed Assets Schedule (IIM KASHIPUR) for 2023-24												
S. No	Assets Heads	Gross Block					Depreciation Block				Net Block	
		Rate pa (SLM)	Opening As on 01.04.2023	Additions During the Year	Adj./Written Off (Due to Dep.Method Change)	Closing As on 31.03.24	Dep Opening Balance	Depreciation for the year	Adj./Written Off (Due to Dep.Method Change)	Total Depreciation	As on 31.03.24	As on 31.3.2023
1		2	3	4	6	7	8	9	10	11	12	13
C	<u>INTANGIBLE ASSETS</u>		Opening As on 01.04.2023	Additions During the Year	Adj./Written Off (Due to Dep.Method Change)	Closing As on 31.03.24	Dep Opening Balance	Depreciation for the year	Adj./Written Off (Due to Dep.Method Change)	Total Depreciation	As on 31.03.24	As on 31.3.2023
1	Computer Software	40%	6,428,155	153,400	-	6,581,555	4,033,083	1,123,790	-	5,156,873	1,424,682	2,395,072
2	E-Journals/ Web Developments	40%	106,851,482	22,912,790	-	129,764,272	86,078,958	25,211,117	-	111,290,075	18,474,197	20,772,524
	Total (C)		113,279,637	23,066,190	-	136,345,827	90,112,041	26,334,906	-	116,446,948	19,898,879	23,167,596

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(CA.Mrinal Sajwan)
FA-cum-CAO

SCHEDULE 4 D - OTHERS													
S. No	Assets Heads	Gross Block				Depreciation Block				Net Block			
		Rate paid (WDV)	Opening As on 01.04.2023	Additions for more than 180 days	Addition for less than 180 days	Adj/Written Off	Closing as on 31.03.24	Dep Opening balance	Depreciation for the year	Deductions/A	Total Depreciation	As on 31.03.24	As on 31.3.2023
		2	3	4	5	6	7	8	9	10	11	12	13
1	Tangible Assets												
2	Land (Free Hold)												
3	Buildings												
4	Road & Bridges Including Footpath etc.												
5	Office Equipment												
6	Computer & Peripherals												
7	Furniture, Fixture & Fittings												
8	Vehicles												
9	Lib. Books & Journals												
10	Small Value Assets												
	Total (A)												
17	Capital Work in Progress (B)												
	Grand Total (A+B)												

NOT APPLICABLE

NOT APPLICABLE

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

(CA.Mrinal Sajwan)
FA-cum-CAO

Schedule -5 - INVESTMENTS FROM EARMARKED / ENDOWMENT FUNDS		
Funds	2023-24	2022-23
1. Investment Depreciation Fund	283,570,558	216,000,000
2. Investment MDP Development Fund	5,000,000	3,900,000
3. Investment Staff Welfare Fund	4,450,000	2,000,000
4. Investment with LIC (With LIC) (Group Gratuity Fund)	36,448,877	32,599,781
5. Investment with LIC (With LIC) (Leave Encashment)	54,109,593	43,782,633
Total	383,579,028	298,282,414
Schedule -5 (A) - INVESTMENTS FROM EARMARKED / ENDOWMENT FUNDS (FUND WISE)		
FUNDS	2023-24	2022-23
1. Investment Depreciation Fund - Fixed Deposit with Banks	283,570,558	216,000,000
2. Investment MDP Development Fund - Fixed Deposit with Banks	5,000,000	3,900,000
3. Investment Staff Welfare Fund - Fixed Deposit with Banks	4,450,000	2,000,000
4. Group Gratuity Fund - Investment with LIC	36,448,877	32,599,781
5. Leave Encashment - Investment with LIC	54,109,593	43,782,633
TOTAL	383,579,028	298,282,414
SCHEDULE-6 - INVESTMENTS OTHERS		
	2023-24	2022-23
1. Term Deposits with Banks	1,023,479,002	1,188,220,000
Total	1,023,479,002	1,188,220,000
Schedule 7 - CURRENT ASSETS		
PARTICULARS	2023-24	2022-23
1. Stock in Hand (Stationary & Electrical)		
Stationery, MDP & Electrical items	2,307,135	2,498,670
2. Sundry Debtors		
More than 6 Months	4,474,183	4,792,983
Less Than 6 Months	4,405,057	1,576,292
3. Cash and Bank balances:		
a) Cash In Hand	-	-
b) With Scheduled Banks:		
PNB A/c (4534000100028306)	4,069,248	7,557,290
PNB A/c (4534000100085897)	496	2,797
PNB 4534000100092491(ICSSR Impress 3615)	-	-
PNB 4534000100093027(ICSSR Impress 0877)	1,922,055	86,264
RBL Bank (309006195247)	104,196	99,856
SBI (Including Funds in Flexi Account)	38,097,165	14,670,694
SBI (World Bank Project)	844,055	821,600
HDFC Bank (50100481655862) (Including Funds in Flexi Account)	118,590,253	8,557,217
HDFC Bank (50100493650634) DIC	125,153	42,784
4. Receivables		
Fee Receivable	7,836,098	6,909,750
Other Receivable	87,475	99,990
Total	182,862,569	47,716,187
<div> <div>(CA.(Dr.) Madhukar Goyal)</div> <div>S.A.O. (ACCOUNTS)</div> </div> <div> <div>(CA.Mrinal Sajwan)</div> <div>FA-cum-CAO</div> </div>		

