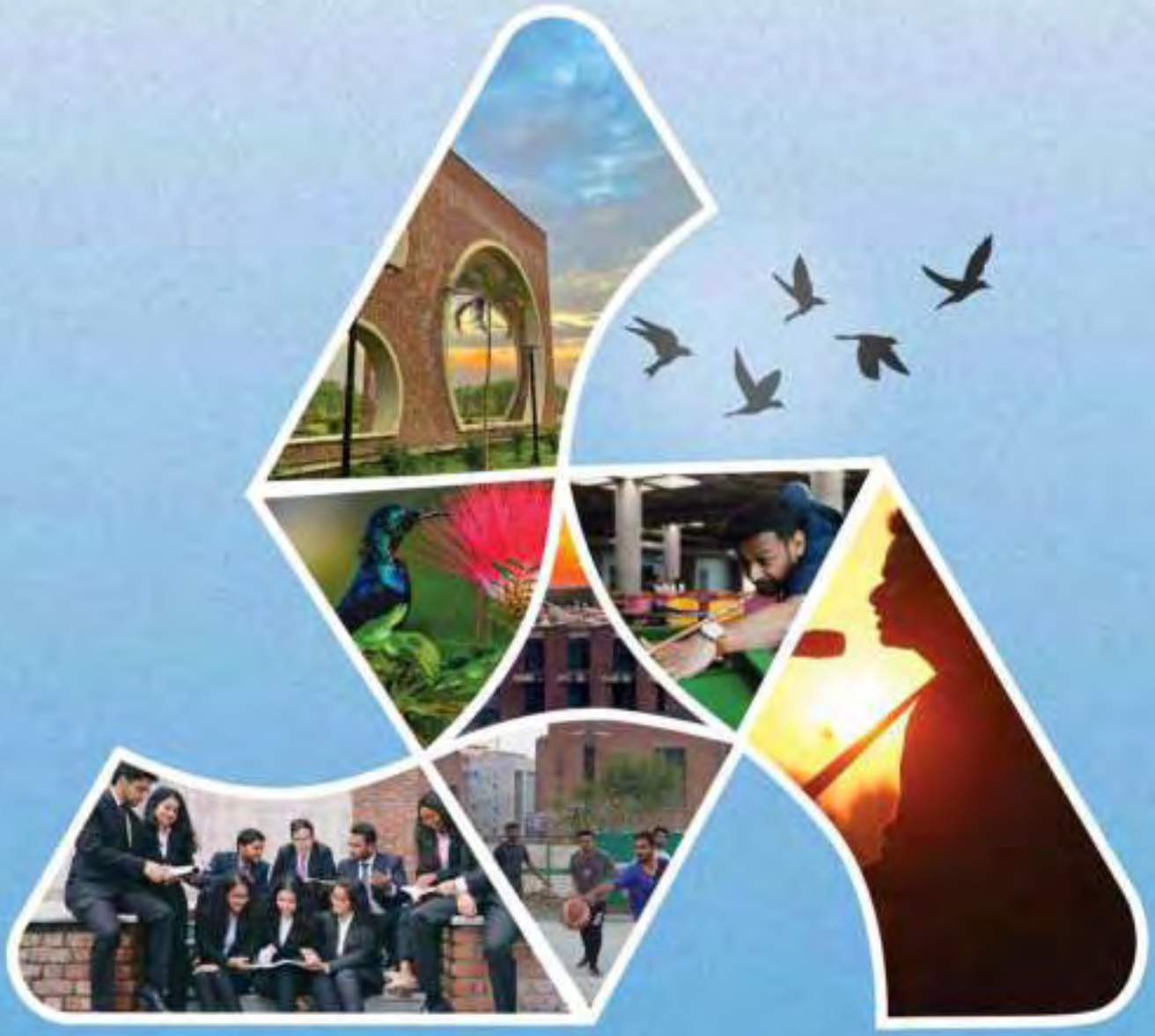
ANNUAL REPORT

वार्षिक रिपोर्ट

2021-2022

IIM KASHIPUR



INDIAN INSTITUTE OF MANAGEMENT KASHIPUR

भारतीय प्रबंधन संस्थान काशीपुर

CONTENTS

02
About Us

04
Director's Message

09
Academic Programmes

Master of Business Administration

Master of Business Administration (Analytics)

Executive MBA

Doctoral Programme

31
Summer Placement Report

36
Final Placement Report

42
Executive / Management Development Programmes

Online Certificate Programmes

Customised Management Development Programmes

47
International Relations

48
Centres of Excellence

Centre of Excellence in Public Policy and Government

Design Innovation Centre

Foundation for Innovation and Entrepreneurship Development

58
Learning Resource Center

63
ICT Infrastructure

64
The Faculty and Academics

89
Academic Clubs

74
Student Activities

106
Cells

113
Report of Internal Complaint Committee

68
Research
Research Publications

109
Teams

114
Special Recruitment Drive for Faculty Positions

75
Committees

112
Events

117
CAG Report and Annual Accounts 2021-2022

The Indian Institute of Management Kashipur is in the elite league of IIMs. It is set up with the goal of conferring quality administration while honing students' social and cultural awareness. It commenced operations in July 2011. The institute was founded with the intention of delivering top-notch management education with the goal of educating students about societal challenges. It aspires to achieve excellence in management education by using innovative teaching methods, promoting high quality research and practicing sustainable leadership.

The institute is bestowed with the stunning beauty of nature, lending a wholesome experience to academic rigour. The 200-acre campus, situated just 25 kms away from Jim Corbett National Park, spreads loudness and cheers in the serene town of Kashipur, nested in the lap of Himalayas. The institute is also situated in one of the densest industrialized districts with more than 180 ventures that have set up their plants in and around the region. This strategic geographical positioning provides a vantage point for IIM Kashipur when it comes to 'Learning by Doing' through regular industry interaction and live projects.

About Us

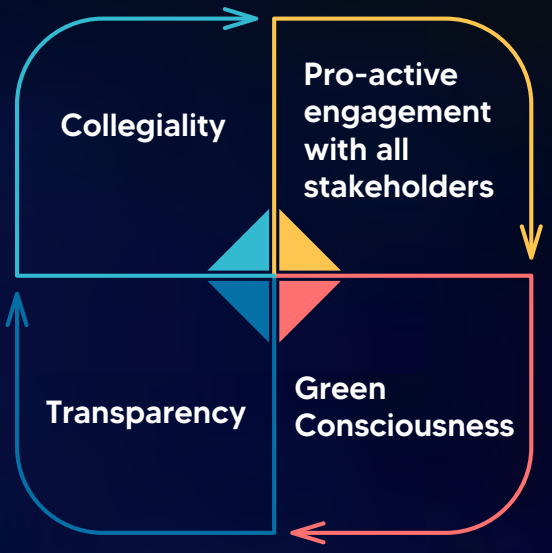
Vision

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



Director's Message

> *IIM Kashipur is the first management school in the country to offer Executive MBA (Analytics) and MBA (Analytics) programme. By offering two degree-awarding programmes in Analytics, IIM Kashipur has created an academic niche in this emerging domain.*

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

When IIM Kashipur commenced its operations a decade ago, it was envisioned to build an institute that would, in addition to fostering academic rigor, be aligned with the evolving industry trends, drive social transformation, and become a harbinger of entrepreneurship and inclusive growth. As we enter the second decade, we will double down on the same and embark on a journey of exponential holistic growth, both for the institute and its stakeholders.

It is with pride that I present a note on our notable achievements during the year 2021–2022.

As a business management school, we have continuously looked to cater to what the industry demands. In December 2021, IIM Kashipur launched the 1st Batch of Executive Master of Business Administration in Analytics. IIM Kashipur is the first management school in the country to offer Executive MBA (Analytics) and MBA (Analytics) programme (launched in February 2020). By offering two degree-awarding programmes in Analytics, IIM Kashipur has created an academic niche in this emerging domain.

The pandemic gave an opportunity to re-design our executive education strategies by looking for new opportunities. After due diligence and discussions, we had a firm conviction that there is a strong need to launch a two-year Executive MBA programme in Analytics to benefit the mid-career executives as well. This programme has 900 contact hours spread across six terms over two years. Each term is preceded by a Campus Immersion and Learning Module. The first three terms comprise core courses, while the fourth, fifth, and sixth comprise core and elective courses. The courses introduce and equip the participant with analytics and management concepts. This blended learning programme will 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.

We would continue our endeavours to expand our analytics-based activities to increase our outreach to many professionals, as evident from the fact that our 60 to 90 hours online certificate programmes on big data and analytics are becoming popular.

Being a National Institution, our fundamental responsibilities include being on the frontier for knowledge creation. Our faculty members and doctoral students undertake research on a wide range of interesting and important issues, which get published in reputed scholarly journals. The past couple of years has witnessed a rise in research activities. We have, noticeably, made a quantum jump in this frontier, especially compared to the previous year. According to Scopus Database, a celebrated database to determine the quality of research publications, the number of publications has increased from 57 in the calendar year 2000 to 95 in 2021. This number was 25 in 2019. It is important to highlight that in 2021, 37 out of 95 research publications are in A* and A category journals, compared to 23 in 2020. On the other hand, as per the Scopus Database, citations from our research publications have increased from 131 in 2018 to 352 in 2020 to 721 in 2021. Research not only, is an indication of original work done by our faculty and doctoral scholars but also is a vital source of leveraging the brand value of IIM Kashipur.

Some prominent journals where faculty members have published their research work in 2021–22 are Annals of Operations Research, Asia Pacific Journal of Management, Asia Pacific Journal of Marketing and Logistics, Australasian Journal of Information Systems, Computers and Industrial Engineering, Computers and Security, Enterprise Information Systems, Gender, Work and Organization, Group and Organization Management, International Journal of Consumer Studies, International Journal of Logistics Management, International Journal of Logistics Systems and Management, International Journal of Management Reviews, International Journal of Managerial Finance, International Review of Economics and Finance, Journal of Business and Industrial Marketing, Journal of Cleaner Production, Journal of Enterprise Information Management, Journal of Hospitality and Tourism Management, Journal of International Accounting, Auditing and Taxation, Journal of International Financial Markets, Institutions and Money, Journal of Retailing and Consumer Services, Journal of Sustainable Tourism, Research- Technology Management, Tourism Economics and Tourism Management Perspectives.

I would particularly like to emphasize that the Chairperson and Board of Governors of the Institute have taken visionary measures, effective from 2020, to take IIM Kashipur to the international standards, which demands an increased focus on knowledge creation.

IIM Kashipur has increased the intake of doctoral scholars since 2020. In 2021, 20 scholars were admitted to the Doctoral programme, with a gender ratio of almost 50:50. As of today, we have a total of 49 full-time doctoral scholars associated with different areas. This increase in the intake of scholars has created a vibrant community of doctoral scholars. Our Doctoral programme has a structure with an extensive focus on research and providing vital skills and competencies to the scholars mainly to nourish their capabilities to recognize and explore various research problems. The doctoral scholars, well-guided by their Thesis Advisory Committees, are engaged in high-quality research with an emphasis on publishing in top-rated journals. The doctoral scholars who defended their dissertation in 2021–22 have published 14 papers in A-category journals. Some of the well-known journals where our doctoral scholars have published include Journal of Public Affairs, International Journal of Bank Marketing, Journal of Consumer Marketing, Journal of Enterprise Information Management, Journal of Internet Commerce, Personnel Review, Journal of Cleaner Production, Computers and Security, and International Journal of Logistics Management, among others.

In 2021-22, five doctoral scholars, Lokesh Posti, Hausla Singh, Kamal Sanguri, Atanu Bhuyan and Himanshu Sharma have also brought glory to the institute by getting the best paper awards at international conferences.

I would particularly like to emphasize that the Chairperson and Board of Governors of the Institute have taken visionary measures, effective from 2020, to take IIM Kashipur to the international standards, which demands an increased focus on knowledge creation. Research endeavours are highly dependent on research culture. We are promoting, recognizing and evaluating quality research.

The Graduating Batch of 2020–22 was the first and hopefully the last to have completed the programme almost through virtual mode. The challenges of virtual education without precedence were high both for the students and the institute. However, the students have come out with flying colours and have handled the situation admirably. The Student Academic Committee assisted in successfully executing online and hybrid classes. They arranged 60+ corporate guest lectures with other committees, giving the finest exposure of campus to corporate, taking advantage of the online medium.

During 2021–22, our students participated in over 120

corporate case competitions and 40 competitions hosted by various B-schools all over the country. Continuing our tradition, the students have also demonstrated their worth by competing with some of the finest minds on the Dare2Compete platform and winning national-level competitions like Virtusa, Thou-centric, Welspun, among others. I would like to highlight the fantastic success of having five of our students, Arsalan Ahmad, Devash Kapri, Raksha Agarwal, Sakshi Poddar, and Saptarishi Chakraborty, among the Top 100 Dare2Compete Competitive B-School Leaders 2022. Besides, our students, Raksha Agarwal and Sakshi Poddar, are leading the way by earning top spots in Dare2Compete Competitive B-School Top-10 Women Leaders 2022. Our students, Pulkit Singhal and Roshan Kumar Biswal, were also finalists at an International Hackathon organized by Dubai Taxi Corporation and Middlesex Insights Lab.

Our Dehradun Campus plays a crucial role in establishing institutional relationships with stakeholders, including various central autonomous bodies and organisations, specifically those based in and around Dehradun. Our Executive MBA students from Dehradun Campus are promoting the brand IIM Kashipur in their organizations.

IIM Kashipur's story spans multiple chapters of excellence, networking, and impressive placement records. The Class of 2022 has secured stellar placements, exceeding the previous years. With 322 students, the Class of 2022 was the biggest to be placed to date. This year also marked the placements of the first-ever batch of MBA (Analytics). Our graduating MBA and MBA (Analytics) students received over 365+ offers and 50+ Pre-Placements Offers and Pre-Placements Interviews. This was the best placement season for IIM Kashipur, as evident from the increase in average CTC from Rs 14.05 lakhs in 2021 to Rs 15.21 lakhs this year and the increase in median CTC from Rs. 12.72 lakhs to 14.82 lakhs. Our primary focus is to map the interests, and critical competencies of the students with the demands of the corporate world. Opportunities in Human Resources and Operations domains have improved compared to the previous year. But the most favoured sectors for the Class of 2022 were IT & Analytics, Banking, Financial Services and Insurance, and Consulting.

As we grow, it becomes paramount for us to connect with the Institute's Alumni. It is their efforts during the initial years of the Institute and the reputation they have earned in the business world that now our students can draw reputed recruiters. In 2021–22, the Institute conducted virtual reunion meets with the alumni, where alumni gave valuable suggestions regarding more opportunities for current batch students and increasing alumni engagements. Further, we organize a plethora of initiatives like the Alumni Mentorship Programme, AI-Speak Guest Lecture series, and AI-Prep Webinar sessions to reach our alumni and facilitate our distinguished alumni who have contributed through various activities.

Given that the future of executive education is now going to be moved from offline to online mode, in 2021–2022, we expanded our executive education by offering online short- and long-term certificate programmes, ranging from 60 hours to 180 hours, and spread over six-months to one-year. The best part of this expansion of executive is that my faculty colleagues have followed a collective approach by launching executive education programmes built on each Area's academic strength and also by offering interdisciplinary programmes, The popular one-year certificate programmes are on Advanced Marketing Strategy and Analytics, General Management, Operations and Supply Chain Management, and Strategy and Leadership.

Our Centres of Excellence are adding to the fulfilment of our vision and mission by enabling the institution to reach out to the local communities and organizations.

Our International Relations got a big boost this year with the onboarding of two prestigious partners. First, an MoU with Brunel University London was signed with the objectives of promotion of research collaboration in areas of mutual interest, development and delivery of training programmes, and creating synergies in degree programmes. Next, an MoU was signed with Syracuse University to develop and offer collaborative immersion programmes and create collaboration between the Design and Innovation Centre of IIM Kashipur and Earl V. Snyder Innovation Management Centre of Whitman School of Management at Syracuse University. The institute endeavours to expand the scope of international tie-ups beyond the student exchange programme and include research collaborations and other academic engagements.

Our Centres of Excellence are adding to the fulfilment of our vision and mission by enabling the institution to reach out to the local communities and organizations. We have three Centres of Excellence: the Foundation for Innovation and Entrepreneurship Development (FIED), Navashaya – The Design Innovation Centre, and the Centre of Excellence in Public Policy & Government.

FIED, the incubation centre of IIM Kashipur, is a Section 8 Company incorporated on 9thMarch 2018 under Company

Act, 2013. It is fully owned and hosted on the campus of IIM Kashipur. It is an initiative to nurture and strengthen the entrepreneurship ecosystem of India.

FIED is growing by leaps and bounds. Currently, 74 promising start-ups are being incubated at FIED. FIED is firm in its resolve to help every person in the country who wishes to take up entrepreneurship as a career or play a role in the ecosystem of entrepreneurship. The year 2021–2022 could safely be called extraordinary for FIED. Despite the challenges posed by recurring waves of COVID-19, FIED greatly impacted the startup ecosystem of Uttarakhand in specific and India in general.

FIED is extensively focusing on agri-tech and agri-business startups and running the incubation schemes of the Ministry of Agriculture and Farmers' Welfare. The annual incubation programme under the Rashtriya Krishi Vikas Yojana Scheme comprised 26 outstanding agricultural start-ups.

In October 2021, FIED was selected for Startup India Seed Fund Scheme that comes under the Department for Promotion of Industry and Internal Trade, Ministry of Commerce and Industry for providing financial assistance, in the form of pre-seed and seed funds, to start-ups for commercialization of their products. This allows FIED to fund start-ups with a sanction amount of Rs. 5 Crores for three years.

Additionally, the Cohort, organized under the Department of Science and Technology Scheme and trained and mentored, comprised 36 start-ups operating in advanced technological domains.

FIED also conducted a week-long training programme in August 2021 for around 150 women entrepreneurs from across the country, out of which 17 women entrepreneurs got incubated at FIED.

Navashaya, IIM Kashipur's Design Innovation Centre, organized Toy Tales 2021 – A Toy Design National Level Competition. This competition has been instituted to help new minds of the Nation develop Toys and Games based on India's Ethics, Culture and Technology, which will take us one step nearer to Atma Nirbhar Toy Industry. It also successfully conducted Prototype Testing of Paritranaya Prakrti to Reduce Human-Wildlife Conflict.

Our intent to do well in the innovation arena, led by FIED and Navashaya, is evident from the fact that in 2021, the Ministry of Educations' Innovation Cell ranked IIM Kashipur as a three-star institution in Institution's Innovation Council (IIC).

Our Centre of Excellence in Public Policy & Government expanded its activities last year by launching a Doctoral programme in Public Policy. Scholars were admitted to the programme with fellowships awarded by the University Grants Commission. The Centre has also worked with the Ministry of Law and Justice, Government of India, which has accepted its report on enhancing the quality of lawyers in the country through a scheme of Continuing Legal Education. We are pleased to share with you that the Government of India has accorded its concurrence to the Centre of Public Policy & Government to become an Academia Member of the International Telecommunication Union, a specialized agency of the United Nations responsible for all matters related to information and communication technologies. With this IIM Kashipur has become the only IIM in the country to have a seat in this UN Agency.

IIM Kashipur, is unique in the way it values, encourages and embraces the principles of gender equity, social inclusion and greater social and environmental relevance in its vision.

IIM Kashipur, is unique in the way it values, encourages and embraces the principles of gender equity, social inclusion and greater social and environmental relevance in its vision.

We reviewed our MBA curriculum in 2020. The MBA Batch 2020–2022 was the first to experience the new curriculum. It focuses on creative thinking, interpersonal skills, and industry workshops to improve student skills and make them industry ready. It also has an Experiential Learning component, which I would like to highlight. Experiential Learning comprised 55 groups of MBA Batch 2020–2022 who worked with 28 partner organizations on various field-based projects in the three streams, namely Unlocking Rural Potential, Micro, Small & Medium Enterprises (MSMEs) and Social Entrepreneurship and Environment and Social Business Practices. This initiative engages students throughout the year with small and upcoming organizations, including non-profits, to develop their capacities and make them sustainable, as they would not be able to afford or procure the services of this level otherwise.

Despite the challenges of COVID there were many innovations adopted to adapt the Experiential Leaning and deliver it in a blended learning mode. It has brought the students closer to the ground realities of society. It has enhanced their creative problem-solving skills, especially in unstructured situations and has led them straight into contributing to some of the most sub-sectors that require

urgent attention of all intelligent managers. We are sure this 'Learning by Experiencing' or 'Experiential Learning' will prove to be a great pedagogical advancement. We plan to embark upon establishing a Centre on Experiential Learning such that other business schools and colleges can benefit from our experience and knowledge creation.

We have achieved significant discipline diversity across our programmes. Additionally, the Institute has put in special efforts over the years to enhance gender diversity in our long-term programmes. As an outcome, in 2021, the number of girl students admitted increased to 61, achieving the highest strength of girl students in the MBA programme of IIM Kashipur across batches. Likewise, the girl students admitted constituted almost 50% of the MBA (Analytics) programme in 2021.

Considering the importance of scholarships for the needy students and its positive impact on students' performance and the institute's academic culture, more than 60 scholarships have been instituted to students from MBA and MBA (Analytics) programmes every academic year comprising three different categories: Merit Scholarship, Need-Based Scholarship, Need-Cum-Merit Scholarship and Merit Scholarship. These scholarships include a 100% tuition fee waiver.

We have achieved significant discipline diversity across our programmes. Additionally, the Institute has put in special efforts over the years to enhance gender diversity in our long-term programmes.

In a drive to promote 'Swachh Bharat' and to generate healthy competition, the Mahatma Gandhi National Council of Rural Education (MGNCRE) of the Ministry of Education has selected one Higher Educational Institution in each district of the country as District Green Champion to promote hygiene, water management, use of solar energy, greenery management, waste management and land use management. I am happy to inform you that IIM Kashipur participated in this competition and has been selected for the District Green Champion Award 2021–2022 for the exemplary work that has made a difference to the campus and the neighbourhood. It may be noted that the institute has planted more than 10,000 plants inside the campus during the last two years.

Finally, I would like to present a brief on financial activities during the Financial Year (FY) 2020–21. We would like to submit that the Government of India has stopped giving any capital or revenue grant to the Institute from 2019–2020. The Institute, therefore, is bound to use its own generated revenue to meet the yearly cost of revenue and capital expenditure of the Institute.

During FY 2021–22, the Institute has generated a gross revenue income of Rs. 66.99 crores against the previous year's figure of Rs. 62.51 crores. Out of this income, Institute Revenue Generation (IRG), through its activities was Rs. 55.33 crores in 2021–22 compared to Rs. 50.27 crores in 2020–21. The Institute's gross revenue expense for 2021–22 was at Rs. 48.86 crores. In addition to this revenue expense, during FY 2021–22, the Institute has also incurred Rs. 10.98 crores on the creation of capital assets which includes ongoing campus construction and improvement in other infrastructure facilities. Overall, the Institute was able to generate a gross surplus of Rs. 18.14 crores during FY 2021–22. After adding revenue surplus for FY 2021–22, the corpus of the Institute stands at Rs. 149.60 crores.

The Institute has initiated the construction of new hostels (240-seater) and staff residences in 2021–2022. This work has been awarded to CPWD. We hope this internally financed work will be completed by June 2023.

This report highlights the progress made by the institute in the year 2021–22. I am happy to report that the institute has made significant progress in the right direction toward fulfilment of the vision and mission of the institute. I thank the faculty members, officers, staff, and students of the institute for their collective contribution to its achievements. I thank, particularly, the Board of Governors of IIM Kashipur for their support and for actively providing direction to the institute. I would like to thank the Ministry of Education, the Government of India, and the Government of Uttarakhand for their constant support.

To conclude, we at IIM Kashipur are committed to giving back to society and co-create a future that serves humanity. We recognize and acknowledge stakeholders from different strata of the society for their valued contribution to institution building.

Kulbhushan Balooni
Professor & Director

Academic Programmes

The Master of Business Administration Programme aims to prepare managers and future leaders to shape the increasingly technology-oriented and data-driven world. The rigorous curriculum seeks to instill a passion for knowledge and develop an ability to apply that knowledge to real life scenarios. The institute focuses on grooming its participants to acquire knowledge, skills and attitudes for leadership profiles so that they can seamlessly navigate the ever-changing business landscape. The programme lays emphasis on all-round personality development and inculcates the values of leadership andintegrity into participants.The Experiential Learning Initiative, is a new initiative added to the programme. Experiential Learning intends to bridge the gap between IIM Kashipur and the social sector to engage institutional stakeholders in issues pertaining to societal development and sustainability.

The Master of Business Administration (Analytics) programme at IIM Kashipur is a two-year full-time residential programme and aims to prepare managers and future leaders who will shape the increasingly technology-oriented and data-driven world. The curriculum is created to enable the graduating class's specialization in analytics and decision-making skills. The programme equips the participants with application-orientation based on a strong foundation of theory and experience from across industries.

The Executive Master of Business Administration is a specialized two-year post-graduate programme conducted during weekends at IIM Kashipur Dehradun Campus, exclusively designed for middle and senior-level professionals. The Executive MBA has also been restructured to align with entrepreneurial and intrapreneurial trends by introducing digital dexterity and strengthening the orientation towards social situation, industry trends and global practices. The programme conforms to globally accepted norms of Executive MBA, enhancing the value-addition to participants and the acceptance across industries, sectors, and geographies. The programme has a rich blend of electives and choices for participants to design an individual journey of learning.

The Doctoral Programme is a full-time residential programme designed to address the needs of professionals for research, teaching, and in building promising academic careers. The programme encourages intellectuals and hone their skills to undertake high quality research. The updated design of the Doctoral programme aligns it to current global academic trends. The programme emphasises on training to develop cutting-edge interdisciplinary research trends and future teaching and management roles. This is attained by delivery based on three fundamentals of theory, concepts, and research methodology. The programme allows complete flexibility to Areas to offer a highly specialised programme while developing research and writing skills across the various areas that the programme is offered in by respective Areas.

The Executive Fellow Programme in Management has been discontinued since 2018.

Master of Business Administration Programme

IIM Kashipur has a mission to develop socially responsible leaders who can deliver across the functions, cultures and geographies. The Master of Business Administration (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 emphasize on all-round personality development and inculcates the values of leadership and integrity. The first-year MBA core courses have been recently re-designed to make them more relevant and more business-focussed. In the new design, a new emphasis has been placed on critical thinking and innovation. Students are now compelled to think out of the box. They are encouraged to come out of their comfort zones by design, through several courses. Besides, the new structure also takes into account one of the missions of IIM Kashipur – to encourage innovation and entrepreneurship.

Another mission of IIM Kashipur of creating an ecosystem that supports societal development and regional aspirations is also being supported through the new Flexicore Experiential Learning courses. Students will actively contribute to the growth and development of the region where we are located under faculty guidance through the Flexicore courses. Hence, this new core course structure develops the students of IIM Kashipur to become better leaders in the new economy by making their training more contemporary. At the same time, this structure also makes them aware of the grass-root level problems in our society and why they should care about those issues. The new design also supports several of the strategic plans of IIM Kashipur of promoting learning and practices in emerging areas of management (addition of business analytics, and introduction of experiential learning component).

One crucial expectation in this new structure is that in every course, wherever possible, faculty talks about how the learnings of that course can relate to the realities of the Indian economy. Similarly, across all the courses, ethical ideas and communication skills also are incorporated whenever applicable. A critical aspect of this new programme structure is that convergence is being sought among academic pursuits, student activities, and placement realities. Synergy is expected among different activities being conducted through different functional areas, with potentially similar goals or anticipated results. In short, the new course design is intended to prepare students for navigating the new economy and transform them into visionary leaders. This revamped structure of core courses is expected to lead to a new set of electives which will be more suitable for the students venturing out into the new Indian economy. Apart from the electives being currently offered, there is also a focus on developing a new set of electives. This new set of electives will focus more on the emerging issues in society and business and will be innovative and aspirational. Along with the electives and core courses, students will also be allowed to take courses of independent studies (CIS) as before.

Curriculum

The MBA programme is divided into six terms; three terms in the first year and three terms in the second year. Each term is of around eleven weeks' duration. In first three terms the all the core courses are covered, which are designed to build a common foundation of management theory. During the summer internship followed, the participants get an opportunity to build a practical perspective of whatever they have learned in the class room and to warm up themselves for deeper insight through elective and self-study course in second year.

Core Courses in Academic Year 2021-22

Courses	Credits	Hours
Business Statistics	1	25
Financial Accounting	0.5	12.5
Financial Markets	0.5	12.5
Marketing Management I	1	25
Microeconomics	1	25
Organizational Behaviour	0.5	12.5
Workshop- Computational Tools for Business	0.5	12.5
Workshop- Critical Thinking/ Interpersonal Skills	0.5	12.5
Workshop- Written and Oral Communication	0.5	12.5
Total Term-I Credits	**6**	**150**
Corporate Finance	1	25
Decision Modelling	1	25
Entrepreneurial Organization and Society	0.5	12.5
Legal Aspects of Business	0.5	12.5
Macroeconomics and Public Policy	1	25
Management Information Systems	1	25
Marketing Management II	0.5	12.5
Operations and Supply Chain Management	1	25
Organizational Design	0.5	12.5
Workshop- Critical Thinking/ Interpersonal Skills	0.5	12.5
Total Term-II Credits	**7.5**	**187.5**
Analytics for Business	0.5	12.5
Business Ethics	0.5	12.5
Design Thinking and Innovation	0.5	12.5
Experiential Learning I (Environment and Sustainable Business Practices + Himalayan Inbound/ NamamiGange) / (MSME Development + Social Entrepreneurship) / (Unlocking Rural Potential + Unnat Bharat Immersion)	0.5	12.5
Leadership	0.5	12.5
Leadership Communication	0.5	12.5
Management Accounting	1	25
Marketing Research	0.5	12.5
People Management in Organizations	1	25
Strategic Management	1	25
Total Term-III Credits	**6.5**	**162.5**

Electives offerings in AcademicYear 2021-22

Communications

- Content Development Strategy for Social Media Campaigns
- Corporate Communication and Crisis Management
- Media and Entertainment Business Management
- Movies for Management

Finance and Accounting

- Behavioral Finance
- Business Valuation
- Commercial Bank Management
- Digital Finance
- Entrepreneurial Financial Management
- Financial Analytics [Cross listed with Analytics]
- Financial Derivatives
- Financial Machine Learning
- Financial Risk Measurement and Management
- Financial Statement Analysis and Forensic Accounting
- Fixed Income Markets
- Investment Management
- Mergers & Acquisitions [Cross listed with Strategy]
- Private Equity and Investment Banking

Economics

- Advanced Monetary Economics
- Agribusiness Entrepreneurship
- Applied Econometrics for Managers [Cross listed with Analytics]
- Behavioral Economics for Decisions
- Economic Growth, Development, and Indian Economy
- Managing Sustainability
- Trade Analytics and Export-Import Business [Cross listed with Analytics]

Information Technology & Systems

- Artificial Intelligence and Deep Learning [Cross listed with Analytics]
- Big Data Management [Cross listed with Analytics]
- Data Science and Machine Learning [Cross listed with Analytics]
- Data Visualization [Cross listed with Analytics]
- Enterprise Resource Planning Systems [Cross listed with Operations]
- Frontier Technologies for Business
- Information & Network Security
- Information Technology Product Management
- Information Technology Project Management
- Social Media and Web Analytics [Cross listed with Analytics]

Marketing

- Advanced Media Marketing
- Applications of Design Thinking
- Business to Business Marketing
- Consumer Behavior
- Digital Marketing
- Marketing Analytics [Cross listed with Analytics]
- Marketing Strategy
- Pricing Management
- Product and Brand Management
- Retail Management
- Rural Marketing
- Sales and Distribution Management
- Services Management – Integrating Marketing and Operations Management Perspectives [Cross listed with Operations]

Strategy Area

- International Business
- Management Consulting
- Strategies for Emerging Markets

Operations Management & Decision Sciences

- Advanced Data Analysis [Cross listed with Analytics]
- Advanced Managerial Decision Analysis
- Logistics Management
- Management of Technology
- Operations Strategy
- Project Management
- Quality Management and Six Sigma
- Strategic Sourcing Management

Organisational Behaviour & Human Resource Management

- Diversity and Inclusion at Workplace
- Fostering Performance in Digital Workplaces
- HR Analytics [Cross listed with Analytics]
- Industrial Relations & Labour
- Managing Organizational Change
- Negotiation and Conflict Management
- Power and Politics
- Talent Management for Organizational Excellence

Fee Structure for MBA 2021-23 Batch

Particulars	Term-I	Term-II	Term-III	Total of Term-I, II & III	Term-IV	Term-V	Term-VI	Total of Term- IV, V & VI	Total
Admission Fee	25000	0	0	25000	0	0	0	0	25000
Tuition Fee	125000	125000	125000	375000	125000	125000	125000	375000	750000
Digital Infrastructure Fee	20000	20000	20000	60000	20000	20000	20000	60000	120000
Hostel Fee	52000	52000	52000	156000	52000	52000	52000	156000	312000
Student Welfare Activity Fee	4000	4000	4000	12000	4000	4000	4000	12000	24000
Learning Material Fee	38500	38500	38500	115500	38500	38500	38500	115500	231000
Convocation Fee	0	0	0	0	0	0	13000	13000	13000
Sub-Total	264500	239500	239500	743500	239500	239500	252500	731500	1475000
Non Refundable Fee									
Medical Fee	2000	0	0	2000	2000	0	0	2000	4000
Placement Fee	0	12500	0	12500	0	0	12500	12500	25000
Alumni Activity Fee	4500	0	0	4500	4500	0	0	4500	9000
Sub-Total	6500	12500	0	19000	6500	0	12500	19000	38000
Refundable Fee									
Caution Deposit	3000	3000	3000	9000	3000	3000	3000	9000	18000
Library Deposit	3500	0	0	3500	0	0	0	0	3500
Computer Deposit	3500	0	0	3500	0	0	0	0	3500
Mess Deposit	4000	0	0	4000	0	0	0	0	4000
Sub-Total	14000	3000	3000	20000	3000	3000	3000	9000	29000
GRAND TOTAL OF FEE	**285000**	**255000**	**242500**	**782500**	**249000**	**242500**	**268000**	**759500**	**1542000**

Admission

Admission to IIM Kashipur is based on overall performance of the candidate on various parameters. The parameters include CAT score, written analysis test and personal interview (WAT and PI) and on the candidate's profile.

The WAT & PI process is conducted through common admission process with Nine IIMs, namely IIM Bodh Gaya, IIM Jammu, IIM Kashipur, IIM Raipur, IIM Ranchi, IIM Sirmaur, IIM Sambalpur, IIM Trichy and IIM Udaipur.

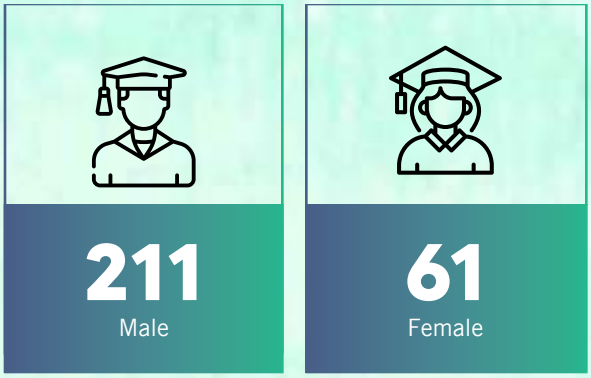
17567 candidates were shortlisted for entire CAP process in 2020-21 out of which 15872 candidates had shown interest for IIM Kashipur and 272 candidates were admitted in IIM Kashipur for MBA 2021-23 batch. Number of girl students have increased from 61 to 51 as compared to previous year. The girl students admitted for MBA Batch 2021–23 were 20 % more as compared to previous batch.

The batch of MBA 2021-23 is a mixed bag of enthusiastic and talented students belonging to various cultures and ethnicities. This batch is a healthy mix of fresh graduates stepping out from prestigious institutes from across the country and experienced professionals who had been a part of leading national as well as multi-national companies.

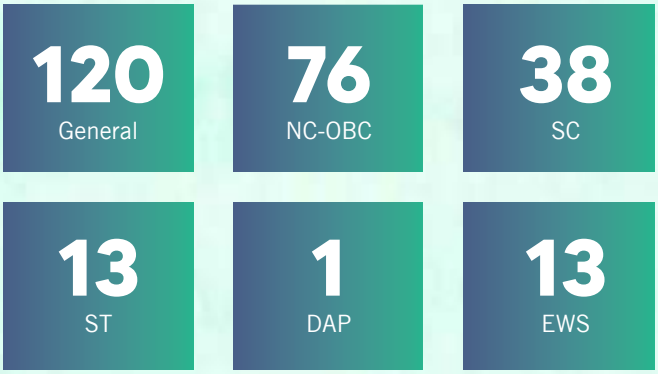
Minimum CAT Percentile for Admitted Students in the MBA 2021-23 Batch

Category	General	NC-OBC	EWS	SC	ST	DAP
Number of students admitted	120	76	24	38	13	1
Minimum CAT percentile	93.07	74.54	66.05	54.02	41.75	66.05

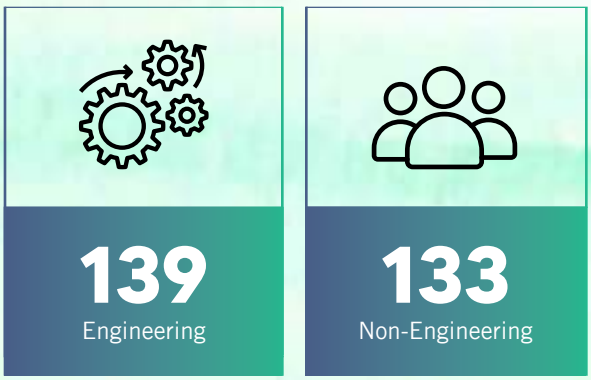
Gender Diversity



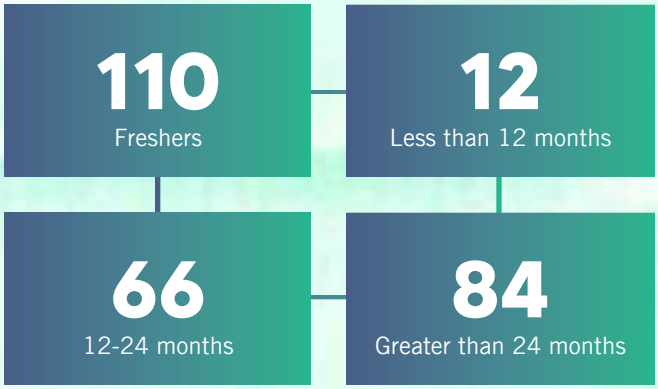
Category-wise



Discipline Diversity



Work Experience



Master of Business Administration (Analytics) Programme

The Master of Business Administration in (Analytics) is a two-year intensive and fully residential programme 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 the student 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 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.

The faculty at IIM Kashipur has rich teaching and industry experience. 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 Academics Year 2021-22

Term-I

Courses	Credits	Hours
Business Statistics	1	25
Financial Accounting	0.5	12.5
Financial Markets	0.5	12.5
Marketing Management I	1	25
Mathematical Foundations	1	25
Microeconomics	1	25
Organizational Behaviour	0.5	12.5
Workshop- Written and Oral Communication	0.5	12.5
Total Term- I Credits	**6**	**150**

Term II

Courses	Credits	Hours
Business Computing - I	1	25
Corporate Finance	1	25
Decision Modelling	1	25
Introduction to Business Analytics	1	25
Legal Aspects of Business	0.5	12.5
Management Information Systems	1	25
Marketing Management II	0.5	12.5
Operations and Supply Chain Management	1	25
Total Term- II Credits	**7**	**175**

Term III

Courses	Credits	Hours
Business Computing II	1	25
Data Management & Big Data	1	25
Data Visualization	1	25
People Management in Organizations	1	25
Seminar on Research Methods	1	25
Strategic Management	1	25
Total Term- III Credits	**6**	**150**

Term IV

Courses	Credits	Hours
Applied Econometrics for Managers	1	25
Data Science and Machine Learning	1	25
Social Media and Web Analytics	1	25
Elective(s)	1	25
Elective(s)	1	25
Dissertation- Part A	1	25
Total Term- IV Credits	**6**	**150**

Term V

Courses	Credits	Hours
Advanced Data Analysis	1	25
AI & Deep Learning	1	25
Natural Language Processing	1	25
Elective(s)	1	25
Elective(s)	1	25
Dissertation- Part B	1	25
Total Term- V Credits	**6**	**150**

Term VI

Courses	Credits	Hours
Elective(s)	1	25
Elective(s)	2	50
Dissertation- Final	2	50
Total Term- VI Credits	**5**	**125**

Electives Offering in Academic Year 2021-22

Term-IV

Area	Courses	Credit
OM&DS	Multivariate Data Analysis	1
Analytics Track	Applied Data Analytics Stack	0.5
Analytics Track	Analytics using Infographics & Advanced Visualization techniques	0.5
Finance	Business Valuation	1
Finance	Financial Derivatives	1
Finance	Investment Management	1
IT and Systems	Automated Data Collection	0.5
Marketing	Consumer behavior	1
Marketing	Advanced Media Marketing	1
Marketing	Sales and Distribution Management	1
Marketing/Operations	Services Management – Integrating Marketing and Operations Management Perspectives	1
OB&HR	Leading Innovation in the Age of Digital Disruption	0.5
OB/HR	Managing Organizational Change	1
OB/HR	Talent Management for Organizational Excellence	1
Operations	Logistics Management	1
Operations	Quality Management and Six Sigma	1
Strategy	Strategies for Emerging Markets	1

Term-V

Area	Courses	Credit
Communication	Media and Entertainment Business Management	1
Economics	Spatial Data Science	0.5
Finance	Financial Risk Measurement and Management	1
Finance	Financial Analytics	1
Finance	Mergers & Acquisitions	1
Finance & Accounting	Financial Econometrics	1
IT and Systems	Robotics Process Automation	0.5
IT and Systems	Enterprise Resource Planning Systems	1
IT and Systems	Information Technology Project Management	1
Marketing	Digital Marketing	1
Marketing	Marketing Analytics	1
Marketing	Product and Brand Management	1
OB/HR	Diversity and Inclusion at Workplace	1
OB/HR	Fostering Performance in Digital Workplaces	1
OB/HR	HR Analytics	1
OM&DS	Supply Chain Analytics	1
OM&DS	Fuzzy logic for Decision Making	0.5
OM&DS	Nature inspired techniques for decision making	0.5
Operations	Project Management	1
Operations	Strategic Sourcing Management	1
Strategy	Management Consulting	1

Term-VI

Area	Courses	Credit
Analytics Track	Healthcare Strategy & Analytics	0.5
IT and Systems	AI Applications	0.5
IT and Systems	Artificial Intelligence in Cloud	0.5
IT and Systems	Introduction to Computer Vision	0.5
IT and Systems	ML Applications with Spark	0.5
Analytics Track	Sports Analytics	0.5
IT and Systems	Advanced AI Using Reinforcement Learning	0.5
Economics	Analytics for Public Policy	0.5
Communication	Movies for Management	1
Finance	Financial Statement Analysis and Forensic Accounting	1
IT and Systems	Information Technology Product Management	1
Marketing	Pricing Management	1
Marketing	Retail Management	1
Marketing	Marketing Strategy	1
OB/HR	Negotiation and Conflict Management	1
Operations	Advanced Managerial Decision Analysis	1
Operations	Operations Strategy	1

Fee Structure for MBA (Analytics) 2021-23 Batch

Particulars	Term-I	Term-II	Term-III	Term-IV	Term-V	Term-VI	Total (₹)
Admission Fee	25000	0	0	0	0	0	25000
Tuition Fee	125000	125000	125000	125000	125000	125000	750000
Computer Fee	10000	10000	10000	10000	10000	10000	60000
Library Fee	10000	10000	10000	10000	10000	10000	60000
Hostel Fee	52000	52000	52000	52000	52000	52000	312000
Student Welfare Activity Fee	4000	4000	4000	4000	4000	4000	24000
Books & Course Material Fee	38500	38500	38500	38500	38500	38500	231000
Convocation Fee	0	0	0	0	0	13000	13000
Sub-Total							1475000

Non-Refundable Fee

Particulars	Term-I	Term-II	Term-III	Term-IV	Term-V	Term-VI	Total (₹)
Medical Fee	2000	0	0	2000	0	0	4000
Placement Fee	0	12500	0	0	0	12500	25000
Alumni Activity Fee	4500	0	0	4500	0	0	9000
Sub-Total							38000

Refundable Fee

Particulars	Term-I	Term-II	Term-III	Term-IV	Term-V	Term-VI	Total (₹)
Caution Deposit	3000	3000	3000	3000	3000	3000	18000
Library Deposit	3500	0	0	0	0	0	3500
Computer Deposit	3500	0	0	0	0	0	3500
Mess Deposit	4000	0	0	0	0	0	4000
Sub-Total							29000
GRAND TOTAL OF FEE							**1542000**

Admission

IIM Kashipur started the 2nd Batch of MBA (Analytics) admission process in February 2021 . The applications for MBA (Analytics) programme were invited from CAT, and GMAT valid scorecard holders as per the admission policy. Admission in MBA (Analytics) programme is based on overall performance of the candidate on various parameters. The parameters include CAT/ GMAT score and personal interview (PI) and on the candidate's profile.

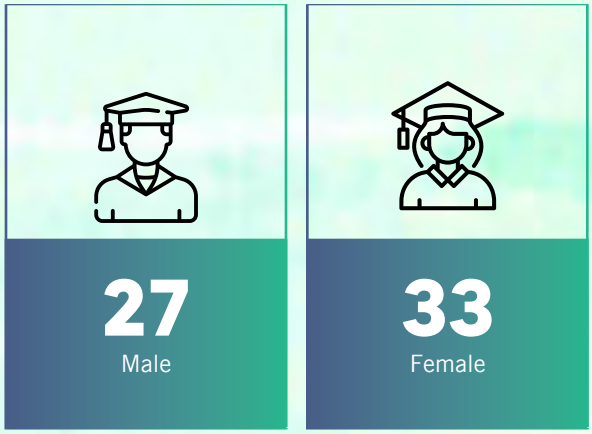
2027 applications were received, and 807 candidates were shortlisted for PI process of MBA (Analytics). The personal interview process of shortlisted candidates was conducted online.

Total of 60 candidates were admitted to MBA (Analytics) 2021-23 batch.The number of girl students have increased from 29 to 33 in 2021 as compared to previous year. The girl students admitted for MBA(Analytics) Batch 2021–23 were close to 14% more as compared to previous batch.

Batch Diversity

Particulars	Category	Number of students
Categories	NC-OBC	18
	SC	07
	ST	01
	GEN	27
	EWS	05
Gender	Male	26
	Female	32
Work Experience	<12 Months	16
	12-24 months	22
	>24 months	20
Engineering/Non-Engineering	Engineering	49
	Non-Engineering	9

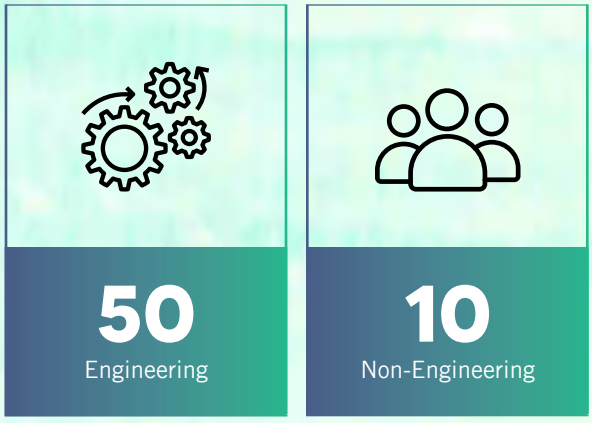
Gender Diversity



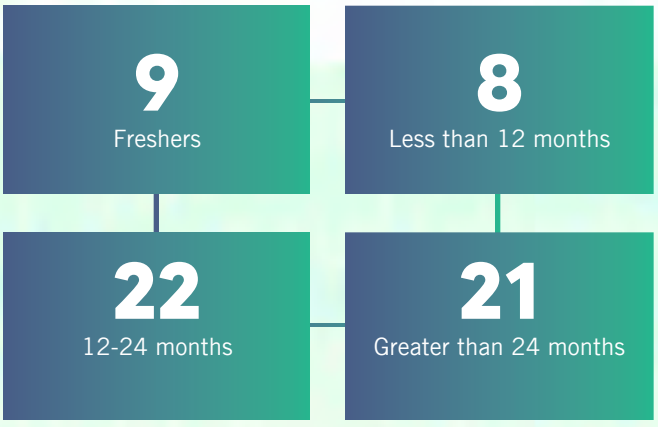
Category-wise

Grand Total 60

Discipline Diversity



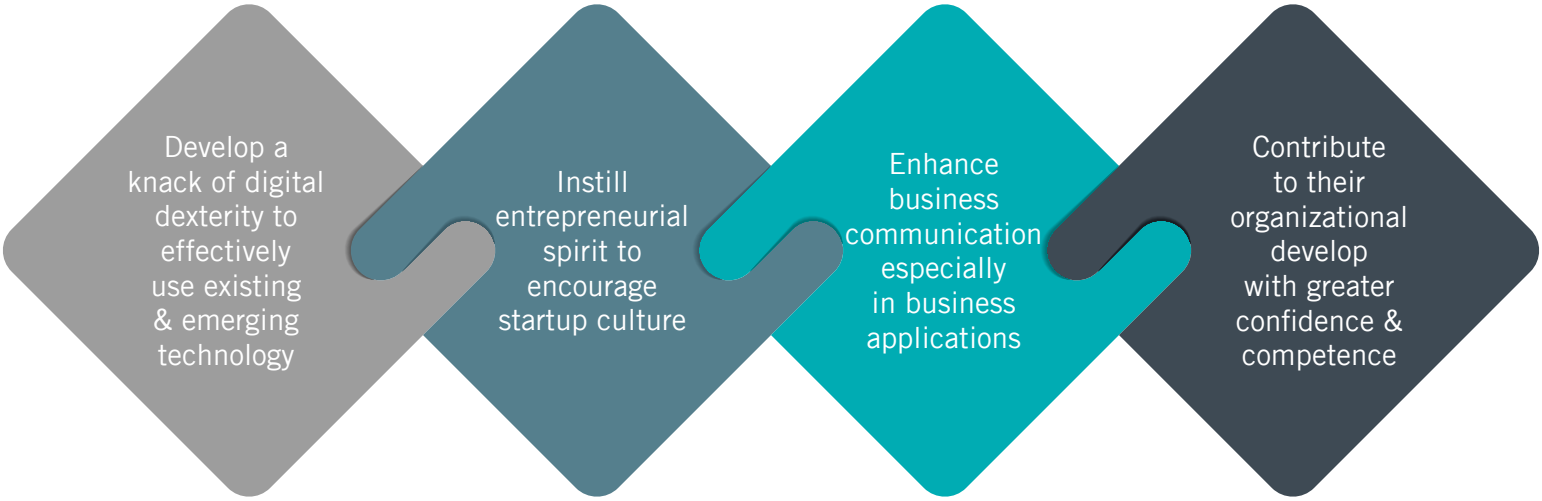
Work Experience



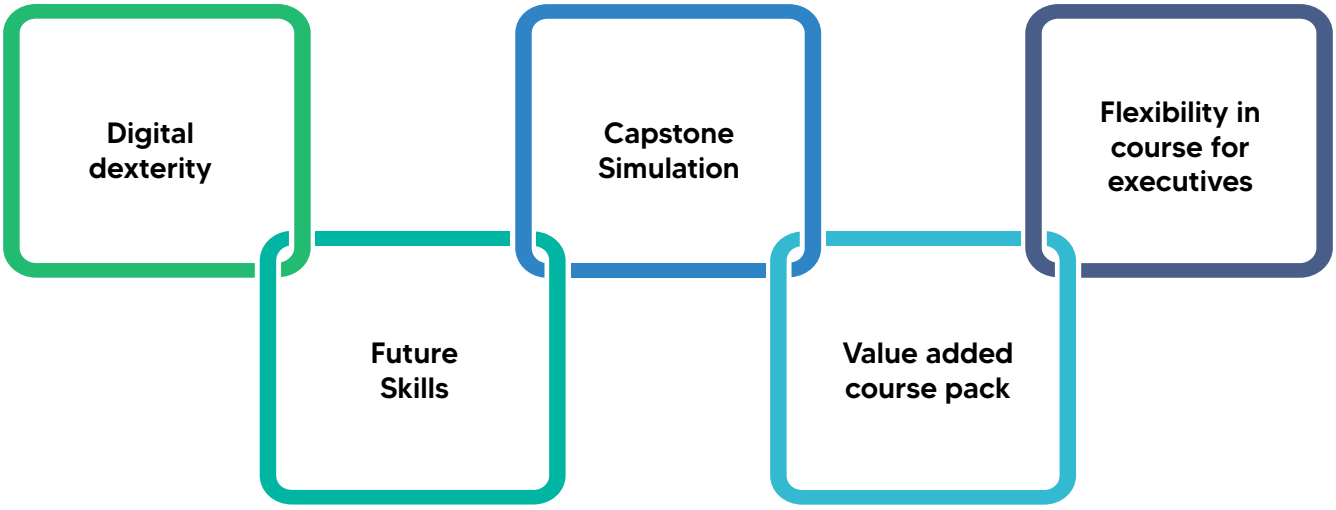
Executive MBA Programme

The Executive MBA is an intensive two-year post-graduate programme in management, exclusively designed for middle and se¬nior-level professionals. This programme is a specialized programme that arms the practicing executives with knowledge and skills to excel in today's rapidly changing and compet¬itive global business environment. The pro¬gramme is a rigorous fully classroom-based programme. The programme is conduct¬ed during weekends as it seeks to provide executives with an opportunity to quickly upgrade your managerial skills without interfering your professional activity. The participants bring in their diverse experience 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 concise, this programme seamlessly transitionsexecutives to bigger and successful leadership roles.