Schedule 8 - LOANS, ADVANCES & DEPOSITS

PARTICULARS	2023-24	2022-23
1. Advances to Employees: (Non - Interest Bearing)		
a) Salary/Festival/Medical Advances	-	-
b) Others (to employees)	593,433	682,163
2. Long Term Advances to Employees: (Interest Bearing)		
a) Home/Vehicle/Other Loans	-	-
3. Advances and Other Amounts Recoverable in Cash or in Kind or for Value to be Received:		
a) On Capital Account	45,474,484	294,621,030
b) To Contractors (Mobilization & Others)	-	-
c) To Students	-	-
d) Others	-	3,727,139
e) Imprest	-	-
4. Prepaid Expenses		
a) Insurance & Others	14,172,669	8,092,976
b) Others	-	-
5. Deposits		
a) Telephone	16,999	16,999
b) Lease Rent	233,439	233,439
c) Electricity	3,954,778	3,954,778
d) Others (Gas)	49,550	49,550
6. Income Accrued:		
a) On Investments - (Interest)	107,808,234	106,522,832
b) Sweep Interest - Accrued	8,328,312	8,291,500
7. Other Receivable:		
a) Grants Recoverable (from MHRD)	-	-
8. Claims Receivable		
a) TDS Receivable	45,584,442	44,725,450
b) Others	69,395	69,395
TOTAL	226,285,734	470,987,251

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

(CA.Mrinal Sajwan)
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Schedule 09 - ACADEMIC RECEIPTS		
PARTICULARS	2023-24	2022-23
Schedule 9.1 M B A Programme Fee		
Admission Fees	7,775,000	6,250,000
Course Fees	441,281,774	383,403,037
CAT/CAP Share receipt (Including Prior Period)	11,766,004	9,989,551
MBA Analytics	236,534,900	129,537,280
Total Fee	697,357,678	529,179,868
Scholarships from Others		
Scholarships from Others (received)	8,445,000	6,174,360
Total (9.1)	705,802,678	535,354,228
Schedule 9.2 Executive MBA (EMBA)		
Application Fees	-	-
Course Fee	34,137,020	38,872,974
Total (9.2)	34,137,020	38,872,974
Schedule 9.3 Executive Fellow Programme of Management (EFPM)		
Application Fees	-	-
Tuition Fees	1,756,000	2,310,000
Other Fees	190,000	164,000
Total (9.3)	1,946,000	2,474,000
Schedule 9.4 Management Development Programmes(MDP)		
Open Programmes Fees	-	-
Sponsored Programme Fee	63,439,452	37,469,500
Total (9.4)	63,439,452	37,469,500
Schedule 9.5 Consulting Income		
Consultancy Income	1,956,166	651,500
Total (9.5)	1,956,166	651,500
Schedule 9.6 PhD Receipts		
Application/Other Fees	427,500	280,000
Total (9.6)	427,500	280,000
Schedule 9.7 EMBA Analytics (EMBAA)		
Course Fee	82,265,999	71,997,888
Total (9.7)	82,265,999	71,997,888
Grand Total (9.1 to 9.7)	889,974,815	687,100,090
<div> <div>(CA.(Dr.) Madhukar Goyal)</div> <div>S.A.O. (ACCOUNTS)</div> </div> <div> <div>(CA.Mrinal Sajwan)</div> <div>FA-cum-CAO</div> </div>		

Schedule 10 - GRANTS & SUBSIDIES (IRREVOCABLE GRANTS RECEIVED)

(Rs.)

PARTICULARS	Govt. of India	Current Year Total	Previous Year Total
Balance B/F	-	-	-
Add: Sanctioned/Received during The Year	-	-	-
Total	-	-	-
Less: Utilised for Capital Expenditure (A)	-	-	-
Balance	-	-	-
Less: Utilised for Revenue Expenditure (B)	-	-	-
Transfer to Corpus	-	-	-
Balance C/F (c)	-	-	-

Schedule 11 -INCOME FROM INVESTMENTS

(Rs.)

PARTICULARS	Earmarked / Endowment Funds		Other investments	
	CURRENT YEAR	PREVIOUS YEAR	CURRENT YEAR	PREVIOUS YEAR
Investment from Earmarked/ Endowment Fund				
1) Interest on term deposit of funds	10,053,016	8,566,328	63,923,682	80,465,201
2) Interest on Saving Bank Accounts	-	-	-	-
TOTAL	10,053,016	8,566,328	63,923,682	80,465,201
Transferred to Earmarked / Endowment Funds/I/E A/c	10,053,016	8,566,328	63,923,682	80,465,201
Balance	-	-	-	-

Schedule 12 -INTEREST EARNED

(Rs.)

PARTICULARS	CURRENT YEAR	PREVIOUS YEAR
1. On savings accounts with scheduled banks	4,454,733	7,215,697
2. On debtors and other receivables	-	462,529
TOTAL	4,454,733	7,678,226

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

(CA.Mrinal Sajwan)
FA-cum-CAO

Schedule 13 - OTHER INCOME & RECOVERIES

PARTICULARS	2023-24	2022-23
A. Income from Land & Building		
1. Rental	1,294,182	1,269,632
2. Licence Fee	769,200	662,400
3. Staff Car Recoveries	52,100	8,400
4. Hire Charges of Auditorium/ Play Ground/ Convention Centre, Etc.	-	-
Total	2,115,482	1,940,432
B. Sale of Institute's Publications	-	-
C. Income from Holding Events	-	-
Total	-	-
D. Others		
1. RTI fees	150	-
2. Sale of application from (recruitment)	-	-
3. Misc. Receipts (Tender Processing Fee & disposal items etc.)	39,188	28,780
4. Fine for late deposit of library books	15,890	20,894
5. Misc Income	892,487	244,056
6. Interest on I.T. refund	507,130	548,720
Total	1,454,845	842,450
GRAND TOTAL (A+B+C+D)	3,570,327	2,782,882

SCHEDULE-14 PRIOR PERIOD INCOME

Particulars	2023-24	2022-23
1. CAT Share	826,900	-
2. Other	1,964,295	2,635,664
Total	2,791,195	2,635,664