The following are some specific objectives of the programme



Highlights



Fee Structure

Particulars	Term-I	Term-II	Term-III	Term-IV
Tuition Fees	141500	141500	141500	141500
Course Materials	3600	3600	3600	3600
Library	2400	2400	2400	2400
Caution Deposit (Refundable)	10000	—	—	—
Total	**157500**	**147500**	**147500**	**147500**

Particulars	Term-V	Term-VI	Term-VII	Term- VIII
Tuition Fees	81500	81500	81500	81500
Course Materials	3600	3600	3600	3600
Library	2400	2400	2400	2400
Caution Deposit (Refundable)	—	—	—	—
Total	**87500**	**87500**	**87500**	**87500**

Course Structure

Term 1

- Business Statistics
- Executive Communications
- Financial Reporting & Analysis
- Marketing Management I
- Organizational Behavior

Term 2

- Critical Thinking and Interpersonal Skill
- Decision Modelling
- Digital Marketing
- Macro-Economic Analysis and Public Policy
- Management Information System

Term 3

- Business Simulation
- Corporate Communication Strategy
- Design Work Organization
- Management Accounting
- Managerial Economics
- Marketing Management II

Term 4

- Artificial Intelligence and Machine Learning
- Capstone Simulation
- Entrepreneurial Organization and Society
- Formulation and Reporting of Projects
- Leadership
- Negotiation, Arbitration and Conciliation
- Strategic Management

Term 5

- Corporate Finance
- Corporate Law
- Design Thinking and Innovation
- Managing People in Organizations
- Operations & Supply Chain Management

Areas-wise Indicative Elective Courses

General Management

- Competitive Landscape
- Corporate Ethics Governance
- Cross- Cultural skills for Global Business
- Entrepreneurship
- Social Entrepreneurship

Communications

- Business Management
- International Business
- Media Management
- Movie Management

Strategy

- Business Models
- Foundation for International Strategic Management
- Innovation and Corporate Entrepreneurship
- Strategies for Emerging Markets

Economics

- Agricultural Business
- Economics for Development & Indian Economy
- Economics of Entrepreneurship
- Economics of International Business
- Managing Sustainability
- Strategic Cost Management

Organizational Behavior & Human Resource Management

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

Marketing

- B2B Marketing
- Design Thinking and Innovations
- Digital Marketing
- Price Management
- Product and Brand Management
- Rural Marketing
- Sales & Distribution
- Strategic Brand Management

Finance & Accounting

- Advance Financial Statement Analysis
- Business Valuation
- Commercial Bank Management
- Entrepreneurial Financial Management
- Financial Behaviour
- Financial Derivatives and Risk Management
- Investment Management
- Trading Strategies in Financial Markets
- Venture Capital & Investment Banking

Operations Management & Decision Sciences

- 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

Information Technology

- 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

Admission

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

i. 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.

ii. Minimum three years of Managerial/ Entrepreneurial/ Professional experience after Graduation.

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

30 candidates were admitted to EMBA 2021-23 batch. This batch is a healthy mix of experienced professional stepping out from prestigious institutes from across the country who had been a part of leading national as well as multi-national companies.

Discipline

Discipline	Number
Commerce	3
Engineering	18
Other	4
Science	5

Level of Education

21
Graduate

9
Post Graduate

Industry Experience

Industry	Number
Automobile	2
Banking	1
E Commerce	1
FMCG	1
Govt./PSU	4
Infrastructure	1
IT	11
Manufacturing	3
Media	1
Other	4
Pharma	1

Doctoral Programme

Doctoral programme is a full time residential doctoral programme designed to address the academic and research needs of professionals. The main objective of the programme is to provide scholars with necessary skills to identify and research complex issues in the field of management. PhD seeks candidates with outstanding academic backgrounds, intellectual curiosity and discipline needed to make scholarly contribution. The programme is committed to train individuals to excel in their area of research through publication of quality work of international standard.

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 of real-world management problems.

» To equip scholars with necessary understanding and skills to identify and research on complex issues in the field of management.

» To develop expertise among prospective scholars for careers in management research and teaching and thereby to address the shortage of high-quality management faculty in the country.

In the course work Doctoral Scholars need to 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 secondyear (i.e. at the end of Term VI) should be at least 6.5 on a 10 point scale. (A+: 10; A:9; B+:8; B: 7 and so on) to be eligible to take comprehensive examination. Students are admitted into the programme in first week of July every year.

Area-wise Break-up of Doctoral Students as on 31st March 2022

Admission

The Doctoral programme of the IIM Kashipur is a rigorous research programme in various areas of business management. The main objective of the programme is to provide scholars with the necessary skills to undertake independent research in the field of management. The Doctoral programme seeks candidates with outstanding academic backgrounds, intellectual curiosity and the discipline required to make a scholarly contribution. The programme is committed to train individuals to excel in their area of research through the quality publication of an international standard.

225 applications were received for Doctoral Programme in 2021 out of which 121 candidates were shortlisted for personal interview . The process was conducted online. 20 candidates were admitted to Doctoral programme in 2021.

Area-wise Doctoral Scholars Admitted in 2021-25 Batch

Area	Number of Admitted Candidates
Organizational Behaviour and Human Resource Management	4
Operations Management & Decision Sciences	4
Economics	3
Finance & Accounting	3
Public Policy	2
IT & Systems	2
Marketing	2

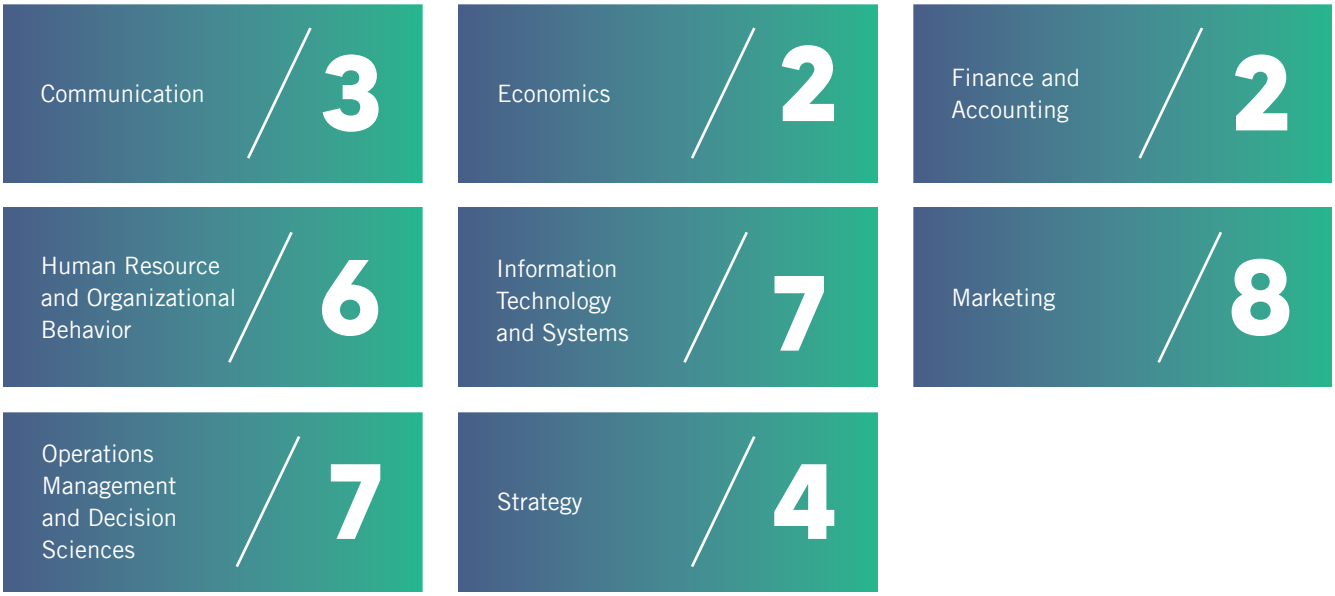
Executive Fellow Programme in Management

Introduced in the year 2014, the Executive Fellow Programme in Management (EFPM) is intended to bring industry and academia close to each other. By providing scholarly inputs to persons who already have domain knowledge of their discipline, the programme offers prospects of a full time/part time career within academia or in research positions outside academia.

The programme is split into two phases. The first phase of the programme comprises of coursework spread across three terms and is conducted at IIM Kashipur campus. In the first phase, students have to take eight courses (four core course and four area-specific courses) and one CIS (Course of Independent Study) project, with each course involving 30 contact hours. In each term, the candidate will have to make two visits of around eight days' duration at IIM Kashipur campus. EFPM Participants will have to obtain a minimum cumulative GPA of 7.0 (on a 10 point scale) before being allowed to sit in the comprehensive exam. The second phase of the exam consists of Thesis work.

The Executive Fellow Programme in Management (EFPM) has been discontinued since 2018.

Area-wise Break-up of Fellows as on 31st March 2022



Fee Structure

Particulars	First year	Second year	Third year	Fourth year
Fees	315000*	150000	100000	100000

* (including Rs 1 lakh for lodging & Boarding and 15,000/- security deposit)

Summer Placements 2021-23 Highlights

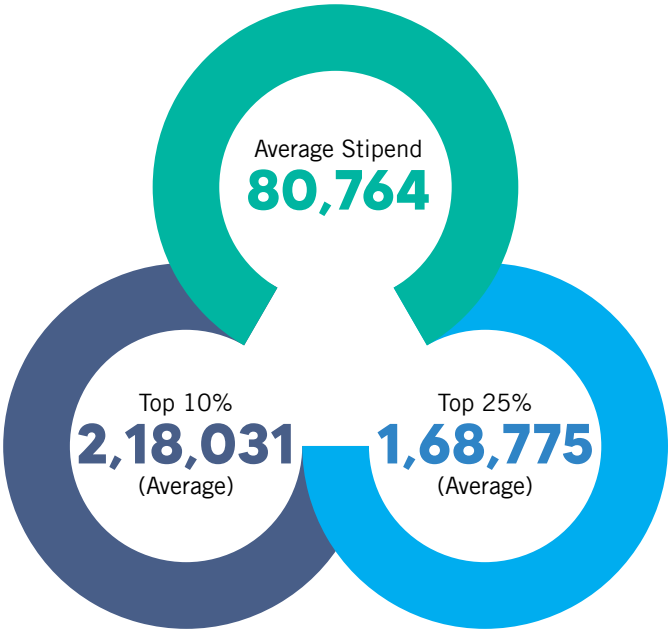
Statistics of the Placement Season

321
Number of Eligible Students

433
Number of Offers Made

125+
Number of Companies Visited

3.5 Lac
Highest Stipend



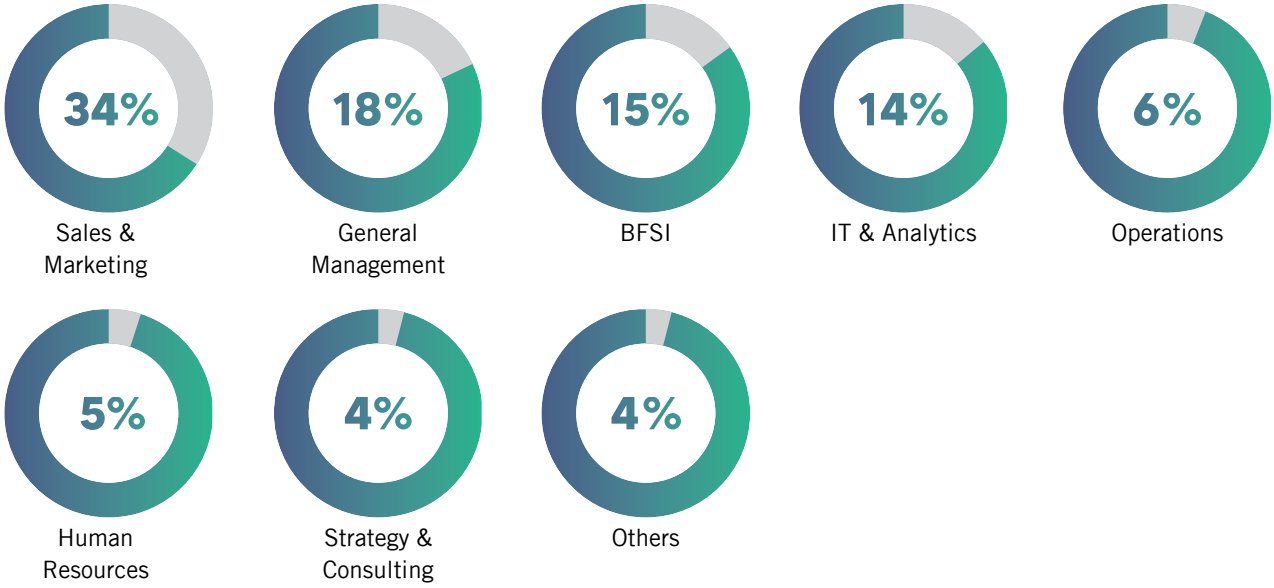
16% Increase in Number of Offers

23.6% Increase in Number of Offers

60+ New Recruiters

All Stipend figures are in INR and for a period of 2 months

Domain Wise Placements



Batch Pointers

Domain Distribution

56.9% Engineering & Technology | **23.5%** Commerce / BBA | **19.6%** BSc / BA / MBBS

MBA 263 | **MBA (Analytics) 58**

Professional Background

IT & Analytics	43%	BFSI	9%
Education/ Ed-Tech	6%	Consulting	3%
Manufacturing	24%	Others	24%

Age Group

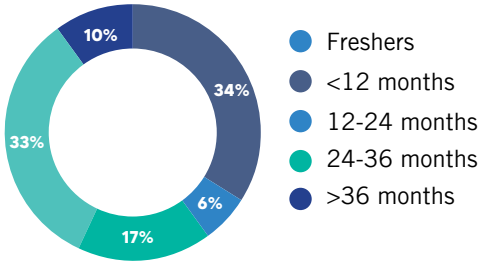
<21 years	2%
21-22 years	17%
23-24 years	34%
25-27 years	44%
>27 years	3%

Gender Diversity

Male **72%**

Female **28%**

Work Experience



IT & Analytics

Students bagged roles like Big Data Service Management, Business Solution Enabler, Data Analytics & Process Improvement, Market Research & Business Planning, Project Management, Product Quality Analyst, Product Quality Analyst, Process Improvisation and Automation Intern, Senior Research Analyst and Quality and Data Management Analyst in organizations like Bhartiya Urban, Bizup, ClearExam, Cognizant, DigiDzn, IOCL, JustDial, LendenClub, MAQ Software, Microsoft, MrFixPro, Numocity Technologies, SEP, Shorthill Tech and Tridege.

14% Students

Summer Placement 2021-23 Domain Highlights

Marketing

Organizations like AIMS Consulting Services, Arachnomesh Technologies, Ashirvad Pipes, B:Live, Bajaj Allianz, Cynoteck, Digital Marveled, Droom, FlipFake, Grow Junction, HP, Incture, Jio Creative Labs, KSA Enterprises, Liqvd Asia, Logy.AI, Mindful Souls, My Home Group, Niswey, OfBusiness, Origo Commodities, Outlook Group, Puma, RoadBounce, SEED CSR, Simplex Services, SurveySparrow, Talent Litmus, Tata Steel, The House of Artisans, Rivigo offered multiple profiles ranging from B2B Marketing, B2C Marketing, Brand Management, Business Development, Campaign Management, Digital Marketing and Marketing Strategy, Key Account Management, Pre Sales, Retail Marketing Social Media Marketing and many more.

34% Students

Finance

Student bagged roles in multiple profiles spanning from Asset Management, Equity Research, Financial Modeling, Financial Research, International Banking, Investment Analyst, Risk Assessment, Treasury, Retail Credit Strategy Analyst and Senior Business Associate in organizations like ArcelorMittal Nippon Steel, Ashirvad Pipes, Bloomberg, Digit Insurance, HDFC Bank, ICICI Bank, Invest India, Lendenclub, Liqvd Asia, RBI, Tata Capital and Yes Bank.

15% Students

General Management

Leading Organizations like Applied Materials Inc, ICICI Bank, Indofil Industries, Liquid Loans, MAQ Software, Microsoft, NowPurchase, Numocity Technologies, OfBusiness, RBL Bank, Revos, Skilling India, Sureti IMF, Tata Capital, TechTree IT Systems, TVS Credit, Yes Bank offered roles in Business Development and Corporate Advisory, Growth and Strategy Analyst, New Product Initiative, Product Executive, Product Management and Project Management.

18% Students

Operations

IIM Kashipur continued to remain a popular destination for major organizations like ArcelorMittal Nippon Steel, Ecom Express, Freight Tiger, IOCL, Kalpataru Power Transmission Ltd, Miles Education, Nestle, Outlook Group, Talent Litmus, Xiaomi, Zversal in roles like Intermodal Logistics intern, Logistic Intern, Operations Management Intern, Operations Planning, Service Delivery Intern, Service Quality and Strategic Planning Intern.

6% Students

Strategy & Consulting

Summer Placement 2021-23 Domain Highlights

There was an increase in the number of Strategy and consulting roles offered to the students. Companies such as CIBC Consulting, Indofil, Liqvd Asia, Puma and many others recruited for Summer Interns this year. Some of the prominent roles offered were of Corporate Advisory Intern, New Market Strategy and Financial Consultant, Strategic Consultant, Management Consultant among many.

4% Students

Human Resources

The HR domain saw the participation of CGI, Ernst and Young, Grow Junction, IOCL, Middle Earth, Shorthills Tech, Skilling India to name a few in roles like Compensation Management, HR Advisory, Strategic Performance, Strategic Performance and Global Initiative Intern and HR Generalist.

5% Students

ACCOLADES IN COMPETITIONS

IIM Kashipur students have yet again hit a home run in the competitive arena of case study competitions.

We have 4 National Winners, 1 National Runner up, 1 International Finalist, 9 National Finalists and 18 National Semi-Finalists who have bagged positions in reputed competitions like Airtel iCreate 2021, Flipkart Wired 5.0, Hero Campus Challenge 7.0, HP Solve, L'Oreal Sustainability Challenge 2021, Optum Stratethon, Reliance T.U.P 7.0, VOIS Vantage 2021, Welspun Disruptor and many more.

National Winners

- Bottoms Up 2.0
- The Analytics Conundrum!
- Virtusa Business Cipher Challenge

International Finalist

- Data Hackathon: Dubai Taxi Corporation & Middlesex Insights Lab

National Finalist

- Credit Research Challenge 2021
- GMC
- Bottoms Up 2.0
- Virtusa Business Cipher Challenge
- Welspun Disruptor

National Semi-Finalist

- Airtel iCreate 2021
- Flipkart Wired 5.0
- Gameplan
- Hero campus challenge 7.0
- HP Solve
- L'Oréal Sustainability Challenge 2021
- Optum Stratethon Season 3
- Reliance T.U.P 7.0
- Resolve 2021 The Smart Cube
- Welspun Disruptor
- VOIS Vantage 2021

Final Placement 2020-22 Highlights

Statistics of the Placement Season

322
Number of Eligible Students

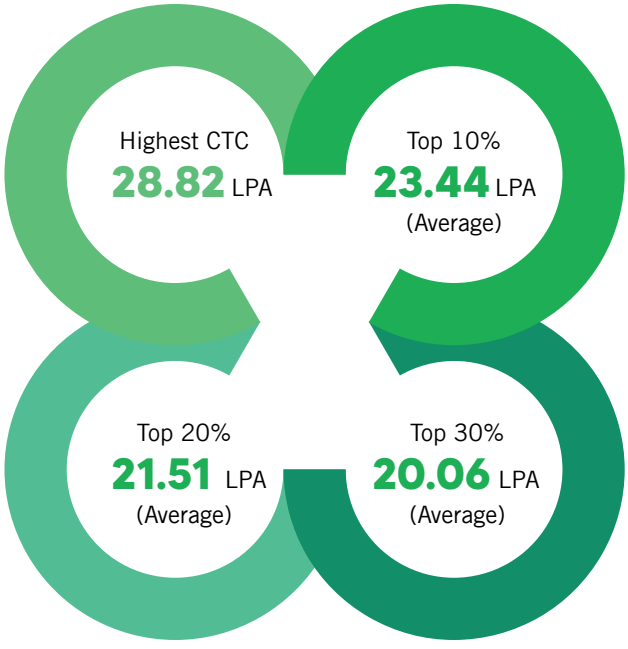
365
Number of Offers Made

150+
Number of Offers Made

53
Number of PPO/ PPIs

15.21 LPA
Average CTC

14.82 LPA
Median CTC



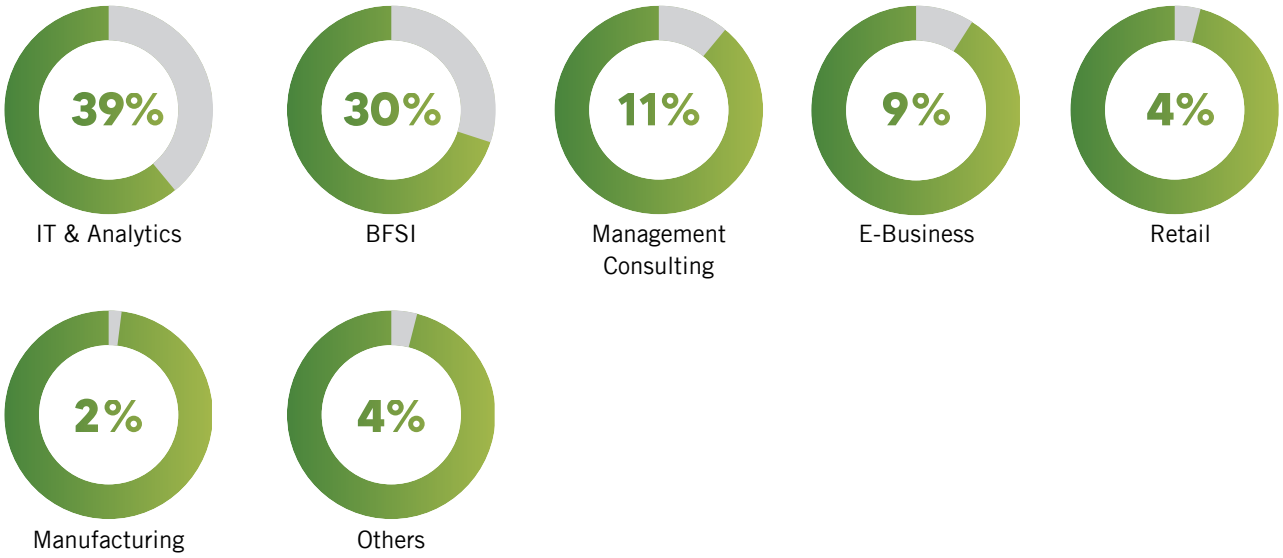
47% Increase in PPO/ PPIs

26.6% Increase in number of Recruiters

60+ New Recruiters

All Stipend figures are in INR and for a period of 2 months

Domain Wise Placements



Batch Pointers

Domain Distribution

58% Engineering & Technology | 24% Commerce / BBA | 12% BSc / BA / MBBS

MBA 263 | **MBA (Analytics) 58**

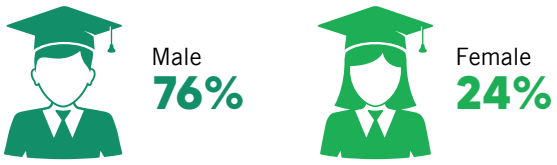
Professional Background

IT & Analytics	38%	Consulting	5%
Manufacturing	14%	Real Estate	4%
Education/ Ed-Tech	9%	Telecom	3%
FMCG	8%	Media	3%
BFSI	6%	Others	10%

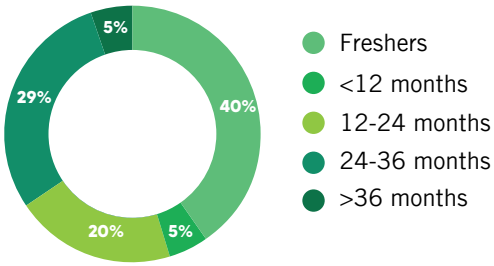
Age Group

<21 years	3%
21-23 years	26%
23-25 years	40%
25-27 years	25%
>27 years	6%

Gender Diversity



Work Experience



IT & Analytics

Big names such as Accenture, Accolite Digital, Agrostar, Bain Capability Center, Capgemini, Cognizant Technology Solutions, Conga, FactrLai, FedEx, IDFC First Bank, Latentview Analytics, Merilytics, Mindtree, Optum, PUMA Sports, TA Digital, Tredence Analytics, Virtusa offered profiles such as BFS Analytics, BI Analytics, Big-Data Services Management, Business Intelligence, Research, Program Manager, Business Solution Enabler, Cloud Business Analyst, Data Analytics Consultant, Financial Analytics, IT Project Management, Operational Analytics, Product Quality Analyst, Senior Business Analyst, Senior Research Analyst, and Technical Project Manager.

Highest CTC 23.6 LPA

21% Students

Marketing

Market leaders like Acuvate Software, Adani Wilmar, BPCL, Byjus, CL Educate, Frontizon Business Services, HCL, HDFC Bank, Holcim Group, ICICI Securities, IDFC First Bank, iQuanti, Khimji Ramdas, OfBusiness, PharmaAce, RBL Bank, Reliance Retail, Shree Malani Group, Specialty Polyfilms, TVS Credit, Xtraas Corp etc. offered coveted profiles such as Agri-Marketing, B2B Marketing, B2C Marketing, Territory Business Head, Area Manager, Research Associate, Marketing Manager, Enterprise Sales Specialist , Deputy Branch Head, Growth Manager, Project Manager, Digital Marketing Associate, Associate Engagement Partner, Enterprise Sales Manager, Brand Manager, Market Research Specialist, Digital Marketing Executive, Pricing Manager, Channel Manager, Marketing Intelligence, Corporate Sales Manager, Relationship Manager - Retail Branch, Retail Marketing, Rural Marketing, Sales Development Executive, and Strategic Marketing.

Highest CTC 28.8 LPA

17% Students

Final Placement 2020-22 Domain Highlights

Finance

Highest CTC 20.8 LPA

Students bagged roles like Associate Consultant, Senior Associate Analyst , Capital Market Analyst, Corporate Banking, Credit Analyst, Equities Research, Financial Advisory, Finance Controller, Financial Analytics, Financial Strategy, Internal Auditor, International Banking, Investment Analyst, Associate Research and Investment , Financial Risk Management, Mergers & Acquisitions, Private Equity, Relationship Manager, Retail Banking, Senior Business Associate - Financial Services, Research Analyst, Treasury, and Wealth Management offered by organisations of repute such as ArcelorMittal Nippon Steel, Axis Bank, Bajaj Allianz, Bank of America, Capgemini, Care Ratings, Cred Avenue, Decimal Point Analytics, Deloitte USI, Digit Insurance, Equitas Small Finance Bank, ICRA Limited, IDFC First Bank, KPMG, RBL Bank, Tata Capital, Tresvista, TVS Credit, Vivriti Capital, Yes Bank.