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

(CA.Mrinal Sajwan)
FA-cum-CAO

Schedule 15-STAFF PAYMENTS & BENEFITS (ESTABLISHMENT EXPENSES)		
PARTICULARS	2023-24	2022-23
a) Salary and Allowances		
Basic Pay	101,473,121	96,236,859
D.A.	42,846,444	32,086,504
H.R.A.	2,565,354	2,224,567
Transport Allowance	4,187,849	3,507,360
b) Other benefits		
Medical	12,621,380	11,340,833
L.T.A.	10,899,547	9,078,655
Ex-Gratia	2,606,944	1,658,463
Entertainment	108,000	108,000
Telephone	750,660	683,052
Faculty- Other Reimbursement	226,193	428,632
Reimbursement of Tution Fee (Children Education Allowance)	1,711,002	1,552,186
c) Terminal Benefits		
Contribution to NPS	19,270,973	15,811,043
Gratuity Contribution	2,675,227	2,139,402
Leave Encashment Contribution	7,847,792	5,038,168
Contribution to PF	396,900	371,925
TOTAL	210,187,386	182,265,649
<div> <div>(CA.(Dr.) Madhukar Goyal)</div> <div>S.A.O. (ACCOUNTS)</div> </div> <div> <div>(CA.Mrinal Sajwan)</div> <div>FA-cum-CAO</div> </div>		

SCHEDULE-15A - EMPLOYEES RETIREMENT AND TERMINAL BENEFITS

	Pension	NPS	Gratuity	Leave Encashment	Total
Opening Balance as on 01.04.2023	-	-	-	-	-
Addition: Capitalised value of contribution received from other Organizations	-	-	-	-	-
Total (a)	-	-	-	-	-
Less: Actual Payment During the year (b)	-	-	-	-	-
Balance available on 31.03.24 C=(a-b)	-	-	-	-	-
Provision required on 31.03.24 as per actual valuation (d)	-	-	-	-	-
A. Provision to be made in the current year (d-c)	-	-	2,675,227	7,847,792	10,523,019
B. Contribution to new Pension Scheme	396,900	19,270,973	-	-	19,667,873
C. Medical Reimbursement to retired Employees	-	-	-	-	-
D. Travel to Hometown on Retirement	-	-	-	-	-
E. Deposit Linked Insurance Payments	-	-	-	-	-
Total (A+B+C+D+E)	396,900	19,270,973	2,675,227	7,847,792	30,190,892

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

(CA.Mrinal Sajwan)
FA-cum-CAO

Schedule 16- ACADEMIC EXPENSES		
PARTICULARS	2023-24	2022-23
Schedule 16.1 MBA Programme Expenses		
Admission Exp	4,043,723	3,665,092
Visiting Faculty Honorarium	5,302,666	8,333,750
Visiting Faculty TA	1,485,916	1,713,607
Books & Course Material	31,390,843	28,386,368
Induction Exp.	1,692,920	1,085,551
Examination Exp.	1,335,262	2,062,161
Convocation Exp.	6,213,350	6,023,374
Medical Exp.	5,513,624	4,643,301
Hostel Exp.	5,817,989	7,679,171
Teaching Support staff Salary	7,797,165	5,136,873
Contingency & Others Exp.	1,190,510	262,249
Placement Exp.	9,341,580	7,029,356
Student Activity	3,832,287	3,959,162
Faculty Reward Point	29,145,437	32,832,420
MBA Analytics Admission/Misc Exp.	5,553,309	2,671,452
CAP 2024 (Admission Exp.)	2,888,102	-
Total (A)	122,544,683	115,483,888
MBA Scholarships		
Need-Cum-Merit Based Scholarship	25,415,000	23,880,000
Scholarships from others (Paid)	8,445,000	6,174,360
Total (B)	33,860,000	30,054,360
Total A+B	156,404,683	145,538,248
Schedule 16.2 EMBA Expenses		
Admission Advertisement & Publicity & Induction	763,335	598,886
Books & Learning Resource	2,236,314	2,634,002
Hospitality Fooding & Lodging	152,135	155,213
Visiting Faculty Honorarium	909,375	628,125
Office Exp., P&S & Contingency	685,337	703,347
Rent	2,279,000	2,622,600
Visiting Faculty TA/DA Exp.	814,177	933,916
Transportation Exp.	179,068	103,088
Salary Exp.	2,937,857	2,575,236
Security Exp.	1,094,436	1,023,060
Total	12,051,034	11,977,473
Schedule 16.3 Executive Fellow Programme of Management (EFPM)		
Books & Learning Resources	187	128
Visiting Faculty Honorarium	213,100	-
Visiting Faculty Travel Exp.	10,521	-
Total	223,808	128

Schedule 16.4 Management Development Programmes (MDP)		
Promotional Expenses	1,496,809	36,288
Revenue Exp.	33,010,694	16,592,957
Total	34,507,503	16,629,245
Schedule 16.5 Consultancy Expenses		
Consulting Expenses	1,197,333	456,050
Total	1,197,333	456,050
Schedule 16.6 PhD Expenses		
Books & Learning Resources	292,627	448,702
Admission Exp.	917,656	1,780,716
Contingency/Staff salary Exp.	4,119,909	2,122,331
Scholarship/Stipend Exp.	17,599,014	17,478,408
Contingency Grant	959,555	842,896
Visiting Faculty Exp.	852,394	508,780
Rent Exp.	2,765,157	2,638,165
Equipment Grant	747,653	450,000
Academic Exp.(Conference Grant)	1,676,424	1,255,485
Total	29,930,389	27,525,482
Schedule 16.7 Research & Development Expenses		
International Conference	1,071,118	197,041
National Conference	108,771	16,002
Faculty Development Programme	1,387,165	1,672,075
AACSB Accreditation	1,045,490	264,243
IRC	148,372	43,882
MPRC	4,952,472	1,117,360
Other Library Resources	18,099,714	11,907,129
Research & Development Expenditure	792,953	85,622
Software Licences	1,655,835	1,417,596
Web Maintenance	2,726,828	3,048,841
Institutional Membership Fee	87,760	87,760
Alumni Expenses	1,764,882	982,515
CPDA	2,411,336	3,002,322
Capacity Building Staff including Staff Training	562,840	-
SDA	1,815,025	1,254,515
Total	38,630,560	25,096,903
Schedule 16.8 EMBA Analytics Expenses		
Books & Learning Resources	3,420,571	2,888,293
Admission Exp.	315,310	470,005
Contingency/Staff salary Exp.	250,491	118,153
Inauguration Exp.	106,621	103,350
Visiting Faculty Exp.	656,250	375,000
Salary Exp.	119,000	56,520
FeeSharing (TEEL)	46,398,500	26,900,000
Total	51,266,743	30,911,321
GRAND TOTAL (16.1 TO 16.8)	324,212,052	258,134,850
<div> <div>(CA.(Dr.) Madhukar Goyal)</div> <div>S.A.O. (ACCOUNTS)</div> </div> <div> <div>(CA.Mrinal Sajwan)</div> <div>FA-cum-CAO</div> </div>		

Schedule 17- ADMINISTRATIVE AND GENERAL EXPENSES

PARTICULARS	2023-24	2022-23
A. Infrastructure		
Electricity and Power & Fuel	5,882,386	8,876,413
B. Communication		
Postage & Courier Exp	31,203	41,009
Telephone , Fax & Internet Charges	29,698	38,013
C. Others		
Printing and Stationery	208,981	495,677
Travelling and Conveyance Expenses	-	6,615
Hospitality (Hospitality & Guest House Exp.)	1,375,899	984,428
Audit Fees and Exp.	525,751	339,392
Security Exp.	8,421,768	6,342,967
Joining and otherTA/DA	881,175	1,188,023
BOG Expenses	1,871,098	2,189,337
Cleaning & Maint. Office/Office Maint.	22,568,204	18,242,328
Legal Expenses	1,319,334	3,049,216
Official Functions	630,594	474,836
Recruitment Expenses	4,877,445	3,458,710
Others Exp.(Professional & Misc Exp.)	666,674	282,257
Staff Welfare	50,000	-
Horticulture-Labour Wages	6,472,644	6,789,148
Horticulture- Other Expenses	501,091	-
Contribution to Provident Fund	-	-
TOTAL	56,313,945	52,798,370