15% Students

General Management

IIM Kashipur continued to be a popular destination for major organisations such as Amazon, Axis Bank, Bajaj Allianz, Capgemini, CL Educate, DarwinBox, Dell Technologies, Digital Jalebi, Hawkins Cookers Limited, HCL, ,ICICI Bank, IDFC First Bank, Indiamart, JK Lakshmi Cement, RBL Bank, Reliance Retail, TATA Technologies, Xiaomi etc. who offered general management roles such as Management Trainee, Senior Management Trainee, Program Manager, Key Account Manager, Company Secretary, Project Manager, Assistant Manager, Deputy Manager and Global Operations Graduate.

Highest CTC 20.8 LPA

19% Students

Operations

Bank of America, Bajaj Allianz, Birlasoft, Cognizant Technology Solutions, Cogoport, DMI financials, Flipkart, HCL, HSBC, L&T, Lendenclub, Nowpurchase, Tata Steel (BSL), Xiaomi offered roles such as AVP - Operations, Operations Coordinator, Operational Planning, Operations Management Trainee, Procurement Analysis, Product Operations, Service Delivery, Manager, Service Quality Manager and Strategic Operational Planning Associate.

Highest CTC 27.3 LPA

8% Students

Strategy & Consulting

Final Placement 2020-22 Domain Highlights

Top organisations like BlackBrix Advisors, Capgemini, Cognizant Technology Solutions, Deloitte USI, DS Group, Equitas Small Finance Bank, EY, Hashedin, HCL, IDFC First Bank, Infosys, Kantar Analytics, Loyalty Juggernaut, O9 Solutions, Porter.in, TheMathCompany offered opportunities in the strategy and consulting domain, offering roles such as Associate Business Consulting, Associate Engagement Partner, Consultant, Management Consultant, Senior Business Associate, Senior Functional Consultant, Workforce Advisory Consultant, Corporate Advisory, Corporate Strategy, Financial Consultant, Functional Consultant, Leadership and Group Strategy, MT - Strategic Alliance and Strategic Consulting.

Highest CTC 20.8 LPA

12% Students

Human Resources

Highest CTC 20 LPA

The HR domain saw the participation of Deloitte USI, EY, Gartner, HireTale, IDFC First Bank, Infosys, Morgan Stanley and more. They offered core profiles such as HR Generalist, HR Analyst, Senior Associate Lead Talent Acquisition, Executive Talent Acquisition, Management Trainee HR, HR Business Partner, Senior Analyst HR, HR Advisory, Industrial Relations Management, Strategic Performance and Compensation Management.

8% Students

ACCOLADES IN COMPETITIONS

IIM Kashipur students have yet again hit a home run in the competitive arena of case study competitions.

We have 4 National Winners, 1 National Runners up, 1 International Finalist, 9 National Finalists and 18 National Semi-Finalists who have bagged positions in reputed competitions like Airtel iCreate 2021, Flipkart Wired 5.0, Hero Campus Challenge 7.0, HP Solve, L'Oreal Sustainability Challenge 2021, Optum Stratethon, Reliance T.U.P 7.0, VOIS Vantage 2021, Welspun Disruptor and many more.

National Winners:

- Bottoms Up 2.0
- The Analytics Conundrum!
- Virtusa Business Cipher Challenge

International Finalist

- Data Hackathon: Dubai Taxi Corporation & Middleeast Insights Lab

National Finalist

- Credit Research Challenge 2021
- GMC
- Bottoms Up 2.0
- Virtusa Business Cipher Challenge
- Welspun Disruptor

National Semi-Finalist

- Airtel iCreate 2021
- Flipkart Wired 5.0
- Gameplan
- Hero campus challenge 7.0
- HP Solve
- L'Oreal Sustainability Challenge 2021
- Optum Stratethon Season 3
- Reliance T.U.P 7.0
- Resolve 2021 The Smart Cube
- Welspun Disruptor
- VOIS Vantage 2021

OUR RECRUITERS 2020-22

Executive / Management Development Programmes

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 competition in the corporate world, Executive / Management Development Programmes offered by IIM Kashipur provides an opportunity to learn and upgrade oneself. The content for these programmes is designed based on strong analytical understanding of future market trends. The programmes offer dynamic management skill sets that gives participant a head start to take the lead and be an asset at their workplace.

IIM Kashipur understands the 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 translating 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 also are included in the faculty team as and when required to make the programs contemporary and more practical. The participants experience and get trained by IIM Kashipur's expert faculty and are ready to face the challenges in the corporate world. The Executive / Management Development Programs are either customized in-house/in-company programmes designed to suit an organization's specific needs, or open programmes where participants from different organizations enrol. The Institute has been organizing Executive / Management Development Programmes for nearly past 10 years for officers of state and central governments and practicing managers of public and private sector organizations.

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

Online Certificate Programmes

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 programmes since 2017. IIM Kashipur endeavours to provide management education through on-line mode and prepare participants for dynamic careers in industry, across functional areas and array of topics. The programmes 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 programmes thus intend to serve the needs of such professionals who are hard pressed for time with a view 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 Programmes 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), Erulearning Solutions Pvt Ltd (Eruditus Executive Education), and Arrina Education Pvt Ltd (Talentedge) provides the required support for sales-marketing and programme operations etc. At present IIM Kashipur offers two types of Online Certificate Programmes:

» One-year Post Graduate Certificate/Executive Programmes (ranging between 150 to 200 hours of duration).

» Executive Development/Certificate Programmes (ranging between 60 to 100 hours of duration).

One-Year Post Graduate Certificate/Executive Programmes

One-year Postgraduate Certificate/Executive Programmes 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 exercises to best deliver the course content. These programmes 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 programmes ranges in between 150 to 200 hours.

These programmes are offered in direct-to-device (D2D) mode where competent participants from multiple organizations join a course. The duration of such programmes is one year and a participant can attend the sessions from the convenience of a studio located in his/her city or even from office or the comfort of their home. Participants are admitted based on selection criteria befitting the requirements of the professional needs and the rigor of the curriculum of the specific programme. 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 programmes have an in-built component of campus visits of short-durations. These visits are meant to offer the participants opportunities to interact with our faculty members including the ones who may not have directly participated in a given programme. These visits turn out to be memorable events for our participants as they experience the serene campus life with its bountiful flora and fauna. Participants enrolled under these programmes are eligible for the IIM Kashipur Executive Alumni Status.

One-year Post Graduate Certificate/Executive Programmes offered in association with Times TSW by IIM Kashipur in 2021-22

- Executive Programme in Strategy and Leadership, Batch 1
- Executive Programme in Strategy and Leadership, Batch 2
- Executive Programme in General Management, Batch 1
- Post Graduate Certificate Programme in General Management, Batch 2
- Post Graduate Certificate Programme in Advanced Marketing Strategy and Analytics, Batch 1
- Executive Programme in Operations and Supply Chain Management, Batch 1

One-year Post Graduate Certificate/Executive Programmes launched in association with Times Edutech & Events Limited by IIM Kashipur in 2021-22 Programmes yet to start

- Executive Programme in Strategy and Leadership, Batch 3
- Postgraduate Certificate Programme in Business Management, Batch 3
- Executive Programme in Operations and Supply Chain Management, Batch 2
- Post Graduate Certificate Programme in Advanced Marketing Strategy and Analytics, Batch 2

Executive Development/Certificate Programmes

Executive Development/Certificate Programme offered by IIM Kashipur is a blended programme 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 expert(s) from the industry. These programmes are primarily taught through a combination of class exercises, presentations, take-home exercises, simulation and case studies. The course content is organized in a way to provide the participants with an introduction on 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, 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 else a Certificate of Participation is issued to the participant who fails to fulfil the completion criteria of the course. The duration of these programmes ranges in between 60 to 100 hours.

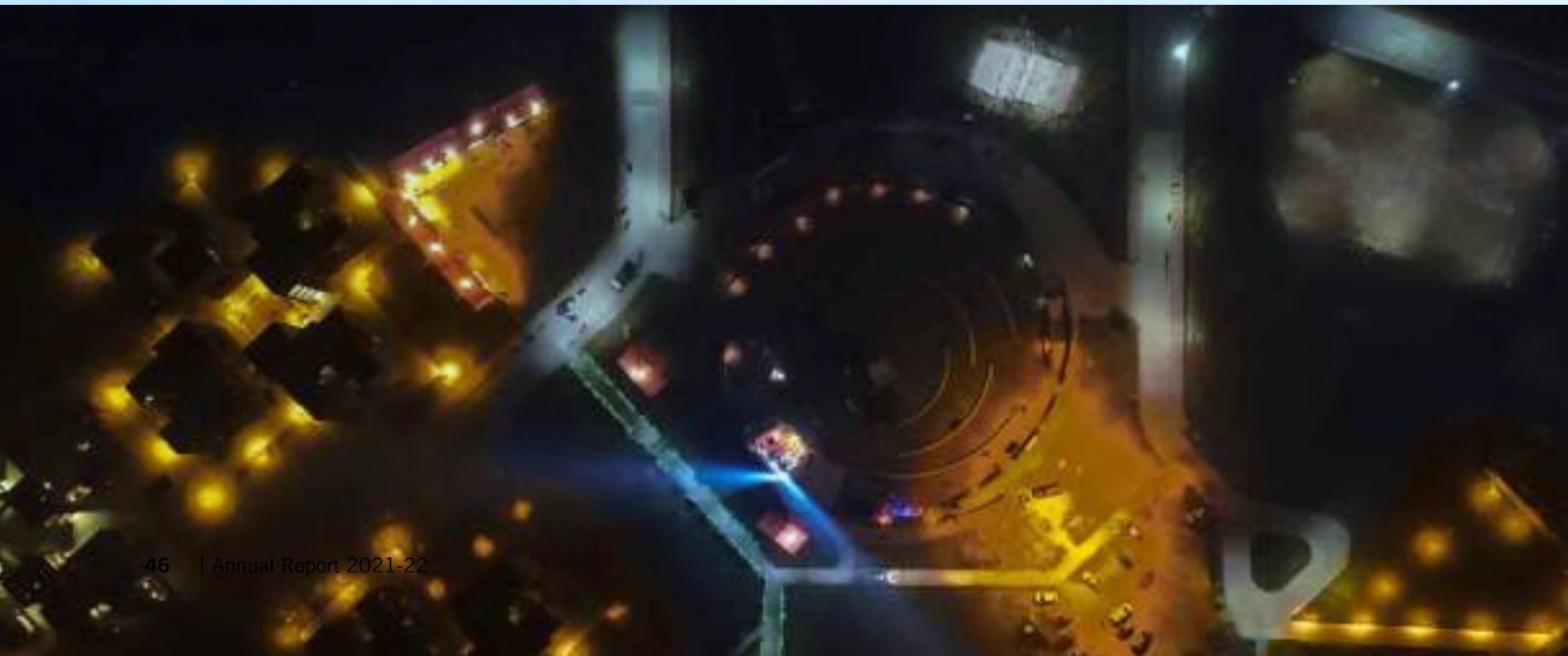
The on-campus modules are delivered in classrooms at IIM Kashipur campus. The duration of on-campus modules can be two to five days as per the course demand.

Executive Development/Certificate Programmes offered in association with Human Racers Advisory Pvt Ltd (Nulearn) by IIM Kashipur in 2021-22

- Executive Development Programme in Financial Data Analytics, Batch 4
- Executive Development Programme in Strategic Management, Batch 10
- Executive Development Programme in Applied Financial Risk Management, Batch 6
- Executive Development Programme in Digital Marketing and Analytics, Batch 5
- Executive Development Programme in Strategic Management, Batch 11
- Executive Development Programme in Operations Management with Six Sigma, Batch 3
- Executive Development Programme in Financial Data Analytics, Batch 5

Executive Development/Certificate Programmes launched by IIM Kashipur in 2021-22: Programmes yet to start

Programme Name	Programme offered in association with
Executive Certificate Programme in Project Management, Batch 1 & 2	Times Edutech & Events Limited
Executive Development Programme in Strategic Management, Batch 12	Nulearn
Executive Development Programme in Financial Data Analytics, Batch 6	Nulearn
Executive Development Programme in Applied Financial Risk Management, Batch 7	Nulearn
Executive Development Programme in Financial Statement Analysis and Business Valuation	Times Edutech & Events Limited
Executive Certificate Programme in Products and Brand Management	Times Edutech & Events Limited
Executive Development Programme in B2B Marketing, New Conceptual Selling and Negotiation	Times Edutech & Events Limited
Executive Development Programme in Strategic Marketing Management	Times Edutech & Events Limited
Executive Development Programme in Design Thinking and Innovation	Times Edutech & Events Limited
Executive Development Programme in Applied Financial Risk Analytics	Times Edutech & Events Limited
Executive Development Programme in Entrepreneurship	Times Edutech & Events Limited
Executive Development Programme in Leadership and Change Management	Times Edutech & Events Limited
Executive Development Programme in Strategic Brand Management	Talentedge
Executive Development Programme in Strategic Marketing Management	Talentedge
Executive Development Programme in Business Analytics and Big Data	Talentedge



Customised Management Development Programmes

The Institute accepts requests from organizations for conducting customized training programmes for their executives at different levels, and offers unique programmes 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 programmes ranges from three to five days depending upon the variety, magnitude and complexity of topics covered. In the year 2021-22, IIM Kashipur conducted the following MDPs:

Programme Name	Client Organisation
Management Development Programme on Emotional Intelligence for Improved Decision Making, Batch 2	Indian Oil Corporation Ltd (IOCL)
Madhyama - 1, Mid-Career Programme	Indian Oil Corporation Ltd (IOCL)
Management Development Programme in General Management for DRDO Personnel	Defence Research and Development Organisation (DRDO)
Management Development Programme on Administration, Planning, Monitoring, and Training for ITI Principals and Foeman under Uttarakhand Workforce Development Project	Uttarakhand Workforce Development Project (UKWDP)
Management Development Programme in Total Quality Management for DRDO Personnel	Defence Research and Development Organisation (DRDO)

International Relations

As a Global Center of Excellence for Management Studies, we strive to make our organizations with foundations across the globe more collaborative and holistic in nature. To achieve this, the Institute proposes to collaborate with our partners in as many arenas as will add-value to our respective Visions, Missions and Goals. The prime objective is to ensure a seamless interchange of academics and culture through mutual assistance in areas of education and research, surpassing various cultural and geographical frontiers. This is achieved through cooperation in multiple areas including programmes offered at partner institutions, through the following activities:

- Trimester and Short-term exchange of students,
- Exchange of Faculty and,
- Development of joint research activities

The Institute believes that these exchange of faculty and students between our institutes would encourage knowledge transfer that would prove to be mutually beneficial. A global perspective to today's management problems is not only desired, but also required to be a successful leader. It aims to send the best of students to its partner institutes, where students are evaluated on several parameters before getting nominated. Also, IIM Kashipur hosts exchange students from its partner institutes, which is a culturally and academically immersive programme.

In 2021-22 the Institute has inked MoU with Brunel University London and Syracuse University. The institute endeavours to expand the scope of international tie-ups beyond the student exchange programme and include research collaborations and other academic engagements.

Centres of Excellence

The institute has established three centres of excellence that are envisaged to serve as the intersection of scholarship, education, training, research, and consultancies putting a breakthrough interdisciplinary approach at the service of students as well as government and private entities. These centres of excellence facilitate interdisciplinary programmes and research. Currently, there are three centres of excellence: the Centre of Excellence on Public Policy and Government (COEPPG), Design Innovation Centre (DIC), Foundation for Innovation & Entrepreneurship Development (FIED). Each centre is committed towards cutting-edge research, innovation, entrepreneurial spirit, and sustainability while enabling the ecosystem to achieve the institute's strategic goals.

Centre of Excellence in Public Policy and Government

The Centre of Excellence on Public Policy and Government (COEPPG) is set up by the institute as platform to serve as a bridge between policymakers, government agencies, civil society, industry and academia for scholarly research, public policy studies and capacity building activities.

Since its inception in 2014, the Centre has taken up several major projects and programmes in niche areas like disaster management, sustainable management (Green MBA), judicial service delivery, legal education through open access, gender diversity in corporate sector and removal of violence against women. Combining action research, training and advisory services based on thematic public policy analyses, the centre has executed a series of projects funded by The World Bank, ICSSR, Shastri Indo-Canadian Institute, National Commission for Women as well as central and state governments.

PhD Programme in Public Policy

During this period the Centre has been approved by the UGC to receive doctoral fellowships (JRF/SRF). The Centre has admitted two PhD Scholars in Public Policy. The scholars are funded by UGC under the Junior Research Fellowship Scheme. The two scholars have started their PhD coursework in July 2021.

Continuing Legal Education for Advocates

The centre successfully completed the project on Continuing Legal Education for Advocates funded by the Ministry of Law & Justice. The final report was submitted to the Ministry, and it was accepted by the Government of India.

An in-depth analysis of prevalent Massive Open Online Courses (MOOC) models in the United Kingdom, the United States, Canada, France and Australia showed that the best-suited model that India can follow is the US model. The need for lawyers to maintain their professional competency is increasing and pressurising itself with time. The practice of law is changing with time; an upgraded skillset and expertise are needed to effectively communicate with clients and address their problems. The Minimum/ Mandatory Continuing Legal Education (MCLE) was designed and passed by the American Bar Association in 1986.

Instead of directly adapting the Mandatory Continuing Legal Education Model of the United States, it was recommended that India may begin with the more benign form, say, the Minimum Continuing Legal Education Model. In the same direction, India may consider launching a programme of one-year duration, requiring lawyers to spend eight hours a year. Although awareness and participation in MOOCs leave more to be desired, the survey shows a positive trend in legal professionals. The increased receptivity of alternative means of legal education ensures that there is a demand for CLE courses. Most participants agreed that MOOCs would be beneficial to the career interests of legal professionals. Courses offering certification or credentials are being especially perceived as an effective way of enhancing one's employability.

Gender Diversity in Academia and Industry

The second phase of the Shastri Institutional Collaborative Research project on Gender Diversity in Academia and

Industry with Ted Rogers School of Business Management, Ryerson University, Canada was undertaken during the period after the pandemic-related travel restrictions were withdrawn. The duration of the second phase has been extended till June 2022. As a part of the project, the policy analysis study on gender diversity in India and Canada has been completed during this quarter.

In this connection a series a project consultative review meeting was held at Ted Rogers School of Business Management, Ryerson University, Canada from 19 to 25 November 2021. Prof Baharul Islam, Principal Investigator of the project visited Canada and attended a series of meeting with Prof Rupa Banerjee in Toronto.

As a part of the phenomenological data collection fieldwork in Canada, interviews were conducted with Canadian industry executives at Calgary in collaboration with Prof Pallavi Banerjee, Department of Sociology, University of Calgary from 21 – 24 November 2021.

International Collaborations

COEPPG was invited to precipitate at the International Telecommunication Union (United Nations specialized agency)'s Regional Regulatory Roundtable for Asia and the Pacific and Regional Economic Dialogue (RED) that was held from 8-9 June 2021. Prof Baharul Islam delivered a thematic session on "Co-deployment with Transport and Energy (Electricity and Oil & Gas) Infrastructure" at the event. Prof Baharul Islam highlighted the potentials for ICT co-deployment with Transport and Energy (Electricity and Oil & Gas) Infrastructure. He focused on the role of co-deployment to bridge the digital divide and in increasingconnectivity. This was done by reviewing existing regulations on co-deployment and collaborative regulation. It was noted how previous country cases have filled connectivity gaps using this mechanism.

COEPPG also participated at theAsia and the Pacific Regional Dialogue on Digital Transformation: Gearing Up for Inclusive and Sustainable Development,from 7 – 10 December 2021 held virtually by the International Telecommunication Union, Regional office for Asia and the Pacific, Bangkok. Prof Baharul Islam delivered a plenary address on "Fibre Optic Overhead Ground Wire (OPGW) & Co-deployment with Transport and Energy (Electricity and Oil & Gas) Infrastructure" on 7thDecember 2021.

Membership of International Telecommunication Union (United Nations)

The Ministry of Communications, Government of India has accorded it concurrence to the Centre to become an Academia Member of the International Telecommunication Union, which is a specialized agency of the United Nations responsible for all matters related to information and communication technologies. Only a few institutions from India have been accepted for the membership of ITU. As an academia member of ITU which has over 160 universities and research institutions around the world, it will help the Centre to build bridges between disciplines, connect theory with application, and stimulate international dialogue around information and communication technologies.

The Centre was invited to attend the Industry Advisory Group on Development Issues and Private Sector Chief Regulatory Officer (IAGDI-CRO) held virtually on 24thFebruary 2022. Four students of IIM Kashipur participated at the Digital Development Roundtable held (online) during the World Telecommunication Development Conference (6-16 June 2022, Kigali, Rwanda).

Technical Agency for the Scheme of Fund for Regeneration of Traditional Industries (SFURTI)

The Centre was designated as a Technical Agency by Khadi and Village Industries Corporation for the Scheme of Fund for Regeneration of Traditional Industries (SFURTI) launched by the Ministry of Micro, Small & Medium Enterprises and Government of India. The Centre has completed the initial diagnostic study on the cluster development of Chyura Butter in Bin-Munakot Bin-Munakot block in Pithoragarh District of Uttarakhand.

Uttarakhand Economic Survey 2021-22

Under the forthcoming Uttarakhand Economic Survey 2021-22 (Volume II) from Uttarakhand Department of Economics and Statistics (DES), this year the Centre has been assigned to contribute a part of the review call "Future of Work" that will delineate the state's employment strategies with reference to transposed with the State's resources and nature of economy.

The report found that the Higher educated youth in the state have a comparatively high unemployment rate. It further suggested that by giving the state's IT and IT-enabled services companies better infrastructure, more electricity, and relatively inexpensive land, the government should encourage them to grow their communication networks. This will contribute to the creation of respectable positions for highly educated kids, lowering their high unemployment rate. The development of the necessary soft skills can be assisted by the Skill Development Mission and Skill Hub for youth skilling and employment.

Design Innovation Centre

Since the inception, Design Innovation Centre (DIC), IIM Kashipur is successfully promoting the innovation by developing a culture of innovation, design thinking and creative problem solving by disseminating the knowledge in every sphere of the society. Many activities (Workshops/ Summit/Competitions) have been conducted to foster the innovation spree to address the problems of the North-West Himalayan region and other national priority areas.

The following mentioned activities organized by the centre for disseminating the knowledge in every sphere of the society.

Toy Tales 2021- A Toy Design National Level Competition- Toy Tales 2021 was conceptualized to challenge India's creative minds to develop unique Toys and Games based on our civilization, history, and culture. There were several broad themes for the competition namely Environment, Fitness and Sport, Artificial Intelligence and Machine learning, Indian heritage, culture, mythology, history, ethos, technology, and ethnicity catering to different age groups. "The platform provided by नवाशय will help new minds of the Nation to develop Toys and Games based on India's Ethics, Culture and Technology which will take us one step more near to Aatmanirbhar Toy Industry".

Successfully conducted Prototype Testing of "Paritranaya Prakrti" to Reduce Human-Wildlife Conflict

Indian Institute of Management Kashipur has conducted prototype testing of one of the products developed with the support of the Design Innovation Centre to solve the issue of man-animal conflict. Navaashay DIC, IIM Kashipur shared the issue of Man-Wildlife Conflict with the Parivartan Club who organized Prayaas 3.0 event in February 2021. More than 800+ teams participated from the Country and after two rounds of extensive screening, 10 teams were selected for the final round.

The winning Idea was given by student of BITS Pilani Mr. Aalelai Vendhan. The idea was later developed into a prototype after multiple rounds of iterations with support from DIC. The product prototype is named 'Paritranaya Prakrti'. It is an automated product that senses the animal's presence and drives them away using a siren sound. It works on battery power and can also be powered by solar energy in the future. It uses a PIR based sensor and currently covers a distance of 12m with a field view of 100 degrees.

In Uttarakhand, the frequency of man-animal conflict is high, and the effects of this issue can range from small injuries to both humans and animals up to even fatalities. There is also a high possibility of the agricultural lands getting destroyed. The product overcomes the existing product shortcomings, is environment friendly, and is cost-effective. We hope this is one of the solutions to a problem that was affecting the co-existence of man and animal in the Himalayan region of the country.

Workshop on Design Thinking and Innovation in School || Little Scholar School, Kashipur

The workshop is conducted under HELP programme on 25thMarch 2022 under the aegis of MoE initiative to promote Design Thinking Led Innovation (DIC) among schools of North-Western Himalayan Region. This is to promote the innovation spree in the country initiated by the Government of India. A total of n= 53 students participated from class 8th- 10th. Task were given to solve basic day to day problem creatively.

Workshop on Design Thinking and Innovation in School || S.C. Guria Institute of Management and Technology, Kashipur

Design Innovation Center successfully organized a workshop for students from S.C. Guria Institute of Management & Technology (IMT) Kashipur. The workshop was conducted under the HELP initiative which stands for (Himalayan Education Learning Programme). The workshop's objective was to encourage incoming business graduates to apply design thinking to innovate. The programmes goal is to HELP any academic institution looking to enrich their Design Thinking knowledge through real-life experiences.

Foundation for Innovation and Entrepreneurship Development

FUNDING

GOVERNMENT FUNDS

- INR 29.5 Million of funding from Ministry of Agriculture and Farmers Welfare in 2019 under RKVY.
- INR 13.3 Million of funding from Department of Science and Technology in 2020 under NIDHI TBI.
- INR 20.5 Million of funding from Ministry of Agriculture and Farmers Welfare in 2020 under RKVY.
- INR 50 Million of funding from the Ministry of Commerce & Industry in 2021 under Startup India Seed Fund Scheme.

HDFC BANK'S CSR FUNDS

INR 5.5 Million of Funding from HDFC Bank Under Parivatan CSR in 2021.

PRIVATE INVESTORS

50K VENTURES · EQUANIMITY · UNICORN INDIA VENTURES · VentureCatalysts India's 1st Integrated Incubator · 100X · PadUp · Kolkata Ventures · ah! · IvyCamp · omnivore · SOCIAL alpha · VirtualInfocom · WINDROSE CAPITAL · CHANDIGARH ANGELS NETWORK

TIMELINE

FIED registered as Section-8 company.

Website and social media pages created.

1st Cohort of SAHAS and SAKSHAM programs for agri-entrepreneurs launched.

VIKAS 1.0 for local entrepreneurs launched.

2017-18

2018-19

2019-20

Incubation policies framed.

'UTTISHTHA' 2019 – Annual Entrepreneurship Summit of IIM Kashipur.

UDAY 1.0 for small business owners in the hills of Uttarakhand launched.

कृषि एवं किसान कल्याण मंत्रालय
Ministry of Agriculture and Farmers Welfare
Government of India

Year 2021-22 could safely be called extraordinary for IIM Kashipur FIED. Despite the challenges posed by recurring waves of Covid-19, IIM Kashipur FIED made a huge impact on the start-up ecosystem of Uttarakhand in specific and India in general. Below, the key initiatives and achievements of FIED, along with their impact on the ecosystem and society, are highlighted.

Incubation Programme Drishti Second Cohort under the Department of Science and Technology scheme

A one-month training was organized for 36 start-ups operating in advanced technological domains. The start-ups from across the country physically visited the campus for three days conclusion ceremony from 16th to 18th December. This incubation programme allows start-ups with prototypes to scale, get market-ready and commercialize. FIED received 423 applications and carefully selected only 36 start-ups for this cohort. All these start-ups have been incubated at FIED and will be mentored for growth and funding over the next year.

Rashtriya Krishi Vikas Yojana (RKVY) Third Cohort

IIM Kashipur FIED ran the third cohort of the Innovation & Agri-entrepreneurship programme under the RKVY scheme in the last financial year. 26 agricultural start-ups were carefully selected and mentored in a meticulously designed two-month training programme. Sessions were delivered by professors, executives and entrepreneurs to provide a holistic understanding of agricultural entrepreneurship to the participants. A total of 440 applications were received, out of which 26 were trained, and 11 start-ups were finally selected after numerous rounds of selection for funding from the scheme – ranging between 5 lakhs and 25 lakhs and amounting to a total of INR 159 Lakhs.

Start-up Uttarakhand Initiatives

FIED undertook several initiatives under the aegis of Start-up Uttarakhand scheme. A conscious effort was made to get maximum participation from Uttarakhand start-ups in all our incubation and training programmes. Several Uttarakhand based start-ups were showcased in local media throughout the year, which not only gave them visibility but also opened avenues of growth and sales for them. Two start-ups incubated at FIED and working in Uttarakhand were nominated for a marketing grant of INR 5 Lakhs from the Government of Uttarakhand.

Entrepreneurship Workshops for IIM Kashipur Students

Four workshops for students at IIM Kashipur were held this year to instill the spirit of entrepreneurship, educate them in making a perfect pitch for their enterprise, and garner maximum attention from investors, assisting the budding entrepreneurs of IIM Kashipur in continuing in their journey. The workshops covered a variety of topics, including marketing frameworks, problem identification, idea validation, and financial projections. Renowned industry experts and established entrepreneurs were invited to speak at the workshops. More than 250 students attended these workshops, which gave them a chance to understand the nuances of pursuing entrepreneurship as a career.

Annual Entrepreneurship Summit Uttishtha 2022

From the 21st to the 23rd of January 2022, IIM Kashipur FIED hosted the sixth edition of our flagship Annual Entrepreneurship Summit- Uttishtha 2022. The summit attracted more than 3000 registrations for various events organized under the banner. The three days were jam-packed with panel discussions, business plan competitions, workshops, and other competitive events in which students from across the country battled in front of distinguished panels of judges. Mr. Neeraj Khandelwal - Founder CoinDCX was the concluding event's keynote speaker, who motivated the students to dream of creating unicorn start-ups and take the nation to greater levels of prosperity and growth.

Revised Summer Entrepreneurship Programme (SEP)

A new kind of summer entrepreneurship programme was initiated this year with the aim to let students of IIM Kashipur pursue their entrepreneurial dreams. In this programme, students who have an impactful startup idea were allowed to work on their venture for two months after their third trimester. The students were allowed to work under their faculty mentor and take assistance from FIED during this period. The policy for SEP from this year onwards included a stipend of INR 10,000 per month to be given from FIED funds. This programme puts IIM Kashipur in league of the oldest IIMs by letting students work on entrepreneurial ideas along with a paid stipend to assist them financially.

Joint programme launched with Wadhwani Foundation for 30 Start-ups

IIM Kashipur FIED collaboratively with Wadhwani Foundation launched IGNITE programme – a comprehensive 14-weeks training and mentoring programme helping advanced stage start-ups in designing their business models and product commercialization plans. 30 start-ups were carefully selected from around 200+ applications. The participants are currently undergoing training and will be invited for evaluations and possibilities of incubation in the next financial year.

Women's Day Celebrations were carried out

on the 8th of March 2022 for local women entrepreneurs either aspiring to start their own ventures or working towards growing their ventures. A day-long workshop was conducted by professors as well as experts to celebrate the tremendous efforts of women in shaping an equitable ecosystem of entrepreneurship. The workshop was supported by the Department of Science & Technology. These women entrepreneurs were associated with self-help groups from Kashipur, Jaspur, Haldwani and nearby regions. The programme concluded with an exhibition in which the participants showcased their products in front of the IIM Kashipur students, faculty, and staff.

Investor's meet

The annual investor's meet took place on January 21, 2022, providing entrepreneurs with the opportunity to pitch their ideas to prominent investors and venture capitalists, as well as hear from successful entrepreneurs who recounted their fundraising journeys. Over ten investors and over 40 entrepreneurs attended the event, each giving a pitch for their company. The investor meeting was designed in such a way that an entrepreneur would have enough time to speak with multiple investors about various opportunities one-on-one. Five entrepreneurs are currently in advanced talks with potential investors about funding.

Azadi ka Amrit Mahotsav Celebrations

IIM Kashipur FIED designed and executed a one day event ANKUR for initiating a debate on agri-entrepreneurship under the aegis of Azadi Ka Amrit Mahotsav. This event was held on 28th March 2022 for a total of 30 agricultural entrepreneurship aspirants joining in from Kashipur, other districts of Uttarakhand, and neighboring states. The start-ups were introduced to the benefits and challenges of an entrepreneurial life, and were reassured that FIED is committed to help the entrepreneurs selected under this programme if they decide to move ahead in their entrepreneurship journey.

MSME Innovative Scheme

IIM Kashipur FIED got an approval to run the MSME Innovative Scheme. The objective of the scheme is to promote and support untapped creativity and adoption of latest technologies in MSMEs that seek the validation of their ideas at the proof-of-concept level. The incubators chosen under this scheme evaluate potential MSMEs and support them in designing their strategy. Up to INR 15 Lakh are provided per selected MSME to FIED for developing and nurturing the ideas.

MoU between IIM Bangalore NSRCEL and IIM Kashipur FIED

FIED became the regional partner for IIM Bangalore NSRCEL's Women Entrepreneurship Programme. The programme aims to support women entrepreneurship aspirants by developing their entrepreneurial and managerial skill sets that enable them to start and grow their ventures. FIED will represent the participants from Uttarakhand and will help in providing physical incubation facilities to the finalists from Uttarakhand.

Three-star Ranking of IIM Kashipur's Innovation Initiatives by the Ministry of Education

Minstry of Educations's Innovation Cell ranked IIM Kashipur as a three-star institution in 'Institution's Innovation Council (IIC)' ranking. The highest ranking that any institute got in the last year was four-stars. FIED is well poised for the highest possible ranking in the coming year.

Women Entrepreneurship Programme

FIED conducted a week-long training programme for women entrepreneurs from 24th August to 28th August 2021. Prominent women entrepreneurs along with professors of IIM Kashipur also joined the event as keynote speakers and trainers. The purpose of this event was to encourage, and support established as well as enthusiastic women entrepreneurs in India. More than 900 applications were received from across India, out of which 150 applications were selected for the programme. 17 women entrepreneurs were finally selected for incubation at FIED.

FIED INCUBATEES (DST)

TIQDMEDIA	Amita Roy	Edu-Tech	WestBengal
FORTHMANTECH-NOLOGIESPVT.	Mani Famta	Transportation and Warehousing	Gujarat
URBANFOODS PARTNERSHIP	Nikhil Kumar Nijhawan	E-commerce	Uttarakhand
AGRIDADDYPVT. LTD.	Rajesh Kumar Kadian	Agri-Tech	Haryana
CARRUSMOBILI-TYPVT.LTD	Sameep Tripathi	Health-Tech	MadhyaPradesh
SMDPOWERSOLU-TIONSOPC	Vishwesh Bhat	AdvanceTechnology	Goa
M-LENSE RE- SEARCHPVT. LTD.	Dhruv Tomar	Agri-Tech	Uttarakhand
eAACHARYA EDUTECHPVT. LTD.	Rahul Singh	Edu-Tech	Delhi
SINGMARINE VEN- TURES LLP	Hemanth	E-commerce	Karnataka
AVIRAL INFRAHOUSING PVT. LTD.	AmitSingh	RealEstateand RentalandLeasing	UttarPradesh
SOCIO MARKETING	ShubhamArya SOLUTIONS PVT. LTD.	DigitalMarketing	UttarPradesh
ANIKALEARNING	Rajivsharma	Health-Tech	Haryana
SARIKARTONLINE PVT. LTD.	MajorSK Singh	E-Commerce	Maharashtra
NETRAUMAYURVEDA	DevGarg	Ayurveda&	Chattisgarh
REACHHIGHEDUCA- TIONAL SERVICES	SakshamShukla	Edu-Tech	UttarPradesh
ORIFINITYPVT.LTD.	NamanJain	E-Commerce	Rajasthan
S19MOBILITYPVT.LTD.	Md.Afroz	Transportationand Warehousing	MadhyaPradesh
SDOTJHOSPITALITY PVT. LTD.	SushantJha	Tourism	Delhi
MYCOERAPVT.LTD.	Dr.AsthaTripathi	Agriculture	UttarPradesh`
DIGITALMANJUPVT. LTD.	ManjulathaA	Edu-Tech	AndhraPradesh
ANUPANLLP	AnamikaGayen	E-commerce	Maharashtra
ASTUECOPVT.LTD.	AnithaShankar	Clean-Tech	Karnataka
SHREEKATREASURES	Dr.SwatiGupta	E-commerce	Maharashtra
AMEARTISTS NETWORK PVT.	HarithaSingh	ArtandCrafts	Maharashtra
INDIERAYVENTURES OPC	JoitaGoswam	E-commerce	UttarPradesh
MURA COLLECTIVE TEXTILES&CRAFTS	KusumGahtori	E-commerce	Delhi
COREIDEAINNOVA- TIONS PVT. LTD.	Maheswari Srinivasan	Health-Tech	TamilNadu

THETEEPOINT PVT. LTD.	Prachi Wadhwani	E-commerce	Gujarat
ECORHYTHM SUSTAIN-ABLES PVT. LTD.	RaniSahay	Health-Tech	Bihar
OMNATECHPVT.	SaraswetaPatra	E-commerce	UttarPradesh
SELINAEXPORTERS	SelinaAhmed	Agriculture	WestBengal
NLPMINERALSAND	SonaliSharma	NaturalResource	Uttarakhand
BIKALPHERBALSPVT.	StutiLal	Agriculture	UttarPradesh
AWIGI LLP	SwetaVerma	Health-Tech	Haryana

FIED INCUBATEES (RABI)

TEEEAPHILIC IINNOVENTURES PVT.	AurickSengupta	NaturalResource Management	Haryana
NUTRIKOSHINDIA PVT LTD	RahulSaini	OnlineVirtual Platform	Uttarakhand
IRASAVOURINGLLP	AswiniRayala	AgroProcessing	Uttarakhand
SUPERFARMERSINNO-VENTURES PVT LTD	AnantSinghKharola	PostHarvest&Value Addition	Uttarakhand
AMARAGRITECH	PreetInderSingh	Farm Mechanization	Punjab
URBAN AGROTECHPVT LTD	VijayKumar	AgriandAlliedSector	UttarPradesh
KUMAUNKHANDAIH PVT LTD	PavitraJoshi	NaturalResource Management	Uttarakhand
LUKURINDIALLP	AnukritiBisht	NaturalResource Management	Uttarakhand
KALPHELIX BIOTECHNOL- OGIES PVT LTD	KalpanaSengar	PostHarvest&Value Addition	UttarPradesh
KIKABONI LIVING PVT LTD	ShashiShikha	OrganicFarming	UttarPradesh
DEVKAUSH FOUNDATION	SandeepSaklani	PostHarvest&Value Addition	Uttarakhand

Learning Resource Center

The IIM Kashipur, Library (Learning Resource Centre) housed in a spacious building has a collection of 9819 printed books predominantly related to Management and allied subjects. The library holds a good number of printed as well as electronic resources which include books, journals, databases, audio-visual materials, CDs/DVDs, e-journals, reports, case studies, theses, among others etc. The library with its modern collection of knowledge resources and innovative information services fills an essential role for the academic community in their intellectual pursuits.

Our library is a hybrid library with the state-of-the-art technological applications in achieving this goal, the library has been providing services to its clientele such as CD-ROM databases and the online databases are made available through Institute's network. Users can access the online databases, and also find out the real-time availability of library materials from their own computer terminals. The library offers a wide range of information services set to the highest professional standards. The library adopts all the modern techniques for generating, storing, processing, and disseminating the information.

In achieving this goal, the library has been providing services such as WEB OPAC Services, inter library 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 computerised using the Libsys-10 (Latest version) of library management software. The RFID System has already been installed for surveillance circulation and other operations. The library is connected to high-speed internet and intranet of IIM Kashipur network which plays an important role to quench the thirst of academic community in their intellectual pursuits, from within the allotted library budget.

Information Resources

The holdings of the library of various information resources is given in the tabular form

Particulars	Number of Items added during the F/Y 2021-22	Number of Items as on 31.03.2022
Printed Books	954	9819
e- Books	-	5793
Bound Volumes of Periodicals	-	382
Theses	9	16
Project Reports	-	628
CDs / DVDs	-	103
Current Subscription to Journals Print+ Online	652	11120
Magazines	1	14
News Papers print	1	10

* Includes books received on gratis, theses and dissertations also.

Procurement of Library Material

During the year 2021-22, 954 new books were added. In addition, 09 theses and dissertations were also added to library collection. Library also has a collection of 103 CDs as non-book material. Besides, 652 new online e- journals were also subscribed.

Full Text eJournal Access through IIM Kashipur Arrangements

IIM Kashipur, is also subscribing to several full-text online journals databases for unlimited usage, The details are given below.

List of Resources: Full-Text Access for unlimited Usage

Publishers	Number of Titles
Emerald "Online e-Shodh Sindhu e Journals Collection	309
Wiley Online Jr. Database of core and custom collection	535
Informs Pubs Suit	17
Science Direct an Online Journals Database (04 Subject Collection)	404
EBSCO Business Source Ultimate an online database	2901
Taylor & Francis Online Jr. Database	418
ABI Inform Complete	5761
Sage Management & Organization Studies Subject collection	123
EconLit	652

Graphical representation of e- databases full-text access for the users

Bibliographic / Factual Databases

The library has full access to a number of bibliographical/factual databases for unlimited Usage. Details are given below:

List of Bibliographic Databases

Title	Area of Interest	Resources/Titles Covered
EBSCO Database	Management and allied fields	8119
Scopus	The largest abstracting and citation database of peer-reviewed literatures	Total no of Journals in Core Collection: 21,894
Web of Science	The largest abstracting and citation database of peer-reviewed literature	Total Number of Journals: 34,888

Usage Statistics of Electronic Resources

Full Text Resources

Emerald's "Online e-shodh Sindhu 310 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, Scopus, Warc, 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, MIMI" (Mica Indian Market Intelligence), Supreme Court Cases, Statista database, EconLit full text database, The usage details are presented in figure on logarithmic scale.

Usage Statistics for Major Full-text Databases

As avident from the above diagram, Web of science, Elsevier, Emerald, Press reader, Scopus, Taylor & Francis, Wiley, ABI Inform and sage datbases have been immensly used by the users.

eBooks Collection on Perpetual Basis

The library has subscribed the Cengage, Ebsco, Oxford handbooks, Palgrave Encyclopaedia, Sage, and Springer e-books containing more than 5793 (Five Thousand seven hundred and ninety-three) 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. 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.

To make users more satisfied and fulfill their immediate needs for research and academic activities, the library has enriched its collection of e-books, Now, we have 7963 e-books, available in its collection for full access and download on perpetual access basis

Web OPAC

The entire Library collection including books, journals, etc. 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

Library has co-operative arrangements with other major libraries through the DELNET to get documents, which are not available in the IIM Kashipur Library. Faculty and researchers can avail this facility.

Today's Headlines

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

Proactive Information Services

Library provides specific information services such as alert on upcoming conferences, CAS, SDI, etc. to the academic community.

Other Services

- Audio-Visual Facility
- Bibliography
- Automated Circulation
- E-Mail Alert Service
- Orientation Programme
- Automated Circulation
- Current Awareness Service
- Cyber Lab
- Database Search Service
- Reference Service
- SMS Alert Service

Important Events (Webinars, Workshops, Exhibitions)

IIM Kashipur, Library organized the following events and exhibitions

A webinar was organized on the topic "Enhancing Research Planning skills using Elsevier Tools-ScienceDirect & Scopus" in collaboration with Elsevier.	Another webinar was organized in collaboration with EBSCO on the theme "Online-Workshop (Webinar) on Research Support Services using Open Athens Remote Access and Discovery services"	An online training session on" "Prowess IQ" and "Economic Outlook" was successfully conducted
28th August 2021	21st August 2021	16th September 2021
With a view to build a rich collection, a book exhibition, for the spot selection of reference books was organized.	The institute library organized a one-day (Online) Seminar on the topic "Sustaining Library Funding."	Organized a training session for academic fraternity on "Web of Science" An online training session on "Take your research to the next level using Web ofScience"
12 - 14 November,2022	21st August 2021	26th March 2022

ICT Infrastructure

Internet

The network backbone is designed with Single Mode Fiber Optic Cable Connectivity,and the internal network is equipped with Fortigate 1000D and Cisco ME 3800X Router. The academic block is internally connected through Wi-Fi as well as wired LAN. A dedicated 1Gbps line provided by National Knowledge Network (NKN), a backup line of 1Gbps line provided by Power Grid Corporation of India (PGCIL) supports round the clock access to the resources on the Internet. The hostels A, B, C, D, E and F block, Faculty Residence, Academic Block and Dining Area are connected 24x7 to the internet, intranet and EPBAX.

Campus Licensing

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

Servers

Two Tower servers and Five Rack Server with necessary accessories host a variety of server needs. All Servers haveMicrosoft Windows Server 2012 R2 and Ubuntu Servers operating system installed. Libsys for Library usage is installed on the Linux server. Stata statistical software is installed and is used for estimating econometrics models. The user can access the library database outside campus via VPN. SAP licensed from the Victoria University, Australia is being used for providing ERP hands-on exposure to students.

Video Conferencing

Placement related activity, interviews andinteraction with persons/companies at remote locations is facilitated through high-resolutionvideo conferencing using Zoom and IP network.

Classrooms

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

Finance and Analytics Lab

IIM Kashipur has set up a state-of-the-art Finance and Analytics Lab. The Lab is used to support advanced applied research in financial markets and equip students with the mathematical and conceptual theories and best practices in Data Analytics concepts.

Bloomberg Lab

IIM Kashipur has 12 Bloomberg Terminals on its campus, in collaboration withBloomberg L.P. These terminals enable students to monitor and analyze real-time financial market data movements and offer a wealth of knowledge about industries and economies around the world.

IT Resources Database

WARC Online, Bloomberg Terminals.

Software

SAP, SPSS, Turnitin, Nvivo, Microsoft License, Stata, MAXQDA, E-Views, LINGO Super, NLOGIT.

Software and Security

IT handled requirements of approximately 900 Faculty/Staff/ Students at the Institute Campus.

The Faculty and Academics

Prof. Baharul Islam
Communication

Prof. Smarak Samarjeet
Communication

Prof. Atulan Guha
Economics

Prof. Abhradeep Maiti
Economics

Prof. Vaibhav Bhamoriya
Economics

Prof. Kulbhushan Balooni
Economics

Prof. Jagadish Prasad Sahu
Economics

Prof. K.N. Badhani
Finance & Accounting

Prof. Kunal
Finance & Accounting

Prof. Ashish Kumar
Finance & Accounting

Prof. Dilip Kumar
Finance & Accounting

Prof. Dharani
Finance & Accounting

Prof. Suraj Kumar
Finance & Accounting

Prof. Mayank Sharma
Information Technology & System

Prof. Mayank Sharma
Information Technology& System Area

Prof. K Venkataraghavan
Information Technology & System

Prof. Harish Kumar
Information Technology & System

Prof. Rajiv Kumar
Information Technology & System

Prof. Shaukat Ali Shahee
Information Technology & System

Prof. Pratik Tarafdar
Information Technology & System

Prof. Harshit Kumar Singh
Information Technology & System

Prof. Somnath Chakrabarti
Marketing

Prof. Madhurima Deb
Marketing

Prof. Mala Srivastava
Marketing

Prof. Utkarsh
Marketing

Prof. Preeti Narwal
Marketing

Prof. Rakesh Kumar Agarwal
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. Rahul Ashok Kamble
Organisational Behaviour & Human Resource Management

Prof. Rameshwar Shivadas Ture
Organisational Behaviour & Human Resource Management

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 Pathakr
Operations Management & Decision Sciences

Prof. Vivek Roy
Operations Management & Decision Sciences

Prof. Abhishek Srivastava
Operations Management & Decision Sciences

Prof. Rachita Gupta
Operations Management & Decision Sciences

Prof. Rama Krushna Padhy
Operations Management & Decision Sciences

Prof. Safal Batra
Strategy

Prof. Vivek Kumar
Strategy

Prof. Shobha Tewari
Strategy

Visiting Faculty

Dr. Hemang Jauhari
Fellow (PhD) in OB & HRM, IIM Lucknow

Head HRBP and HR CoE (Talent, Learning, Compensation, and Analytics) at Appario & Frontizo (Amazon JV)

Dr. Siddharth Patnaik
PhD in Organizational Behavior, XLRIJamshedpur

Currently working in the Talent Development function at PwC

Dr. Jayanta Kumar Pal
PhD in Statistics, University of Michigan

Principal Data Scientist: Zendrive Technologies India Pvt Ltd, Bangalore

Major Vandana Sharma
Executive Business Management from IIMLucknow

Founder Startup People Consulting, Bangalore

Mr. Abhishek Gupta
Project Management Professional, PMI USA PGDM, IIM Ahmedabad, CA, Institute of Chartered Accountants of India

Ernst & Young LLP, India - Partner, Director, SM and Manager

Mr. Aditya Pujari
MBA Operations & Supply Chain, K. J. SOMAIYA Mumbai

Retail Digital Commerce Order Management Solution Delivery Lead @Infosys for AUS + NZ Region

Mr. Giridhar Seetharam
PG, XLRI

Chief Business Officer – Fevicol & Araldite
Pidilite Industries Limited

Mr. Sameep Jain
PGP in Management, IIM Ahmedabad

Founder and CEO at Black Brix Advisors

Mr. Samuel Rajkumar D
MBA (Systems and Marketing) Thiyagarajar School of Management, Madurai Kamarajar University, Madurai

Kotak Mahindra Bank Limited, Chennai
Associate Vice President

Mr. Shiv kumar
PhD in Decision Sciences, IIM Lucknow

Head of Analytics - Schlumberger | Ex. Mahindra and Mahindra |
Enabling AI&ML and Digital Solution Strategy

Mr. Sujitesh Das
PG, XLRI, Jamshedpur

Visiting Faculty & Corporate Practitioner

Mr. Suparn Goel
PGDM, IIM Ahmedabad

STEALTH MODE STARTUP, Founder & McKINSEY & COMPANY, Associate Partner

---

Mr. Tirthankar Choudhuri
Executive MBA (Finance), IIM Calcutta

American Express, VP – Prospect Acquisition Data Science

Mr. Vivek Sharma
Post Graduate Diploma in Management , IIM Bangalore

Chief Marketing Officer, Pidilite Industries Limited

Ms. Mathangi Sri R
MBA National Institute of Technology, Tiruchirapalli

Head of Data GoFood, Gojek

Ms. Ramya Pattabiraman
CA, Institute of Chartered Accountants of India

General Manager - Business Intelligence and M&A at ProConnect Supply Chain Solutions Ltd

---

Ms. Sangeetha Ganesan
MBA, Marketing, Human Resource (Training & Development), Thiagarajar School of Management

Currently working as Technical solution expert at HCL Technologies Pvt Ltd

---

Prof. Ashutosh Das
PhD in Mergers & Acquisitions, Utkal University, Bhubaneswar

Faculty in Finance at MDI, Gurgaon

Prof. Asit Barma
PhD, Faculty of Management Studies, University of Madras

Currently he is the Director and Professor at Bharathidasan Institute of Management, Trichy

---

Prof. Bibek Ray Chaudhuri
PhD in Economics, Jawaharlal Nehru University, New Delhi

Prof. Bibek Ray Chaudhuri is a Associate Professor at Indian Institute of Foreign Trade

---

Prof. Harsh Vardhan Samalia
PhD, Indian Institute of Information Technology & Management, Gwalior

Associate Professor, National Institute of Technical Teachers Training and Research – Chandigarh

---

Prof. Karthik Dhandapani
Fellow (PhD) in Economics, IIM Ahmedabad

Associate Professor, Strategy Area at Indian Institute of Management, Tiruchirappalli

---

Prof. Mathukutty M Monippally
PhD, Manchester University, UK

Indian Institute of Management Ahmedabad: Professor, 2000-14 (superannuation)

Prof. Payel Chattopadhyay Mukherjee
PhD, Indian Institute of Technology, Gandhinagar

Full Time Visiting Faculty in Department of Social Sciences and Humanities : Indraprastha Institute of Information Technology Delhi (IIITD)

Adjunct Professor, Dept. of English, College of Arts & Science, University of Saskatchewan, Canada

---

Prof. Venkatesh K
PGD, IIM Bangalore

Director, Collaborative Infotech Systems Private Limited, a software technology company

---

Prof. Vivekanand
MBA, Monash University Melbourne

Vivek Anand is a data visualization consultant with 17 years of experience

Ms. Mathangi Sri
MBA, National Institute of Technology, Tiruchirapalli

Head of Data GoFood, Gojek

Prof R Vivekanand
MBA, Monash University Melbourne

He is a data visualization consultant with 17 years of experience

---

Mr. Gurumoorthy Pattabiraman
PhD in Econometrics, Madras School of Economics, Chennai (Currently pursuing)

International Data Science Consultant & Trainer/Faculty Multiple Organizations & Top B Schools

---

Mr. Mausam Deb
Indian Institute of Management, Bangalore

He has 15+ years of experience in IT, Analytics and Strategy consulting in Retail, Healthcare & Life Science domains in multiple countries.

Mr. Arijit Ghosh
The University of Texas at Austin, McCombs School of Business, Master of Business Administration (Recipient of GSB Scholarship)

He has 22 years of experience across analytics & research, technology, operations and finance. During the last 12 years in the Pharmaceuticals industry, he has worked as a management consultant, and also led large analytics service delivery teams cutting across data, research, analytics, insights and data science supporting marketing and sales organizations.