Schedule 18- TRANSPORTATION EXPENSES

PARTICULARS	2023-24	2022-23
1 Vehicles (Owned by institution)		
a) Running expenses	2,216,203	1,640,717
b) Repairs & maintenance	234,298	131,708
c) Insurance expenses	87,791	104,534
2 Vehicle taken on rent/lease	-	-
a) Rent/Lease expenses	-	304,303
Vehicle (Taxi) hiring expenses	-	-
TOTAL	2,538,292	2,181,262

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

(CA.Mrinal Sajwan)
FA-cum-CAO

Schedule 19- REPAIRS AND MAINTENANCE

PARTICULARS	2023-24	2022-23
a) Building	16,338,386	9,648,792
b) Office Equipment's	8,221,562	2,302,125
c) Furniture & Others	208,455	127,035
d) IT maintenance (AMC)	882,421	1,280,889
TOTAL	25,650,824	13,358,841

Schedule 20- FINANCE COST

PARTICULARS	2023-24	2022-23
a) Bank Charges	6,858	4,438
b) Others (NPS maintenance Exp.)	15,447	10,516
TOTAL	22,305	14,954

Schedule 21- Other Expenses

PARTICULARS	2023-24	2022-23
a) Provisions for Bad & Doubtful Debts/Advances	-	-
TOTAL		-

Schedule 22- PRIOR PERIOD EXPENSES

PARTICULARS	2023-24	2022-23
a) Academic Expenses	-	6,053,804
b) Administrative Expenses	8,439,057	914,717
c) Others Expenses	100,000	-
TOTAL	8,539,057	6,968,521

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

(CA.Mrinal Sajwan)
FA-cum-CAO

Schedules forming part of annual financial statements of IIM Kashipur for the year 2023-24

SCHEDULE: 23 SIGNIFICANT ACCOUNTING POLICIES

1. BASIS FOR PREPARATION OF ACCOUNTS

The accounts are prepared under the Historical Cost Convention unless otherwise stated and generally on the Accrual method of accounting.

2. REVENUE RECOGNITION

- 2.1 Fees from Students of various courses, MDP fee, other Incomes including Interest on Savings Bank accounts and sale of forms etc. are accounted for on accrual basis, except income from CAT share which is been shown on actual receipt basis.
- 2.2 Interest on Investments (FDs) are also accounted on accrual basis only.

3. FIXED ASSETS AND DEPRECIATION

- 3.1 Fixed assets are stated at cost of acquisition including inward freight, duties, taxes, incidental and direct expenses related to acquisition, installation and commissioning.
- 3.2 Fixed assets are valued at cost less accumulated depreciation. Depreciation on Fixed Assets is provided on **Straight Line Method**, at the following rates:

Tangible Assets:

1.	Buildings	2%
2.	Office Equipment	7.5 %
3.	Scientific and Laboratory Equipment	8%
4.	Computers & Peripherals	20%
5.	Furniture, Fixtures & Fittings	7.5%
6.	Vehicles	10%
7.	Lib. Books & Scientific Journals	10%
8.	Audio Visual Equipment	7.50%
9.	Plant & Machinery	5.00%
10.	Electrical Installation & Equipment	5.00%
11.	Small Value Assets	100%

Intangible Assets (amortization):

1. Web Development/E-journal/Computer Softwares **40%**
- 3.3 Depreciation is provided for whole of the year, on opening value as well as additions during the year.
- 3.4 Assets, the individual value of each of which is Rs. 2,000/- or less (except Library Books) are treated as Small Value Assets, 100% depreciation is provided in respect of such assets at the time of their acquisition. However physical accounting and control are continued by the holders of such assets.

4. INTANGIBLE ASSETS

Computer Software (including Web Development) and E- Journals are grouped under Intangible Assets.

5. STOCKS

Expenditure on purchase of stationary/ printing material and some of electrical maintenance items are accounted for as revenue expenditure and balance of these items in stores as on 31st March is considered as stock in hand, valued at purchase price.