Dr. Nitin Varma
PhD in Analytics & Information Systems IIM Ranchi

He provides consulting, including for several start up initiatives, including for education. Since early 2021 engaged with an IIM (Indian Institute of Management) as adjunct faculty - delivered one course upto April 2021, delivered MDP sessions for the IIM till early July 2021 and selected for delivering more courses upto 2022. Also at another IIM campus. Also selected by a very prestigious American University ranked 30th in the World, as adjunct faculty, for delivering an online course. Been Professor and Head - set up Analytics / Data Science Specialization (Chitkara University 2018-2020 approx). Previously co-taught an MBA class in Europe and was full-time faculty MBA (for ~3 years as Associate Professor, India).

Mr. Sandeep Gupta
PGP, AI/ML, McCombs School of Business, University of Texas

18 years of experience across Risk Management, Capital Management, Finance/Operations, Process Engineering and Software Development. Blend of cross functional and cross geographic experience including tenured overseas experience.

Mr. Tirthankar Choudhuri
Executive MBA (Finance), IIM Calcutta

American Express, VP – Prospect Acquisition Data Science
Head of Global Acquisition Sciences responsible for developing machine learning personalization models for Digital Channels and Co-brand partners

---

Prof C.P. Gupta
PhD, Department of Economics, Northwestern University, M.COM., M.Phil. (Finance), and PhD, in Finance,Department of Commerce, Delhi School of Economics, University of Delhi

Professor, Department of Finance and Business Economics, South Campus, University of Delhi, Delhi.

Research

Research Publications

- Ali, A., Badhani, K. N., & Kumar, A. (2021). Does the low-risk anomaly exist in the indian equity market? A test using alternative risk measures. *Journal of Economic Studies,* doi:10.1108/JES-07-2021-0374
- Badhani, K. N., Kumar, A., Vo, X. V., & Tayde, M. (2022). Do institutional investors perform better in emerging markets? *International Review of Economics and Finance,* doi:10.1016/j.iref.2022.01.003
- Badola, A., & Agrawal, R. K. (2021). Discovering an entrepreneur's journey from idea to reality: A phenomenological study. *International Journal of Entrepreneurship and Small Business, 44*(3), 274-297. doi:10.1504/IJESB.2021.119231
- Bansal, M., & Ali, A. (2021). Differential impact of earnings management on the accrual anomaly. *Journal of Asset Management, 22*(7), 559-572. doi:10.1057/s41260-021-00243-z
- Bansal, M., & Garg, A. (2021). Do high-quality standards ensure higher accounting quality? A study in india. *Accounting Research Journal, 34*(6), 597-613. doi:10.1108/ARJ-06-2020-0162
- Bansal, M., Kumar, A., & Badhani, K. N. (2021). Do indian firms engage in classification shifting to report inflated core earnings? *Managerial Finance, 47*(11), 1533-1552. doi:10.1108/MF-01-2020-0016
- Dharani, M., Hassan, M. K., Rabbani, M. R., & Huq, T. (2022). Does the covid-19 pandemic affect faith-based investments? evidence from global sectoral indices. *Research in International Business and Finance, 59* doi:10.1016/j.ribaf.2021.101537
- Goswami, A. K., & Agrawal, R. K. (2021). Does ethical leadership and psychological capital promote knowledge creation? an empirical study of research organizations. *VINE Journal of Information and Knowledge Management Systems,* doi:10.1108/VJIKMS-07-2021-0113
- Guha, A., & Mukerji, M. (2021). Determinants of digital divide using demand-supply framework: Evidence from india. *Australasian Journal of Information Systems, 25*, 1-33. doi:10.3127/ajis.v25i0.3029
- Kathiravan, C., Selvam, M., Maniam, B., & Dharani, M. (2021). Effect of weather on stock market: A literature review and research agenda. *Cogent Economics and Finance, 9*(1) doi:10.1080/23322039.2021.1971353
- Kiran, B. S., & Sharma, R. (2021). Designing and driving crowdsourcing contests in large public service organizations: Lessons from deutsche bahn and indian railways: Using the proposed six-stage framework for crowdsourcing contests, public service organizations can leverage internal and external knowledge to cocreate effective solutions. *Research Technology Management, 64*(3), 48-57. doi:10.1080/08956308.2021.1891821
- Koshta, N., Patra, S., & Singh, S. P. (2021). Estimation of E-waste at micro level for reverse logistics: A case of delhi. *Journal of Cleaner Production, 314* doi:10.1016/j.jclepro.2021.128063
- Kumar, D. (2021). European travel and leisure sector and uncertainties: A risk spillover analysis. *Tourism Economics,* doi:10.1177/13548166211035954
- Kumar, G. (2021). Ethanol blending programme in india: An economic assessment. *Energy Sources, Part B: Economics, Planning and Policy, 16*(4), 371-386. doi:10.1080/15567249.2021.1923865
- Manchanda, M., & Deb, M. (2022). Effects of multisensory virtual reality on virtual and physical tourism during the COVID-19 pandemic. *Current Issues in Tourism, 25*(11), 1748-1766. doi:10.1080/13683500.2021.1978953
- Mitra, S., Kumar, H., Gupta, M. P., & Bhattacharya, J. (2022). Entrepreneurship in smart cities: Elements of start-up ecosystem. *Journal of Science and Technology Policy Management,* doi:10.1108/JSTPM-06-2021-0078
- Rangaswamy, U. S., & Chaudhary, S. (2022). Effect of adaptive capability and entrepreneurial orientation on SBU performance: Moderating role of success trap. *Management Research Review, 45*(3), 436-449. doi:10.1108/MRR-01-2021-0027

» Samad, T. A., Sharma, R., Ganguly, K. K., Wamba, S. F., & Jain, G. (2022). Enablers to the adoption of blockchain technology in logistics supply chains: Evidence from an emerging economy. *Annals of Operations Research,* doi:10.1007/s10479-022-04546-1

» Swamy, V., Dharani, M., & Takeda, F. (2022). Corrigendum to "Investor attention and google search volume index: Evidence from an emerging market using quantile regression analysis" (research in international business and finance (2019) 50 (1–17), (S0275531918307967), (10.1016/j.ribaf.2019.04.010)). *Research in International Business and Finance, 59* doi:10.1016/j.ribaf.2021.101560

» Utkarsh, & Gupta, R. K. (2022). Effects of confidence and social benefits on consumers' extra-role and in-role behaviors: A social identity and social exchange perspective. *Journal of Retailing and Consumer Services, 65* doi:10.1016/j.jretconser.2021.102879

» Adhikari, A., Bansal, M., & Kumar, A. (2021). IFRS convergence and accounting quality: India a case study. *Journal of International Accounting, Auditing and Taxation, 45* doi:10.1016/j.intaccaudtax.2021.100430

» Ali, A., & Badhani, K. N. (2021). Higher moments anomaly: Evidence from the indian equity market. *Managerial Finance, 47*(12), 1693-1713. doi:10.1108/MF-12-2020-0611

» Ali, A., & Bansal, M. (2021). Impact of upward and downward earnings management on stock returns. *South Asian Journal of Business Studies,* doi:10.1108/SAJBS-12-2020-0417

» Bansal, M. (2021). Influence of firm size and firm age on classification shifting: An empirical study on listed firms in india. *Journal of Financial Reporting and Accounting, 19*(5), 772-792. doi:10.1108/JFRA-10-2020-0275

» Bansal, M., Kumar, A., & Kumar, V. (2022). Gross profit manipulation in emerging economies: Evidence from india. *Pacific Accounting Review, 34*(1), 174-196. doi:10.1108/PAR-06-2020-0083

» Bansal, M., & Kumar, V. (2021). Forcing responsibility? examining earnings management induced by mandatory corporate social responsibility: Evidencefrom india. *Review of Accounting and Finance, 20*(2), 194-216. doi:10.1108/RAF-06-2020-0151

» Bhuyan, A., Sanguri, K., & Sharma, H. (2021). Improving the keyword co-occurrence analysis: An integrated semantic similarity approach. Paper presented at the *2021 IEEE International Conference on Industrial Engineering and Engineering Management, IEEM 2021,* 482-487. doi:10.1109/IEEM50564.2021.9673030 Retrieved from www.scopus.com

» Bhuyan, A., Tripathy, A., Padhy, R. K., & Gautam, A. (2022). Evaluating the lithium-ion battery recycling industry in an emerging economy: A multi-stakeholder and multi-criteria decision-making approach. *Journal of Cleaner Production, 331* doi:10.1016/j.jclepro.2021.130007

» Chattopadhyay, M., Kumar, A., Ali, S., & Mitra, S. K. (2022). Human development and tourism growth's relationship across countries: A panel threshold analysis. *Journal of Sustainable Tourism, 30*(6), 1384-1402. doi:10.1080/09669582.2021.1949017

» Hassan, A., Anwar, I., Saleem, I., Islam, K. M. B., & Hussain, S. A. (2021). Individual entrepreneurial orientation, entrepreneurship education and entrepreneurial intention: The mediating role of entrepreneurial motivations. *Industry and Higher Education, 35*(4), 403-418. doi:10.1177/09504222211007051

» Khemani, P., & Kumar, D. (2022). Is financial development crucial to achieving the "2030 agenda of sustainable development"? evidence from asian countries. *International Journal of Emerging Markets,* doi:10.1108/IJOEM-06-2021-0853

» Koshta, N., Bashir, H. A., & Samad, T. A. (2021). Foreign trade, financial development, agriculture, energy consumption and CO2 emission: Testing EKC among emerging economies. *Indian Growth and Development Review, 14*(1), 50-80. doi:10.1108/IGDR-10-2019-0117

» Kumar, R., & Kamble, R. (2022). Feminism from the margins: How women are contesting the "othering" of muslims through arts-based resistance? *Gender, Work and Organization, 29*(4), 1360-1374. doi:10.1111/gwao.12804

» Mewafarosh, R., & Agarwal, S. (2021). Influence of demographics variables on students subjective well-being. *Journal of Public Affairs,* doi:10.1002/pa.2749

» Rai, S., & Narwal, P. (2022). Examining the impact of external reference prices on seller price image dimensions and purchase intentions in pay what you want (PWYW). *Asia Pacific Journal of Marketing and Logistics, 34*(8), 1778-1806. doi:10.1108/APJML-04-2020-0204

» Rangaswamy, U. S. (2021). Industry 4.0 disruption: Assessing the need for adaptive capability. *Development and Learning in Organizations, 35*(6), 7-10. doi:10.1108/DLO-01-2021-0003

» Samal, A., Patra, S., & Chatterjee, D. (2020). Impact of culture on organizational readiness to change: Context of bank M&A. *Benchmarking, 28*(5), 1503-1523. doi:10.1108/BIJ-10-2019-0454

» Sharma, A. K., Bhatia, A. K., Kulshrestha, A., & Sawhney, I. K. (2021). Intelligent modeling of moisture sorption isotherms in indian milk products using computational neuro-genetic algorithm. *SN Computer Science, 2*(4) doi:10.1007/s42979-021-00693-7

» Singh, N., Krishnaswamy, V., & Zhang, J. Z. (2022). Intellectual structure of cybersecurity research in enterprise information systems. *Enterprise Information Systems,* doi:10.1080/17517575.2022.2025545

» Srivastava, A., & Kumar, V. (2021). Hotel attributes and overall customer satisfaction: What did COVID-19 change? *Tourism Management Perspectives, 40* doi:10.1016/j.tmp.2021.100867

» Tewari, S., & Bhattacharya, B. (2022). Financial resources, corporate social responsibility, and ownership type: Evidence from india. *Asia Pacific Journal of Management,* doi:10.1007/s10490-022-09810-3

» Thangavelu, M., Krishnaswamy, V., & Sharma, M. (2021). Impact of comprehensive information security awareness and cognitive characteristics on security incident management – an empirical study. *Computers and Security, 109* doi:10.1016/j.cose.2021.102401

» Agarwal, S., & Mewafarosh, R. (2021). LINKAGE OF SOCIAL MEDIA ENGAGEMENT WITH FOMO AND SUBJECTIVE WELL BEING. *Journal of Content, Community and Communication, 13*(7), 46-57. doi:10.31620/JCCC.06.21/06

» Amawate, V., & Deb, D. (2021). Post acquisition brand identity: Acquisition of flipkart group by walmart inc. *Emerald Emerging Markets Case Studies, 11*(2), 1-21. doi:10.1108/EEMCS-12-2018-0274

» Bashir, H. A., Bansal, M., & Kumar, D. (2022). Predictive view of the value relevance of earnings in india. *Journal of Financial Reporting and Accounting,* doi:10.1108/JFRA-08-2021-0219

» Batra, S., Gupta, V. K., Sharma, S., & Yadav, R. (2022). Seeds of demand-side legitimacy: When do existing companies procure from B2B startups? *Journal of Business and Industrial Marketing,* doi:10.1108/JBIM-05-2021-0252

» Das, J. (2021). Setting sail in high seas amidst troubled waters: Transformational saga of an indian defence shipyard. *Cases on critical practices for modern and future human resources management* (pp. 68-42) doi:1-5820-7998-1-978/10.4018.ch003 Retrieved from www.scopus.com

» Das, S., & Kumar, A. (2021). Long-term dependency between sovereign bonds and sectoral indices of india: Evidence using hurst exponent and wavelet analysis. *Managerial Finance, 47*(10), 1448-1464. doi:10.1108/MF-12-2020-0596

» Haridas, J., Ture, R. S., & Nayanpally, A. K. (2022). Organizational career management and turnover intentions: Mediating role of trust in management. *European Journal of Training and Development, 46*(1-2), 257-275. doi:10.1108/EJTD-09-2020-0136

» Husain, R., Samad, T. A., & Qamar, Y. (2022). Past, present and future of luxury brands: A review and bibliometric analysis. *Journal of Fashion Marketing and Management, 26*(4), 582-602. doi:10.1108/JFMM-02-2021-0046

» Jauhar, S. K., Singh, N., Rajeev, A., & Pant, M. (2022). Measuring paper industry's ecological performance in an imprecise and vague scenario: A fuzzy DEA-based analytical framework. *Benchmarking, 29*(8), 2471-2494. doi:10.1108/BIJ-06-2021-0319

» Kumar, A., Shrivastav, S. K., & Mukherjee, K. (2021). Performance evaluation of indian banks using feature selection data envelopment analysis: A machine learning perspective. *Journal of Public Affairs,* doi:10.1002/pa.2686

» Kumar, R., Mukherjee, A., & Sachan, A. (2022). m-government experience: A qualitative study in india. *Online Information Review, 46*(3), 503-524. doi:10.1108/OIR-10-2020-0482

» Kumar, V., & Srivastava, A. (2021). Mapping the evolution of research themes in business ethics: A co-word network analysis. *VINE Journal of Information and Knowledge Management Systems,* doi:10.1108/VJIKMS-10-2020-0199

» Manchanda, M., Deb, M., & Lomo-David, E. (2021). Scrutinizing the efficacy of branded apps quality to counter counterfeiting and restore trust in m-commerce. *Quality Management Journal, 28*(3), 156-174. doi:10.1080/10686967.2021.1920869

» Omanwar, S. P., & Agrawal, R. K. (2022). Servant leadership, organizational identification and turnover intention: An empirical study in hospitals. *International Journal of Organizational Analysis, 30*(2), 239-258. doi:10.1108/IJOA-08-2020-2374

» Prakash, C., Roy, V., & Charan, P. (2022). Mitigating interorganizational conflicts in humanitarian logistics collaboration: The roles of contractual agreements, trust and post-disaster environmental uncertainty phases. *International Journal of Logistics Management, 33*(1), 28-52. doi:10.1108/IJLM-06-2021-0318

» Raj, P. V. R. P., Jauhar, S. K., Ramkumar, M., & Pratap, S. (2022). Procurement, traceability and advance cash credit payment transactions in supply chain using blockchain smart contracts. *Computers and Industrial Engineering, 167* doi:10.1016/j.cie.2022.108038

» Sadiq, M., Dogra, N., Adil, M., & Bharti, K. (2022). Predicting online travel purchase behavior: The role of trust and perceived risk. *Journal of Quality Assurance in Hospitality and Tourism, 23*(3), 796-822. doi:10.1080/1528008X.2021.1913693

» Sengupta, M. (2022). MintM: The start-up transforming businesses real-time. *Journal of Information Technology Case and Application Research, 24*(1), 12-33. doi:10.1080/15228053.2021.1957662

» Sharma, R., Samad, T. A., Chiappetta Jabbour, C. J., & de Queiroz, M. J. (2021). Leveraging blockchain technology for circularity in agricultural supply chains: Evidence from a fast-growing economy. *Journal of Enterprise Information Management,* doi:10.1108/JEIM-02-2021-0094

» Singh, V. P., Ganguly, K., & Samad, T. A. (2022). No fault found: A systematic literature review and future research agenda. *International Journal of Quality and Reliability Management, 39*(5), 1281-1306. doi:10.1108/IJQRM-02-2021-0026

» Taneja, B., & Bharti, K. (2022). Mapping unified theory of acceptance and use of technology (UTAUT) 2: A taxonomical study using bibliometric visualisation. *Foresight, 24*(2), 210-247. doi:10.1108/FS-08-2020-0079

» Zargar, F. N., & Kumar, D. (2021). Market fear, investor mood, sentiment, economic uncertainty and tourism sector in the united states amid COVID-19 pandemic: A spillover analysis. *Tourism Economics,* doi:10.1177/13548166211052803

» Bansal, M., Samad, T. A., & Bashir, H. A. (2021). The sustainability reporting-firm performance nexus: Evidence from a threshold model. *Journal of Global Responsibility, 12*(4), 491-512. doi:10.1108/JGR-05-2021-0049

» Dahmani, N., Benhida, K., Belhadi, A., Kamble, S., Elfezazi, S., & Jauhar, S. K. (2021). Smart circular product design strategies towards eco-effective production systems: A lean eco-design industry 4.0 framework. *Journal of Cleaner Production, 320* doi:10.1016/j.jclepro.2021.128847

» Das, S., Kumar, A., & Bhattacharyya, A. (2022). The impact of institutional factors on corporate mechanism of cash adjustment – new evidence from emerging asia. *International Journal of Managerial Finance,* doi:10.1108/IJMF-01-2021-0032

» Devi, Y., Srivastava, A., Koshta, N., & Chaudhuri, A. (2021). The role of operations and supply chains in mitigating social disruptions caused by COVID-19: A stakeholder dynamic capabilities view. *International Journal of Logistics Management,* doi:10.1108/IJLM-04-2021-0235

» Ganguly, K. K. (2022). Understanding the challenges of the adoption of blockchain technology in the logistics sector: The TOE framework. *Technology Analysis and Strategic Management,* doi:10.1080/09537325.2022.2036333

» Ganguly, K. K., & Roy, S. (2021). Supplier satisfaction in Buyer–Supplier relationships: Assessment from supplier perspective. *Journal of Business-to-Business Marketing, 28*(3), 247-264. doi:10.1080/1051712X.2021.1974167

» Javadian, G., Gupta, A., Foo, M. -., Batra, S., & Gupta, V. K. (2022). Taking the pulse: State of the (he)art of entrepreneurial emotion research. *Group and Organization Management, 47*(2), 255-299. doi:10.1177/10596011221083433

» Koshta, N., Patra, S., & Singh, S. P. (2022). Sharing economic responsibility: Assessing end user's willingness to support E-waste reverse logistics for circular economy. *Journal of Cleaner Production, 332* doi:10.1016/j.jclepro.2021.130057

» Mondal, J., & Chakrabarti, S. (2021). The abandonment behaviour of the branded app consumer: A study using interpretive structural modelling approach. *Journal of Retailing and Consumer Services, 63* doi:10.1016/j.jretconser.2021.102695

» Pratap, S., Jauhar, S. K., Paul, S. K., & Zhou, F. (2022). Stochastic optimization approach for green routing and planning in perishable food production. *Journal of Cleaner Production, 333* doi:10.1016/j.jclepro.2021.130063

» Qamar, Y., Agrawal, R. K., Samad, T. A., & Chiappetta Jabbour, C. J. (2021). When technology meets people: The interplay of artificial intelligence and human resource management. *Journal of Enterprise Information Management, 34*(5), 1339-1370. doi:10.1108/JEIM-11-2020-0436

» Rai, S. S., Das, D., Ganguly, K., Giri, S., & Mishra, S. K. (2021). Stage-wise responsiveness in supply chain: Reference from the indian garment industry. *International Journal of Logistics Systems and Management, 39*(4), 409-436. doi:10.1504/IJLSM.2021.116847

» Roy, V., & Srivastava, S. K. (2022). The safety–quality dominant view of food chain integrity: Implications for consumer-centric food chain governance. *International*

Journal of Management Reviews, 24(1), 3-24. doi:10.1111/ijmr.12258

» Roy, V., Vijay, T. S., & Srivastava, A. (2022). The distinctive agenda of service failure recovery in e-tailing: Criticality of logistical / non-logistical service failure typologies and e-tailing ethics. *Journal of Retailing and Consumer Services, 64* doi:10.1016/j.jretconser.2021.102837

» Sadiq, M., Bharti, K., Adil, M., & Singh, R. (2021). Why do consumers buy green apparel? the role of dispositional traits, environmental orientation, environmental knowledge, and monetary incentive. *Journal of Retailing and Consumer Services, 62* doi:10.1016/j.jretconser.2021.102643

» Singal, M., & Batra, S. (2021). The role of socioemotional wealth and entrepreneurial orientation in family-managed hotels. *Journal of Hospitality and Tourism Management, 49*, 204-213. doi:10.1016/j.jhtm.2021.09.012

» Srivastava, A., Kumar, P., & Mateen, A. (2021). Supplier development under cooperative and non-cooperative investment structures. *Benchmarking, 28*(10), 3137-3160. doi:10.1108/BIJ-09-2020-0502

» Vadivel, S. M., Sequeira, A. H., Jauhar, S. K., & Chandana, V. (2022). *Tamilnadu omnibus travels evaluation using TOPSIS and fuzzy TOPSIS methods* doi:3_9-96299-030-3-978/10.1007

» Ali, A., & Bashir, H. A. (2022). Bibliometric study on asset pricing. *Qualitative Research in Financial Markets, 14*(3), 433-460. doi:10.1108/QRFM-07-2020-0114

» Bansal, M., & Bashir, H. A. (2022). Business strategy and classification shifting: Indian evidence. *Journal of Accounting in Emerging Economies,* doi:10.1108/JAEE-03-2021-0099

» Batra, S. (2021). Case analysis II: AGR challenge for bharti airtel and vodafone idea. *Vision, 25*(2), 258-260. doi:10.1177/0972262921993602

» Chakraborty, K., Mukherjee, K., Mondal, S., & Mitra, S. (2021). A systematic literature review and bibliometric analysis based on pricing related decisions in remanufacturing. *Journal of Cleaner Production, 310* doi:10.1016/j.jclepro.2021.127265

» Datta, S., & Utkarsh. (2022). A qualitative study proposing service quality dimensions for video-on-demand services through over-the-top medium. *International Journal of Pervasive Computing and Communications,* doi:10.1108/IJPCC-05-2021-0122

» Devi, Y., Patra, S., & Singh, S. P. (2021). A location-allocation model for influenza pandemic outbreaks: A case study in india. *Operations Management Research,* doi:10.1007/s12063-021-00216-w

» Jauhar, S. K., Amin, S. H., & Zolfagharinia, H. (2021). A proposed method for third-party reverse logistics partner selection and order allocation in the cellphone industry. *Computers and Industrial Engineering, 162* doi:10.1016/j.cie.2021.107719

» Jauhar, S. K., Raj, P. V. R. P., Kamble, S., Pratap, S., Gupta, S., & Belhadi, A. (2022). A deep learning-based approach for performance assessment and prediction: A case study of pulp and paper industries. *Annals of Operations Research,* doi:10.1007/s10479-022-04528-3

» Kasa, S. R., & Bhattacharyya, M. (2021). A statistical test for detecting dependency breakdown in financial markets. *SN Computer Science, 2*(4) doi:10.1007/s42979-021-00671-z

» Koshta, N., Devi, Y., & Patra, S. (2021). Aerial bots in the supply chain: A new ally to combat

COVID-19. *Technology in Society, 66* doi:10.1016/j.techsoc.2021.101646

» Kumar, A., & Chakrabarti, S. (2021). Charity donor behavior: A systematic literature review and research agenda. *Journal of Nonprofit and Public Sector Marketing,* doi:10.1080/10495142.2021.1905134

» Kumar, A., Iqbal, N., Mitra, S. K., Kristoufek, L., & Bouri, E. (2022). Connectedness among major cryptocurrencies in standard times and during the COVID-19 outbreak. *Journal of International Financial Markets, Institutions and Money, 77* doi:10.1016/j.intfin.2022.101523

» Pathak, S., Krishnaswamy, V., & Sharma, M. (2021). Big data analytics capabilities: A novel integrated fitness framework based on a tool-based content analysis. *Enterprise Information Systems,* doi:10.1080/17517575.2021.1939427

» Sachdeva, L., Bharti, K., & Maheshwari, M. (2021). A five-decade review of gender-based occupational segregation: A bibliometric study of influential authors, institutions, and research clusters. *Australian Journal of Career Development, 30*(2), 117-128. doi:10.1177/10384162211006951

» Samal, A., & Chatterjee, D. (2022). A moderated-mediation approach to LMX-outcome relationship in M&A. *Journal of General Management, 47*(3), 168-179. doi:10.1177/03063070211013331

» Samanta, A. K., Varaprasad, G., & Padhy, R. (2021). A systematic review of empirical studies pertaining to lean, six sigma and lean six sigma quality improvement methodologies in paediatrics. *International Journal of Business Excellence, 23*(1), 18-32. doi:10.1504/IJBEX.2021.111936

» Sengupta, M. (2021). A turnaround fuelled by transformational leadership. *South Asian Journal of Business Studies,* doi:10.1108/SAJBS-01-2021-0025

» Singh, V. P., & Ganguly, K. (2021). A supporting framework for estimating no fault found cost: Development and application in the aircraft MRO industry. *Journal of Quality in Maintenance Engineering, 27*(4), 611-632. doi:10.1108/JQME-01-2020-0005

» Ullah, A., Idrisi, A., Khan, M. M., & Islam, K. M. B. (2021). A comprehensive review of agricultural policies in india. *Driving factors for venture creation and success in agricultural entrepreneurship* (pp. 171-179) doi:10.4018/978-1-6684-2349-3.ch008

» Utkarsh, & Sigala, M. (2021). A bibliometric review of research on COVID-19 and tourism: Reflections for moving forward. *Tourism Management Perspectives, 40* doi:10.1016/j.tmp.2021.100912

» Yadav, A. (2022). *Can gamification define consumers' response toward brands? examining the impact of gamified health and fitness applications on purchase intentio*n doi:10.1007/978-981-16-9272-7_16

» Yadav, A., & Chakrabarti, S. (2022). Brand hate: A systematic literature review and future research agenda. *International Journal of Consumer Studies,* doi:10.1111/ijcs.12772

Student Activities

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 act 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 activity 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, once in a year, review the structure of all the student bodies and make changes 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, has to be in cognizance of all the 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 Co-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.

As a part of the Covid-19 initiative, the Student Council along with Student Affairs Committee distributed essential food grains as a part of the CSR activities.

COMMITTEES

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 fulfillment of academic requirements by students

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

» Coordinate the Foreign Language Training Programmeme

» Promote learning through social media initiatives

» Helping students make informed decisions regarding electives

» Designing and curating content for the Research newsletter "AcadEdge"

Activities / Events

MBA Series

Armed Forces Veteran Colonel M Giridhar interacted with the students of IIM Kashipur under our flagship event "MBA Series" and provide them valuable life lessons on the topic "Management from a non-corporate lens".

Guru Nishtha

We conducted "Guru Nishtha" where we host eminent professors from different domains and gauge valuable life lessons from their experience.

Session I

We conducted First session hosting Prof. Rahul Mukherjee, faculty of IIM Calcutta.

Session II

Second session was conducted by Prof. Mahadevan of IIM Bangalore on the topic "Management Paradigms from Bhagavad Gita".

Session III

We conducted the 3rd session of the series, with guest speaker Prof. Rakesh Godhwani of IIM Bangalore Topic for the session was "Persuasive Communication and Charismatic Leadership".

Faculty Talk Series

We have introduced a new initiative "Faculty Talk Series "where we have curated this initiative for the students with the aim of providing them with an opportunity to learn from our faculty about various topics outside of the MBA curriculum, which will help them in gaining new perspectives to develop an erudite understanding across domains.

Session I

The first session was conducted by Prof. Vaibhav Bhamoriya on the topic "Competing on Value rather than Price".

Session II

The second session was conducted in offline mode on 10th December 2021 by Prof. Abhishek Srivastava on the topic "Impact of Unauthorized Selling on Brand's profitability and Consumer Behavior".

Session III

We conducted the third session of our initiative "Faculty Talk Series" in online mode. The session was conducted by Major Vandana Sharma on the topic "Nailing Career Transitions".

Session IV

The fourth session of this series was conducted by Prof. Safal Batra on the topic "Entrepreneurial Life Lessons".

Guest Sessions

Guest lecture by Prof. Aswath Damodaran

Academic Committee arranged a guest lecture by Prof. Aswath Damodaran from Stern School of Business at New York University. He addressed various aspects of business valuation through this session. The 90 minutes session experienced a great footfall from the students of first year, second year and Alumni of IIM Kashipur.

Workshops

Paytm Investor Education Programme

Collaborated with Paytm money for Investor education programme for students to help them understand personal finance so that they can start their investment journey. It was a 90-minute online session, conducted by industry expert Mr. Sankha Mukherjee who covered various topics about financial planning, risk profiling, and investment instruments. Through this comprehensive workshop, students were able to understand the basics of investing in the stock market.

Academic Writing Workshop

Conducted one academic writing workshop on 7th November this workshop provided students with an opportunity to develop an understanding of the basic tenets of academic writing, frame, and structure report ideas cohesively, understand the nuances of writing different sections in a report and Incorporate evidence and avoid plagiarism. This was especially helpful for academic projects and dissertation writing.

Social Media Initiatives

"Mavens of Academia"

We Introduced a new social media initiative "Mavens of Academia", where we make LinkedIn posts about all the great leaders and teachers who have contributed to the field of academia. For the first post, we wrote about the contributions of Rabindranath Tagore.

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. This year, because of the ongoing pandemic, we have engaged alumni through our various social media campaigns and virtual interactions. 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 Programme, 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

Virtual Reunion

In line with the vision of our chairperson Prof. Rachita Gupta and adapting to the new normal, Team ARC initiated virtual reunions for the PGP (MBA) and the EPGP (MBA-WX) alumni batches. These meets converged into profuse discussions on institution building and understanding the expectations of Alumni for and from their Alma mater. We are thankful to our Director Prof. Kulbhushan Balooni, ARC Chairperson Prof. Rachita Gupta , Prof. Kunal Ganguly, and Prof. Kewal Badhani to have graced the occasion with their presence. In line with the vision of ARC, it is one of our top priorities to integrate a strong bond with our alumni to fixate upon the oneness of IIM Kashipur.

Mentorship Programme

The Alumni Mentorship Programme features one-on-one interaction with the knowledge experts in specific domains and roles. Not only does it provide the students with an opportunity to learn from the experiences, both personal and professional, of the alumni and get ahead of the curve, but also gives them a chance to expand their network.

AI-Prep / AI-Speak Series

AL-Speak is the alumni guest lecture series while AI-prep is the alumni webinar series. They aim to invite the Alumni as guests to speak from their experiences in the industry and provide the students with an overview of the amalgamation of learnings obtained from MBA and its practical application to real-world challenges. These sessions target providing a spark to intellectual discussions among the peers in addition to providing an opportunity for the students to connect with the alumni.

Panel Discussion

Panel Discussion is a platform for the alumni to share their knowledge and debate various topics. The panel consists of selected expert alumni who present their views and insights to drive the discussions and induce cross-batch interactions amongst the alumni.

Alumni Unplugged – Podcast Series

To substantiate the expansion of online interactions, team ARC started a Podcast series. The alumnus in focus drives the podcast, which traverses through candid interactions to erudite discussions transcending into knowledge-packed sessions.

Pre-Convocation

After the forced hiatus for a year due to COVID, we coordinated the Pre-Convocation for the convocation batches of the last 2 years. We would explicitly like to convey our gratitude to all the student bodies who helped us in the successful virtual event. We also assisted in the creation and distribution of the Alumni Cards and POR Certificates.

CORPORATE RELATIONS COMMITTEE

Corporate Relations Committee create a platform for enhancing and maintaining the corporate presence of IIM Kashipur by acting as a facilitator for interaction between the students, academics, and industry. With such endeavors, the efforts would be towards all-round learning by engaging corporate leaders from various domains like Finance, Marketing, Economics, Operations, Strategy, Analytics & HR through Leadership Talk Series "Tejas". Along with this, another objective would be creating a hand- on learning experience by collaborating with the budding corporates and providing a live project opportunity for the mutual benefit. We also conduct domain specific conclaves like Vriddhi (Finance Conclave), Vishleshan (Analytics Conclave), Vilekh (Operations Conclave) and Advika (International Women's Day Conclave) with an objective to provide an opportunity for students to interact and learn from the discussions of the pioneering industry leaders form the respective fields on the trending topics.

Activities / Events

Guest Lectures

Some industry leaders from reputed companies like Mr. Kaushik Mitra, Vice President, and CFO of PepsiCo; Ms. Vishakha R M, MD & CEO of India First Life Insurance; Ms. Amnah Ajmal Sharma, Group Executive-Merchants, Acceptance & Digital Partnerships, MasterCard; Mr. Rajneesh Jain , CFO , Reliance Jio; Mr. Aditya Pal Singh , Director Head Talent Acquisition, Informatica; Mr. Pramil Govil , Director, Bain & Company delivered an insightful session on various topics including "Business Economy and HR in the new normal" , "How Artificial Intelligence is Transforming Banking & Finance", "Culture, Leadership, and digital transformation", "Film making and film marketing", "Things that really matter - Leadership Lessons", "Changing Landscape of Marketing - Mapping Customer DNA" and many more. The committee also conducted a live interaction with Mr. Pankaj Advani, an evergreen achiever, and the only player in the world to have won World Championships in all formats of billiards and snooker, as well as the most IBSF World Championships in both. Indian government has honoured him with various major national awards, including the Arjuna Award in 2004, the Major Dhyan Chand Khel Ratna in 2006, the Padma Shri in 2009, and the Padma Bhushan in 2018.

Summary of the Corporates that we Collaborated with for Guest Lectures and Conclaves for the academic year 2021-2022

Conclaves

Vriddhi (Annual Finance Conclave) – It was conducted on 16th October 2021. We had guests from five reputed organisations -: Mars, Liberty House Group, L'Oréal, Magic bricks and JCB India, Nike. The panel discussion on the topic "Risk Management and Growth in Current Times".

Vishleshan (Annual Analytics Conclave) – It was conducted on 4th December 2021. We had guests from five reputed organisations -: Cognizant, Zee Enterprises Ltd., Google Operations Centre, Tech Mahindra, and Barclays. The panel discussion on the topic "Analytics – Bridge Connecting the Present to The Future".

Vilekh (Annual Operations Conclave) – It was conducted on 4th February 2022. We had guests from five reputed organisations -: Apollo Hospitals, Genpact, Schindler India, GE Gas Power, and Schneider Electric. The panel discussion on the topic "Decoding the Future of Operations & Supply Chain in the Post Pandemic Era".

Advika (International Women's Day Conclave) – We also conducted our flagship International Women's Day Conclave,

"ADVIKA" on 8th March 2022 which celebrates the Women Leadership of our country. Six prominent women leaders from the top corporates Like Tesla, Microsoft, Optum, Freshworks, Ranstand and Reliance had been a part of the platform and enlightened the students on the subject "Onwards & Upwards – the Era of Empowered Women".

LinkedIn Initiatives

LP Dairies – The experiences of the POC of the organization and as well as of the students are captured while working with each other and partnering with the institution.

Abhigyaan | Leadership Insights –The distinguished leaders share quotes of their corporate experience before their Guest Lecture

Thank You Posters for Guest Lectures and Conclaves – We thank the industry leaders to have collaborated with us and addressing the students through their insightful sessions.

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.

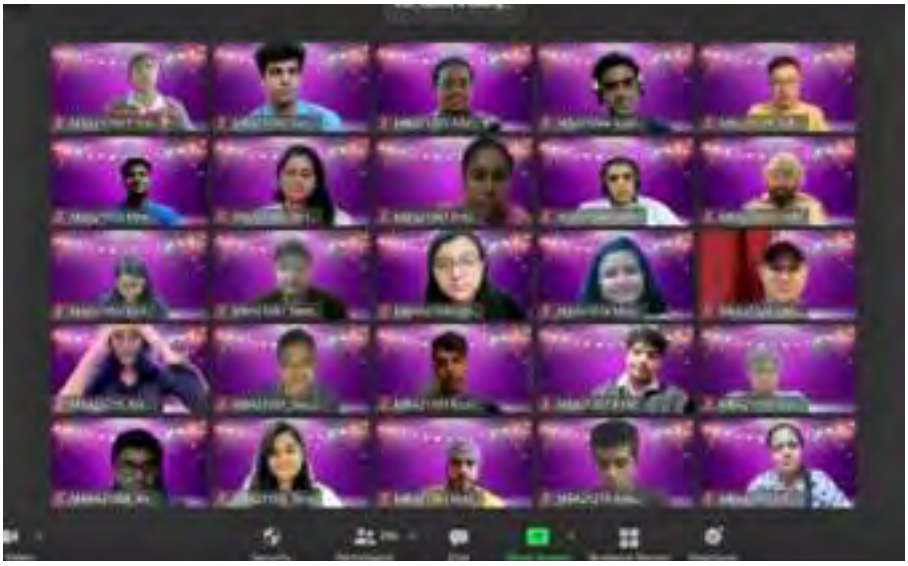
The Cultural Committee aimed at bringing out the best in students acts as a facilitator and catalyst that infuses the campus with fervour and excitement all around the year. Boasting a wide range of cultural events and engagements, we aid with the overall development of students and build a healthy competitive 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.

From organizing various get-togethers, celebrating different cultures of our great nation to the intensely competitive jewel of all events, the 72 hour long annual fest of IIM Kashipur, Agnitraya, an amalgamation of management, cultural and sports events.

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 PGP 2020-22 spoke their hearts out at the end of their tenure and MBA 2021-23 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.

All these events were convened successfully despite the presence of Covid-19. Many of our friends could not join us on campus so we conducted some of our events in a hybrid format while the pandemic was still on. Many events were conducted for the online audience so as to indulge them in the cultural happenings through the year. We also streamed entire events which were conducted offline for the students at home. Students showcased their talents in our junior vs senior event - Prarambh and all the colourful cultural festivals of India, right from their homes! The events on campus were convened following proper social distancing norms keeping everyone's safety in mind.



Activities / Events

- Agnitraya – a 72-hour national level fest at IIM Kashipur
- Celebrating all the cultural festivals like Onam, Durga Puja, Diwali, Holi, Makar Sankranti, and Christmas Day, among many others.
- Conducting events in the domain of music, dance and drama.
- Prarambh – Battle between first- and second-year students of MBA
- Kashipur Nights - Cultural Evening filled with dance music and fun.
- Independence Day, Republic Day, Women's Day, Teachers Day
- Signature Day - A Day of collecting memorabilia for the Senior batch
- Masquerade Night

INFRA-IT COMMITTEE

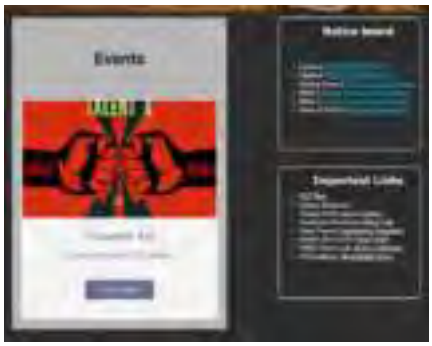
The Infrastructure and IT Committee acts as a liaison between the administration and students to ensure the smooth functioning of the campus infrastructure with the assistance of the Hostel Office, Estate Department, and Project Office. The Committee ensures the availability of a stable internet connection 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

- Opening of Amul and Nescafe Parlour
- Beehive removal
- Implementing COVID guidelines at the campus
- Upgradation of Grid-Kashipur
- Installation of Multiple wastebins in Nescafe and Gate 1 shops
- Swift procurement of Moonlights



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 Programmes and Faculty Exchange Programmes 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), ESDES 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 programme with these partners.

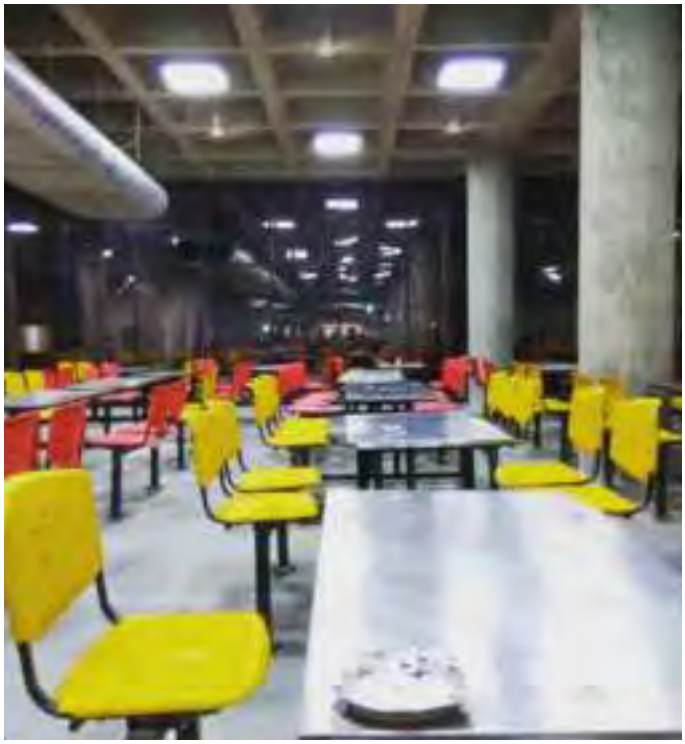
In 2022, the team successfully organized the third edition of its flagship event – Model United Nations with the aim of fostering ideas and discussions around global issues. Model United Nations is an educational simulation, an academic activity, in which students primarily can learn about diplomacy, international relations, and the United Nations. It provides an opportunity for students across the country to debate issues that concern world leaders and to draft resolutions in response to these global issues. It is worth noting, that the MUN was executed wholly on a virtual mode with provisions for specialized training sessions for first timers and moulding of proceedings to fit into a digital mode. This year, IIM Kashipur MUN had its first even foreign participant (delegate) from the United Arab Emirates.

International Relations Committee also had the privilege to organize the Generation Connect Youth Summit in IIM Kashipur, where the institute served as a hub after being granted membership of the International Telecommunication Union, a United Nations body for Information and Communication Technologies. We are also the first IIM to be granted membership along with other prestigious institutes from diverse fields of academia.

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.

MESS COMMITTEE

The IIM Kashipur hostel mess is managed by a Mess Committee, one of the student bodies of the institute. The Students Mess of IIM Kashipur is responsible for providing hygienic, healthy, and nutritious food to the IIM Kashipur fraternity. The mess is an independent, not for profit organization, run and managed completely by the students who cater to the needs of 650 plus students and various other stakeholders such as faculty, officials, academic associates, Executive / Management Development Programmes and administrative staff throughout the year. We ensure that students are served nutritious meals to help them cope with the rigor of academics and extracurricular activities on the campus.



As part of the Mess Committee, students get an all-round exposure of running an entire organization on full scale for 2 years. Each activity, right from the procurement of menu items to deciding menu to managing the staff to collecting mess fees to giving salaries is handled by the student members. The mess operates in a dynamic and an ever-changing environment which requires proactive thinking and spontaneous decision-making ability. With tasks such as in-house inventory management, negotiations, procurement (supply-demand cycle), sourcing, budgeting, financing, and HR management to handle day in and day out, the team becomes competent at handling an actual business.

Tiffin Delivery Service for Quarantine Blocks

The entire world was under lockdown in the first half of 2020 on account of rapid spread of the novel Corona Virus. Our institution opened for students (especially those from remote areas with abysmal internet connection) in September and they were required to stay in quarantine for a duration of 14 days in their respective hostel rooms before coming out in the campus and in touch with anyone else. In terms of food distribution, the situation was such that it demanded us to adapt and to ideate keeping in mind the Govt. stated COVID norms. The students couldn't come to the mess for their meals during quarantine, so we took upon us the onus of providing freshly cooked food to them at their hostel room doorsteps (in quarantine blocks). This has been going on since September and will be continued until we find a definitive cure (vaccine) for the disease. With the same number of mess staff, we delivered tiffin boxes 4 times a day to quarantined students ranging from 20-70 (15000+ deliveries in total) in numbers as well as kept the mess fully functional. Even though our staff was doing doorstep delivery for the first time, they were able to distribute & collect tiffin boxes timely and efficiently, with no quarantined student ever missing a single meal.

Regional Palate

Our institute is an amalgamation of people from different culture and parts of the country, who have their unique food preferences. We can't possibly accommodate these preferences in our regular menu, so we came up with the idea of Regional Palate, where we serve popular food from a particular region once every month. To implement this idea, we randomly pick a region and take the help of a student(s) from the selected region to suggest popular dishes and to even help our chefs cook them properly if required, to do justice to the regional palate. So far, we have covered regions like Punjab, South India, and there are many more in our list to be covered soon. The regional palate garnered quite some appreciation from the batch and the faculty alike, making it a hit amongst the students, and leaving them wanting for more.

Activities / Events

- Mess menu development
- Staff management
- Food procurement
- Finance management
- Special meals on festive occasions
- Mess services at MDP / Institute Programs / Academic Programmes

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 20-21
- Media promotion of IIM Kashipur across social media and traditional media
- Pre- and post-event branding of 8th Convocation 2021
- Promotion of 10-Year anniversary of IIM Kashipur
- Promotional campaigns of the flagship events Agnitraya, Uttishtha, Samanvaya, TedX, Tejas, MBA lecture series, etc.
- Managing the content of IIM Kashipur website

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. We also hosted the first Chakravyuh, witnessing intense competition from the participating teams: IIM Rohtak, IIM Sirmaur & IIM Kashipur, with the home team emerging as the winner of the competition.

Activities / Events

Chess-e-thon 2.0 – 18-19 September 2021

The tournament was open to the MBA 1st year 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.

Exhibition Matches

04 - 09 October 2021

The sports committee also conducted various exhibition games for MBA 1st year playing against each other in basketball, cricket, futsal and other sports.

Frantic Fantasy Freaks (FFF)

10 - 16 October 2021

FFF was a fantasy league competition based on the knockout stages of IPL. Students participated in teams of 2-3 members. Each team was given a budget and they could buy players from the 4 IPL teams that had qualified for the knockout stages while satisfying many constraints such as minimum and maximum number of batsmen, bowlers, foreign players etc. Each player was assigned points according to their real-life performance and the team with the highest overall points at the end of the finals were declared the winners.

Sangraam (MBA 2nd Year)

15 – 07 November 2021

Sangraam is the major event of Sports Committee IIM Kashipur which aims at promoting collaboration and healthy competition amongst the MBA2 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.

Sangraam (MBA 1st Year)

01 - 26 December 2021

Sangraam is the major event of Sports Committee IIM Kashipur which aims at promoting collaboration and healthy competition amongst the MBA1 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.

Sports Cartel

21 January - 10 February 2022

Sports Cartel is an online quiz competition where we post an online sports related question daily for continuous 21 days on fixed time. The person with most point after the 21 days will be declared as the winner.

Prarambh 5.0

27 January - 3 February 2022

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 particular batch.

KPL 8.0

29 January - 24 February 2022

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 8.0 edition witnessed 125 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 eighth version of the event. Above all, the Sports community of IIM Kashipur has always dwelled on the writing, PLAY HARD, PLAY FAIR.

Agnitraya 8.0

11 – 13 March 2022

Organized 7 Intra college sporting events and 1 inter-college event with prize money worth Rs 34,000 in Agnitraya 8.0. These events included a first-time all-girls event and a triangular cricket series between mess staff, administration staff and students.

ACADEMIC CLUBS

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

- » Consulting Management Bootcamp – An Interactive Case Study Discussion
- » Ranbhoomi – Annual Pan India Case Study Competition
- » Endgame - National Business Simulation Game
- » Consulting Knights – National Level Case Study Competition
- » Foresight Series - An Intra-college Event
- » Consilium Insider – Monthly Newsletter
- » Disquisition – Pan India Article Writing Competition
- » Consilium Conversations - Strategy Talks Series

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, etc, 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

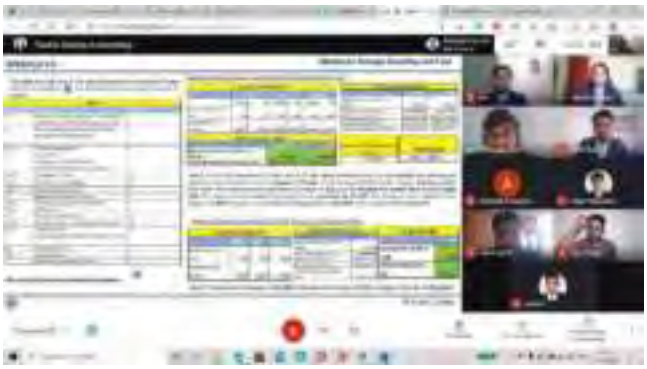
- Scribble Dribble
- A Week in the Life of an HR
- Pragyan – The Flagship Case Study Competition
- Ignite
- HResilience
- Netrutva
- DecipHR

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
- Digital Marketing and FMCG Marketing Workshop by ForeVision
- Ambush Marketing
- Guerrilla Marfair
- Product Resurrection
- Online week of Social Media Marketing
- Meme-omento
- DumbCharAds
- Pitch Please



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-Hunt (Intra-College Competition)
- » KPMG Six Sigma Green Belt Certification
- » Opsfeed - Monthly Newsletter
- » Ops-Hunt (Intra-College Treasure hunt Competition)
- » Ops Write (PAN India article writing competition)
- » Osmosis (PAN India Quiz Competition)
- » Ops Blaze (PAN India Simulation Competition)
- » Operacle (PAN India Case Study Competition)

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.

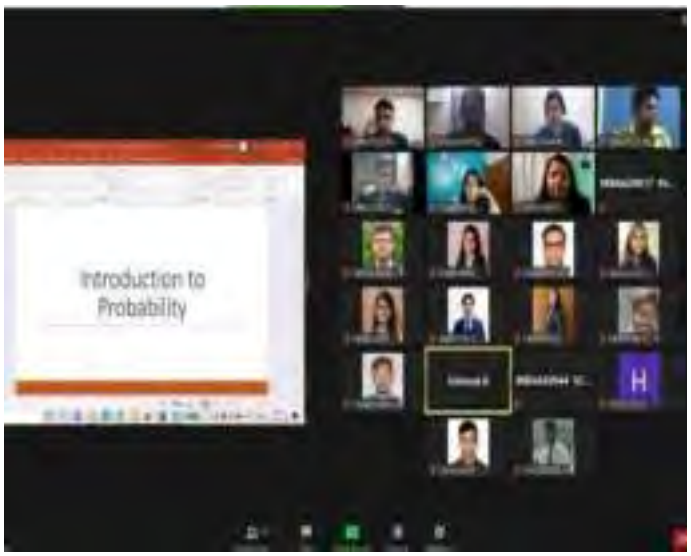
Economics club was founded in the year 2019 as an interest-based club to impart knowledge and invoke discussions and conversations about the field of economics and to highlight its importance and linkages to different areas of business. Late American scholar Warren Bennis said that “Success in management 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
- Arthat- National case study competition
- Game of Econs
- Pre budget analysis, post budget analysis
- Infographic making competition
- Filmonomics
- Union Budget Discussion
- Newsletter
- Knowledge sharing sessions

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
- Pan India Competitions - Aestimatus, Open Outcry and The Simulation Challenge
- Intra College Events and Competitions - Bulls Eye and High Stakes

Workshops

a. Equity Research, Valuation and Financial Modelling

b. Credit Rating and Corporate Risk Analysis

- Knowledge Sharing Sessions and Quizzes – FinLeague
- Guest Lectures - Money Matters (Session over Investment Strategies from practitioner's perspective), CFA Info Session and Bloomberg info session
- Initiatives - CFA Institute Affiliation and compliance

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
- Quiznalytics
- Certifications courses (CPBA, SQL, Visualization)
- Content Creation
- DataSights
- Coherence
- Dashboard wars 1.0
- Decipher IT!

INTEREST BASED CLUBS

ECOLOGY CLUB

The Ecology Club of IIM Kashipur is a dedicated student body working towards adoption of environment friendly activities and ideas for developing our campus into a sustainable ecosystem. It is an initiative by a few like-minded individuals who felt it necessary to get together and put efforts for the place they live in. We work for reducing plastic usage, taking care of all community animals, promoting reusage, restoring of waterbodies and creating awareness about various environmental issues. We coordinate with multiple student bodies of the campus for making IIM Kashipur a greener and cleaner campus.

Activities / Events

- Sterilization of dogs- Conducted by Ecology Club
- Vaccination drive- Conducted by Ecology Club
- Christmas Green tree event- Conducted by Ecology Club
- Energy Conservation Day- Conducted by Ecology Club
- Prakriti Khoj - Conducted by Ecology Club
- Eco-Lution - Organized by Ecology Club
- Green Ideation 2.0 - Organized by Ecology Club

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

- » La Tour de Kashipur & La Tour de Corbett – Fitness and cycling competition
- » Paryatan Quiz and Voyager of the year: PAN India Quiz and article writing competition
- » Social Media- Safarnama, Travel bucket list and Virtual Khoj
- » The Tourist – PAN India case study competition based on the problems prevailing in the tourism sector of India

'Explorer of the Month' (Left) and Tour de Corbett (Right) by Expedition Club, IIM Kashipur

FOREIGN LANGUAGE AND CULTURE CLUB

"Blessed are curious for they will have adventures." Few to be named, Spanish workshop: El mundo es un pañuelo. (It's a small world.) We brought the fourth most spoken and second most studied language in the world to the Kaspians. It was a two-day workshop, where we served alphabets, greetings, basic grammar, cultural, and business etiquette in one balanced platter. Here, exciting facts, games and quiz were staged along with the basics.