6. RETIREMENT BENEFITS

Retirement benefits i.e. gratuity and leave encashment are provided on the basis of contribution every year through group gratuity scheme and leave encashment scheme instituted through LIC (as fund manager) by constituting to independent funds which manages these liabilities of gratuity and leave encashment of all the regular employees of the Institute. Other retirement benefits viz. Contribution to New Pension Scheme is accounted on accrual basis.

7. INVESTMENTS

Long term investments are carried at their Book Value.

8. DESIGNATED/EARMARKED/ENDOWMENT FUNDS:

These funds are earmarked for specific purposes. Some of these Funds are Depreciation Fund, Gratuity Fund, Leave Encashment Fund, MDP Development Fund, and Staff Welfare Fund. To keep the accumulations of these funds, separate and safe, the Institute has kept these accumulations in Term Deposits with Banks. The balances in the respective funds are carried forward and shown in the liability side of the Balance Sheet whereas investments of respective funds are shown on the assets side of the Balance Sheet.

9. GOVERNMENT GRANTS

Government Grants are accounted on realization basis. However, where a sanction for release of grant pertaining to the financial year is received before 31st March and the grant is actually received in the next financial year, the grant is accounted on accrual basis and an equal amount is shown as recoverable from the Grantor.

To the extent utilized towards capital expenditure, (on accrual basis) government grants are transferred to the Capital Fund. Unutilized grants (including advances paid out of such grants) are carried forward and exhibited as a liability in the Balance Sheet. **Further the Institute has not received any Plan/Revenue grant during the current F.Y. from MOE.**

10. INVESTMENTS OF EARMARKED FUNDS AND INTEREST INCOME ACCRUED ON SUCH INVESTMENTS

To the extent not immediately required for expenditure or amount added at the end of the financial year as provision for the year, the amounts available against such funds are invested in fixed term deposits with Banks, leaving the balance in Savings Bank Accounts (wherever applicable). Interest received, interest accrued and due and interest accrued but not due on such investments are added to the respective funds and not treated as income of the Institution.

11. SPONSORED PROJECTS

11.1 In respect of ongoing Sponsored Projects (Consulting, MDP & Research), the amounts received from sponsors are credited to the group "Current Liabilities and Provisions". As and when expenditure is

incurred /advances are paid against such projects, or the concerned project account is debited with allocated overhead charges, the liability account is debited. On completion of these projects the receipts and expenditures of the same are being shifted to income and expenditure accounts of the year in which these are closed.

11.2 In respect of sponsored scholarship, amount received from sponsors are credited to “Scholarship others receipts” & on its payment to the students it is debited to “Scholarship other payment account”.

12. INCOME TAX

The income of the Institution is exempt from Income Tax under Section 10 (23c) of the Income Tax Act. No Provision for Tax is therefore made in the accounts.

Place: Kashipur
Date: 16.05.2024

For T. Nagar and Co.
Chartered Accountants

CA.(Dr.) Madhukar Goyal
SAO (Accounts)

CA.Mrinal Sajwan
FA-cum-CAO

(Prof. Kulbhushan Balooni)
Director

(CA.Deepanshu Agarwal)
Partner
M.No. : 410844

SCHEDULE: 24 - CONTINGENT LIABILITIES AND NOTES TO ACCOUNTS

1. CONTINGENT LIABILITIES

As on 31.03.2024 court cases filed against the Institution, by former/present employees, students, tenants, contractors and arbitration cases with contractors, were pending for decisions. The quantum of claims is approx. Rs. 4.05 crores estimated by works department Rs. 3.47 Crores and by the personnel department Rs. 0.58 Crores.

2. CAPITAL COMMITMENTS

The value of contracts remaining to be executed on Capital account for development of New Campus are not provided for as these will be booked only on presentation of executed work through bills.

3. FIXED ASSETS

Additions in the year to Fixed Assets in Schedule 4 are purchased out of corpus funds and surplus generated by the Institute during the year. The Assets have been set up by credit to Building/General Assets Fund.

4. PATENTS:

There is no patents relating to the Institute.

5. DEPOSIT LIABILITIES

The amount outstanding as Earnest Money Deposit & Security Deposit is of Rs. 91,88,269/- shown in Current Liabilities & Provisions.

6. EXPENDITURE IN FOREIGN CURRENCY:

a. Travel	-
b. Foreign Drafts for import of Chemicals etc.	-
c. Others.	Rs.6,21,60,932/-

7. CURRENT ASSETS, LOANS, ADVANCES AND DEPOSITS

In the opinion of the Institute, the Current assets, Loans, Advances and Deposits have a value on realization in the ordinary course, equal to at least to the aggregate amount shown in the Balance Sheet.

8. Previous year's figures have been regrouped wherever necessary.

9. Figures in the Final accounts have been rounded off to the nearest rupee.
10. Schedules 1 to 24 are annexed to and form an integral part of the Balance Sheet at 31st March 2024. and the Income & Expenditure account for the year ended on that date.
11. Contributions to New Pension Scheme Rs. Rs. 1,92,70,973/- have been transferred to NPS Account.
12. IIM Kashipur capacity and capabilities:
- i) No. of Students – 1118 (Including Executive and Regular MBA programs)
 - ii) No. of Teachers – 51
 - iii) Collection on account of building fund and expenditure thereof – Nil
 - iv) Collection for sports activities and expenditure thereof – Nil
 - v) Collection for co-curricular activities and expenditure thereof – Nil
 - vi) Collection on account of development charges and expenditure thereon – Nil
 - vii) Collection for medical expenses and expenditure thereon – Nil
 - viii) Compliance with statutory dues like EPF and ESI – NPS (as per government rules)
 - ix) Salary structure of teachers – Pay matrix attached

Place: Kashipur
Date: 16.05.2024

For T. Nagar and Co.
Chartered Accountants

CA.(Dr.) Madhukar Goyal
SAO (Accounts)

CA.Mrinal Sajwan
FA-cum-CAO

(Prof. Kulbhushan Balooni)
Director

(CA.Deepanshu Agarwal)
Partner
M.No. : 410844

Annexure -I

15-4/2017-TC
Government of India
Ministry of Human Resource Development
Department of Higher Education

Pay Matrix Proposed for IITs/IISc/IIM/NITIE/IISER/NIT/IIIT – in 4-tier structure* (All figures are in Rupees)

Pay Matrix Proposed for IITs/IISc/IIM/NITIE/IISER/NIT/IIIT – in 4-tier structure* (All figures are in Rupees)									
Cadre Title		Asst. Prof. Grade II		Asst. Prof. Grade I		Associate Prof.	Professor		
6 th PC Pay Band		PB3 15600-39100			PB4 37400-67000			67000-79000	
Grade Pay – IIT etc.		6000	7000	8000	9000**	9500	10000	10500	HAG
Index of Rationalisation		2.67	2.67	2.67	2.67	2.67	2.72	2.72	2.72
Entry Pay IIT etc.		21600	25790	38000	49200	52300	53000	58500	67000
Cell No.	Pay Level	10	11	12	13A1	13A2	14	14A	15
1		57700	68900	101500	131400	139600	144200	159100	182200
2		59400	71000	104500	135300	143800	148500	163900	187700
3		61200	73100	107600	139400	148100	153000	168800	193300
4		63000	75300	110800	143600	152500	157600	173900	199100
5		64900	77600	114100	147900	157100	162300	179100	205100
6		66800	79900	117500	152300	161800	167200	184500	211300
7		68800	82300	121000	156900	166700	172200	190000	217600
8		70900	84800	124600	161600	171700	177400	195700	224100
9		73000	87300	128300	166400	176900	182700	201600	
10		75200	89900	132100	171400	182200	188200	207600	
11		77500	92600	136100	176500	187700	193800	213800	
12		79800	95400	140200	181800	193300	199600	220200	
13		82200	98300	144400	187300	199100	205600		
14		84700	101200	148700	192900	205100	211800		
15		87200	104200	153200	198700	211300			
16		89800	107300	157800	204700				
17		92500	110500	162500					
18		95300	113800	167400					
19		98200	117200						





IIM KASHIPUR

Indian Institute of Management Kashipur

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