FLCC Note: Imagine yourself as a Managing Director of Kellogg's and you realize that more than half of the Indians do not prefer cereals for breakfast. You plan to revolutionize the breakfast habits in India and wish to change the product offerings of Kellogg's in the country. Would you still stick to the same cereals? Or try to bring in a new product that satisfies the Indian taste buds? Will the new product be completely palatable according to Indians? Yes, because we don't prefer bland food, right? Now, do you see how cultural influence comes into play! This is exactly what we do here.

Word Workout: Here, we share foreign phrases and words introduced to the English language with etymologies from other countries. These words and phrases are also enthralling flashbacks into the ever-evolving universe of language and how it evolves as history unrolls. We planned to build a multilingual social media presence to develop an interest and knowledge about various foreign languages among the students without much effort. These words are selected after proper research and posted (such as Deja vu, Vis-a-vis, Alma mater, Schadenfreude) on social media handles with the official hashtag #Get_LingoED_with_FLCC.

Duolingo Competition: A month-long language competition on the Duolingo platform intrigues the students to learn a foreign language in an interactive environment.

FLCC Kuizu: Quizzes on foreign culture, language, etiquettes and business, aiming to test the knowledge and keep the students aligned with the international trends.

Halloween: It was a fun-filled evening with costume design - a creativity showdown and cyber hunt- where students participate in teams in a 24-hour staggering hunt.

Pandemonium (Left) and CS Night (Right) by Gambit at IIM Kashipur

GAMBIT

GAMBIT is the official Gaming Club of IIM Kashipur and hosts games of all genres at IIM Kashipur from PC games like FIFA, Valorant etc. to hosting Poker nights and other competitive gaming events. We provide opportunities for all gamers (professional or amateur) or non-gamers to have fun and showcase their skills at the events held throughout the year. We have a plethora of games and events which we conduct for enhancing team building and strategizing skills in the students. We provide you a platform to socialize, interact and have fun amidst the hustle and bustle of the MBA programme. Last year we conducted Intra college events for Tekken, FIFA, BGMI, Poker night. For inter college we conducted 8-Ball pool, BGMI, Valorant, DOTA 2, Rocket League and Tekken and Fifa were conducted offline at campus.

All list of activities/ games:

- Poker Night
- FIFA
- Valorant
- 8 ball pool
- BGMI
- Tekken
- Rocket League
- Dota 2

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, Coalescence and TedX along with Kafoconia and 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

- Photo of the Month
- Photo of the week
- Camera On: A Pan India Photography competition
- Click & Blink: A Pan India Photography competition under Agnitraya
- Pradarshini: A photo exhibition showcasing pictures submitted by faculties and students
- Photo walk
- Festive features
- Covering the event organized by all the student bodies within campus

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 - Perspective, Chai pe Charcha and Sentence Sneak
- Pan India Event - Abhivyakti
- Initiatives - Book Review and Dequote
- Activity - Yearbook

PARWAAZ

Parwaaz gives wings to imaginations. It strives to develop interest among students towards theatre and performing arts. It provides a platform where students explore characters and different situations, which in turn leads to self-exploration. It aims to develop creative thinking, public speaking, teamwork and confidence among the students using theatre as a medium. The club organizes various theatre events, theatre workshops, one of its kind case-based theatre competitions and participates in theatre competitions across the country.

Activities / Events

- Dussehra Play - Corporate Ramleela
- Diwali Play – Homecoming
- Scene Kya Hai
- Street Play for Uttarakhand State Election Campaign
- Boardroom Drama

QUEST YEAR (2021-22) IN A Nut Shell

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

Weekender

This is a series of 4 quizzes held during the academic year 2021–22. Each quiz was conducted through Google Forms and had a duration of 15 minutes. A leader board was maintained following each quiz. The top three teams were awarded prizes.

Kashipur Quizzing League (KQL)

The event was a series of four quizzes held during the academic year 2021–22. Each quiz was based on a different theme. The students participated in the event in a team of 1/2/3. Each quiz provided cash prizes to the top two teams. A leader board was maintained following each quiz. The league's top three teams were awarded prizes.

Jr. Initiative

As part of the Junior Initiative, an offline quiz contest was held, with the theme of cartoons, anime, and comics, titled The KartoonKwiz. It was a 3-round event. The quiz was created to capture the essence of nostalgia and to take participants on a journey through reminiscence. The top 3 teams were awarded the prizes.

The Good, The Bad & The Qrious -This was the inaugural year of our Pan-India quizzing festival, which featured two events: The Great India Quiz, an All-India Open Quiz that saw participation from schools, undergraduate institutions, and even corporations; and Questopia, an exclusive treasure hunt for college-level students. The quizzing festival saw the participation of more than 1200 teams. Both events' preliminary rounds were held on the Unstop platform, while the final rounds were hosted on the Zoom platform. At each event, the top three winners received cash prizes and certificates.

W.T.F! (World, Travel & Fashion)

As part of Agnitraya 8.0, we hosted an All-India Open Quiz, W.T.F! (World, Travel & Fashion). The quiz covered a variety of topics, including the world, the travel industry, and the world of fashion. The event saw the impressive participation of 250+ teams. It consisted of three rounds—a qualifying round and two final rounds. The top 10 teams qualified for the final rounds. The quiz drew contestants from schools, colleges, B-Schools, and even corporations.

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- "KaspianMeloBees" 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

Music Trivia

An Online music quiz competition which included 3 rounds. For this quiz students were required to participate in 2. The rounds conducted included BGM, Photos from the music Videos of the songs etc. Around 50 teams participated in the event.

Jam Session

Jam session is a fun event which does not include any kind of competition. The event is organized by the club to engage students in fun, soothing and enjoyable musical night. In this event students were encouraged to sing and perform.

Kaspian Idol

It was an online Intra-college solo singing and solo instrumental competition. The participants were required to share their performances through a google form that was floated through mail. There were 2 winners for both Singing and instrumental category.

Golden Mic

It was a Pan India solo singing and solo instrumentalist competition. It was a one round event where participants had to share their videos by registering for the competition on D2C. Both the singing and instrumental were judged based on the judging criteria which was pre decided.

Swarank

It was an Online Pan India Medley singing competition which was organized during Agnitraya 8.0. The event consisted of two rounds (Round-1 was solo singing and Round-2 was medley of 3 different Genres. The event was conducted through D2C.

Surabhi Series

It is an Instagram initiative where we share musical facts with the help of posters.

Rhapsody Series 2.0

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 ameaningful 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 caterto 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

Buddy Programme

One-on-one interaction, which aims fostering amiable bond and they get a buddy to share their experiences and problems with them.

The why behind D and I

Panels from different fields will give their opinion or will debate on a topic related to D&I issues or policies.

How you doing

Fun-filled session with games and lost of entertainment accompanied with learning as well.

Redefining abilities session

An interactive guest session from the specially ables guest to understand the intricacies of their lives and importance of diversity.

PoSH Workshop

Workshop addressing the Prevention of Sexual harassment at the workplace.

Prism 1.0

Pan India competition.

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.

Activities / Events

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.

WhizSpree

Annual Movie Trivia Quiz Competition for IIM Kashipur fraternity, where students are quizzed regarding movies, TV series, documentaries all around the world. These ultimate movie quizzes will challenge the students to test and explore their knowledge and passion for movies from all the genre out there.

Article Writing Competition

Article writing competition (<1000 words) on a particular management theme of movies. The event was conducted on D2C. 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.

TOASTMASTERS CLUB

Toastmasters International is a non-profit educational organization that teaches public speaking and leadership skills through a worldwide network of clubs. Headquartered in Englewood, Colo., the organization's membership exceeds 357,000 in more than 16,600 clubs in 143 countries. Since 1924, Toastmasters International has helped people from diverse backgrounds become more confident speakers, communicators, and leaders. The IIM Kashipur Toastmasters club conducted a total of 13 Club meetings, conducted virtually in the Academic Year 2020-21. Each meeting carried a unique theme and saw active participation from all the club members. The also collaborated with Toastmasters clubs from institutes of global repute such as National University of Singapore and Imperial College of London. The club won accolades by securing first and second positions in Area Level speech and evaluation contests. The club also awarded four Level 1 certifications in this period.

UNSTOP IGNITERS CLUB

Unstop (D2C) Igniters is a club that fosters a culture of competitiveness, learning, and growth and aims to create an environment that provides an opportunity for students to showcase their talent and skills in various corporate and B-School events.

Igniters club works round the year helping all the clubs, committees, and cells to list their events on Unstop platform and promote their events on the featured space of Unstop platform which allows the events to reach and bring participants from all over India. Experience of the students performing well and acing the corporate and B-school competitions are shared with the entire batch and with Unstop community with the help of our newsletter called "Ignition".

Unstop isn't directly involved in conducting any events however during the start of the academic term for the new batch Unstop conducts a business quiz to help the upcoming batch understand and get familiar with the platform. After that, for the entire academic year, Unstop distributes inventory among clubs, committees and cells for promoting and increasing the reach of their events on social media and on Unstop platform.

XTATIC – THE DANCE CLUB

Xtatic - The Dance Club at Indian Institute of Management Kashipur has a sole objective to instill the love for the performing art, encourage participation, and help more people unleash their potential and dance their hearts out. The club not only unleashes the potential of the students in dance, but also represents IIM Kashipur in various inter B-School dance competitions and actively engaging in college events and celebrations. Since its inception as a club, Xtatic has been actively conducting dance workshops and has marked its presence by conducting dance events which had attracted a huge number of participants and have been a talk of the town.

Activities / Events

- » ChoteMiyan Bade Miyan
- » Danza De Papel
- » Dance & Zumba Workshops
- » Dance Competitions
- » Election Awareness Campaigns

CELLS

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 organising 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. This year the Design Cell will be launching its workshop on Design Thinking and Innovation to ignite creative thinking among the future managers of the country. The Design Cell of IIM Kashipur officially works under the name 'Creative Studios'.

Activities / Events

- Designing Logos, T-Shirts, Banners, etc for various student bodies and both batches
- Designing Yearbook, Student Body Handbook and Academic Newsletter
- Social media handling for M-Store
- INKTOBER-21, other fun events on design were conducted
- Liaising with other clubs/committee for merchandise requirements

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

- KITES
- Donation Drives: Blood Donation Drive, Children's Day Celebration, Christmas Celebration, Food Donation Drive, Cloth and Blanket Donation
- Online Events: Prayaas, Unfiltered Conversation, Article Writing Competition, Pitch Karo
- Awareness Drives: Breast Cancer Awareness Webinar, Run for Cancer Awareness, National Education Day, Adhyaay, Elimination of Violence Against Women's Day

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.

Dossier Preparatory Sessions

Sessions were taken by different academic clubs to help the junior batch to get familiar with the different domains of the MBA course.

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.

Warchest exercise

Warchest exercise was organized to make the junior batch aware of different industries of the market and roles available in those industries.

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 Safexpress, SBI, AVEO, RedFM and others as sponsors of events as 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

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 is 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 / Events

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 submission.

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.

TEAM IMPACT

Team Impact bears the major objective of working for the development of the Uddham 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 student.

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 a 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 (webinars with aspirants)

» Aspirant Mentorship programme

» 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, Through Alumni Lens, Inside IIM Kashipur, Student Bodies Introduction campaign, WAT-PI kit, Interview Experiences, MBA Analytics introduction campaigns, Quibbler knowledge series, CRACKCat series.

» Video Campaigns- KYC (know your campus series), MBA and MBA Analytics Curriculum Video, Confab video series, Why MBA video series, Interview Ready video series,

» Induction Programme

WELLNESS CO-ORDINATORS

Wellness Coordinators coordinate between students and the medical facilities on and around the IIM Kashipur campus. The team was established to make sure that medical facilities are available to the students of IIM Kashipur in their needy situation, in a hassle-free manner. Our team is always there to help and support the students in case of any health-related distress or emergency. We also provide tips, remedies and motivation related to the overall wellbeing of students through our social media handles and Newsletters. We are responsible for activities that are part of regular events in and around campus such as support during sporting events, gymnasium activities, and the medical situations that a student may face.

- Arranged RT PCR test for all the students on campus to ensure their safety
- Scheduled covid vaccination for all the students, faculties and their families on campus with the help of college administration
- Conducted Dental Camp therefore providing free treatment to over 50 students
- Conducted mindfulness workshop with the help of mindful souls
- Conducted two intra-college competitions and one inter-college event as part of the annual fest - Agnitraya

EVENTS

AGNITRAYA

Indian Institute of Management Kashipur organised Agnitraya 2021-22, the eighth edition of its annual Cultural, Sports and Management festival. Agnitraya is a Sanskrit word meaning three sacred fires, a sacrifice performed to appease the Gods. Success can be thought of as the temple to which one needs to light the three sacred fires of humility, endurance, and dedication. On achieving them, we become complete. The name seeks to symbolize this triad and the events which were conducted in the fields of Management, Cultural and Sports.

The eighth edition of Agnitraya, the Annual flagship event of IIM Kashipur was successfully conducted in hybrid mode. It revolved around the theme, 'Beyond Infinity'. Since its inception, Agnitraya has seen tremendous year-on-year growth, and this year it witnessed participation of around 50+ colleges across India. After multiple events on Day 3, to rejuvenate the audience, Agnitraya hosted Comedy nights where comedian Rahul Dua made the crowd crack up into endless laughs. IIM Kashipur witnessed some of the best talents and their creativity in this three-day fest.

Although this year Covid posed many challenges, but the event was a great success!

Activities / Events

- Cultural Events
- Management Events
- Comedy Night
- MUN event
- DJ Night

TEDx IIM KASHIPUR

TEDxIIMKashipur talks about the ideas worth spreading, ideas which seem normal but in practice are difficult. Objective of the event is upliftment and spreading the unusual ideas for the betterment of IIM Kashipur fraternity and areas in and around Kashipur. There is a lot to learn from each individual around all of us and TEDxIIMKashipur is one such platform where we celebrate such ideas.

In the last year's edition, TEDxIIMKashipur 2021, we talked about embracing our setbacks and heard stories from people who changed their setbacks into setups to come back stronger by saying "Hello SQUARE ONE nice to see you again"!!!.

Theme of the event was – At Square One and the event was held online during Covid-19 restrictions.

Report of Internal Complaint Committee

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

In the AY 2021-22, an ongoing case of a first-year female participant of MBA 2020-22 regarding alleged Sexual harassment against a Male Participant of MBAA 2020-22 Batch. This case was reported to ICC in March 2021. After 6 hearings of the case, the case was resolved by the ICC committee.

A two-day online training programmeon ." Prevention of Sexual Harassment (POSH) Act: Implementation, Gaps, and Way Forward," organized by the National Institute of Disaster Managed Ministry of Home Affairs Govt. of India on 16-17 November 2021, coordinated by Dr.Ajinder Walia Assistant Professor NIDM and Maj Gen Manoj Kumar Bindal Executive Director, NIDM. was imparted to all the members of ICC Committee of IIM Kashipur.

Special Recruitment Drive for Faculty Positions

The Institute has undertaken the Special Recruitment Drive in the year 2021-22, for filling up the vacant faculty position in the reserved category. The matter was placed before the Board of Governors for administrative sanction, the Board directed the institute to go ahead with the Special Recruitment for recruiting the faculty from the reserved category. The vacancies were advertised after collating the requirement from different areas of the Institute, having closing date of advertisement on 5th May 2022.

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

Details of Teaching

Total staff as on 31-03-2022: - **39**

Joining of new staff

Name	Designation	Financial Year
Prof. Shaukat Ali Shahee	Assistant Professor Gr-II	2021-22
Prof. Jagdish Prasad Sahu	Assistant Professor Gr-II	2021-22
Prof. Pratik Tarafdar	Assistant Professor Gr-II	2021-22
Prof. Harshit Kumar Singh	Assistant Professor Gr-II	2021-22

Details of Non-teaching

Total staff as on 31-03-2022: - **35**

Joining of new staff

Name	Designation	Financial Year
Mr. Mrinal Sajwan	FA cum CAO	2021-22

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.

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 balance sheet under Section 26 (1) (b)

For Financial Year 2021-22 Institute proposes to carry to any surplus reserves of balance sheet Rs. 7.18 Crores to surplus reserves i.e. creation of corpus.

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

For Financial Year 2021-22 there is no such observation from the auditors toward understatement or overstatement of income and 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)

As per records (form 16), name of faculty/employee of the Institute who has received the highest remuneration during Financial Year 2021-22 are as follows:

Prof. Kulbhushan Balooni	₹ 75,91,250.00	Salary, Variable Pay
Prof. Dilip Kumar	₹ 68,36,698.00	Salary, Faculty Reward Points, Executive/Management Development Programme Honorarium
Prof. Rakesh Kumar Agrawal	₹ 61,73,641.00	Salary, Faculty Reward Points, Executive/Management Development Programme Honorarium
Prof. Kunal KantiGagnuly	₹ 51,25,384.00	Salary, Faculty Reward Points, Executive/Management Development Programme Honorarium
Prof. Madhurima Deb	₹ 51,14,181.00	Salary, Faculty Reward Points, Executive/Management Development Programme Honorarium

CAG Report and Annual Accounts 2021-2022

भारतीय लेखापरीक्षा और लेखा विभाग
कार्यालय प्रधान निदेशक लेखापरीक्षा (केन्द्रीय) लखनऊ,
शाखा कार्यालय - प्रयागराज

INDIAN AUDIT AND ACCOUNTS DEPARTMENT
Office of the Principal Director of Audit (Central) Lucknow
Branch Office - Prayagraj

पत्र सं0: प्र0नि0ले0प0 (कें)/एस0ए0आर0–01/2022–23/ दिनांक: /5 .09.2022

सेवा में,

सचिव, भारत सरकार,
मानव संसाधन विकास मंत्रालय,
उच्च शिक्षा विभाग,
शास्त्री भवन, नई दिल्ली–110001

विषय: भारतीय प्रबन्ध संस्थान, काशीपुर, उत्तराखण्ड के वर्ष 2021–22 के लेखों पर पृथक लेखा परीक्षा प्रतिवेदन।

महोदय,

इस पत्र के माध्यम से भारतीय प्रबन्ध संस्थान, काशीपुर, उत्तराखण्ड के वर्ष 2021–22 के लेखों पर पृथक लेखापरीक्षा प्रतिवेदन (अंग्रेजी) अग्रसारित किया जा रहा है।

2. कृपया सुनिश्चित करें कि पृथक लेखापरीक्षा प्रतिवेदन एवं सम्बन्धित लेखे संसद के दोनों सदनों के सम्मुख प्रस्तुत हुए।

3. कृपया पृथक लेखापरीक्षा प्रतिवेदन एवं लेखों को संसद के दोनों सदनों के समक्ष अन्तिम रूप–से प्रस्तुत करने की तिथि भारत के नियंत्रक एवं महालेखापरीक्षक के साथ–साथ इस कार्यालय को भी सूचित करने का कष्ट करें।

संलग्नक: उपर्युक्तानुसार।

भवदीय,

प्रधान निदेशक लेखापरीक्षा (केन्द्रीय)

पत्र सं0: प्र0नि0ले0प0 (कें)/एस0ए0आर0–01/2022–23/ /06 दिनांक: 15. .09.2022

निदेशक, भारतीय प्रबन्ध संस्थान, काशीपुर, उत्तराखण्ड–244713 को उसके वर्ष 2021–22 के लेखों पर आधारित पृथक लेखापरीक्षा प्रतिवेदन (अंग्रेजी) की प्रति 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 ।

उप निदेशक (केन्द्रीय व्यय)

मुख्यालय: [illegible], [illegible], [illegible], लखनऊ-[illegible] (उ.प्र.) दूरभाष [illegible], फैक्स [illegible]
Headquarter: 3rd Floor, Audit Bhawan, T.C.-85-V-1, Vibhuti Khand, Gomti Nagar, Lucknow-226010 Ph: 0522-2070789 Fax: 0522-2070780 (P.O.)
शाखा कार्यालय: [illegible], [illegible], [illegible] (उ.प्र.) दूरभाष/फैक्स 0532-2420783
Branch Office: 4th Floor, 15-A Satyamitha Bhawan, Dayanand Marg, Prayagraj-211001 (U.P.) Ph/Fax: 0532-2420783

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 2022

We have audited the attached Balance Sheet of Indian Institute of Management, Kashipur (Institute) as at 31 March 2022 and Income & Expenditure Account and Receipts & Payment Account for the year ended on that date under Section 19 (2) of the Comptroller and Auditor General's (Duties, Powers and Conditions of Services) Act, 1971 read with Section 23 (3) of the Indian Institutes 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 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 & Expenditure Account and Receipt & Payment Account dealt with by this report have been drawn up in the format of Financial Statements for Central Higher Educational Institutions 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 the Indian Institute of Management, Kashipur as required under Section 23 (1) of the Indian Institutes of Management Act, 2017 in so far as it appears from our examination of such books.

(iv) We further report that:

(A) Income & Expenditure Account

Repair and Maintenance (Schedule 19) ₹ 1.01 crore

The above included ₹ 2.97 lakh being amount of exhaust fan and heater purchased which is expenditure of Capital nature and should have been depicted in tangible assets under Schedule-4. This has resulted in overstatement of Schedule-19 (Repair & Maintenance) by ₹ 2.97 and therefore understatement of Fixed Assets (Schedule-4) as well as Capital/Corpus Fund (Schedule-1) by the same amount.

(B) Notes to Accounts (Schedule 24)

The Institute has not disclosed ₹ 4.26 lakh being amount of fixed assets purchased out of Sponsored Projects Funds (Fixed assets worth ₹ 3.13 lakh in DIC, IIT Roorkee Project *plus* Fixed assets worth ₹ 1.13 lakh in ICSSR IMPRESS 3615 Project) in the Notes to Accounts.

(C) General

Following heads/information, as required in the MHRD format, have not been incorporated in the Annual Account by the Institute:

- Schedules 3(A)Sponsored project, Shedule-4(A) Plan, Schedule-4(B) Non-plan, Schedule-4(C)(i) Patents and Copyrights, Schedule-4(D) Others and Schedule-5(A) Investments from Earmarked/Endowment Funds (Fund Wise).
- The Institute has not adhered to the format of MHRD while preparing Schdule-4, Schdule-5 and Schdule-19.

(D) Grant in Aid

The institute has not received any Grant-in-Aid during the year 2021-22.

(E) Management Letter: Deficiencies which have not been included in the Audit Report have been brought to the notice of Indian Institute of Management, Kashipur through a management letter issued separately for remedial/corrective action.

(v) Subject to our observations in the preceding paragraphs, we report that the Balance Sheet, Income &Expenditure Account and Receipt & Payment 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 2022; 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:

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 2021-22 by a Chartered Accountant firm.

2. **Adequacy of Internal Control System**

   The Internal Control System in the Institute reflected the following deficiencies:

   (a) There are 13 teaching and 15 non-teaching post lying vacant against 52 teaching and 50 non-teaching posts, respectively.

   (b) The Institute has a deficit of ₹ 17.92 lakh for four years due to excess expenditure incurred against available budget of a World Bank Project.

3. **System of Physical Verification of fixed assets**

   Physical verification of fixed assets (except library) has been conducted for the year 2021-22.

4. **System of Physical Verification of Inventory**

   Physical verification of Inventory has been conducted up-to the year 2021-22.

5. **Regularity in Payment of statutory dues**

   The Institute is regular in payment of statutory dues.

Dy. Director (CE)

भारतीय लेखापरीक्षा और लेखा विभाग
कार्यालय प्रधान निदेशक लेखापरीक्षा (केंद्रीय) लखनऊ

INDIAN AUDIT & ACCOUNTS DEPARTMENT
Office of the Principal Director of Audit (Central) Lucknow

पत्र सं0: प्र.नि.ले.प. (कें)/एस.ए.आर.–01/2022–23/221 दिनांक: 12.09.2022

सेवा में,

निदेशक,
भारतीय प्रबन्ध संस्थान,
काशीपुर,
उत्तराखण्ड–244713

विषय : Management Letter for corrective measures – reg.

महोदय,

We have audited the Annual Accounts of the Indian Institute of Management, Kashipur for the year 2021-22 and have issued the Audit Report on 12.09.2022.

Following deficiency, observed during the course of audit which has not been included in the Separate Audit Report, is being brought to your kind notice for remedial/corrective action:

Part A **Persistent irregularities**

Nil

Part B **Other minor irregularities**

The Institute has not bifurcated Transportation Expenses (Schedule-18) as (1) Vehicles (owned by institute) (2) Vehicles taken on rent/lease (3) Vehicle (Taxi) hiring expenses as required under MHRD format.

भवदीय,

प्रधान निदेशक लेखापरीक्षा (केन्द्रीय)

तृतीय तल, आडिट भवन, टीसी0–35–V–1, विभूति खण्ड, गोमती नगर, लखनऊ–226 010 (उ0प्र0) दूरभाष : 0522–2970789, फैक्स : 0522–2970780 (प्र.नि.)
3rd Floor, Audit Bhawan, T.C.-35-V-1, Vibhuti Khand, Gomti Nagar, Lucknow-226 010 Ph. : 0522-2970789, Fax : 0522-2970780 (PD)

Indian Institute of Management Kashipur

Balance Sheet as at 31st March 2022

(Amount in ₹)

PARTICULARS	Schedule	Current Year Ending 31.03.2022	Previous Year Ending 31.03.2021
SOURCES OF FUNDS			
CORPUS / CAPITAL FUND	**1**	1,49,59,62,729	1,47,04,17,622
• Corpus Fund		3,33,55,32,380	3,27,36,11,243
• Capital Fund		**4,83,14,95,109**	**4,74,40,28,865**
DESIGNATED / EARMARKED/ENDOWMENT FUNDS	2	**29,27,36,297**	**23,40,90,980**
CURRENT LIABILITIES & PROVISIONS	3	**15,47,97,157**	**14,91,60,929**
TOTAL		**5,27,90,28,563**	**5,12,72,80,774**
APPLICATION OF FUNDS			
FIXED ASSETS	4		
• Tangible Assets		42,95,81,961	43,48,73,879
• Capital Work-In-Progress		2,88,73,42,425	2,82,37,40,736
• Intangible Assets		1,86,07,994	1,49,96,628
• **FIXED ASSETS (Net Block)**		**3,33,55,32,380**	**3,27,36,11,243**
INVESTMENTS OF EARMARKED / ENDOWMENT FUNDS	5	**23,70,69,781**	**18,62,33,636**
INVESTMENTS - OTHERS	6	**1,34,89,00,000**	**1,29,08,00,000**
CURRENT ASSETS	7	**17,12,10,114**	**17,38,96,478**
LOANS, ADVANCES & DEPOSITS	8	**18,63,16,288**	**20,27,39,417**
TOTAL		**5,27,90,28,563**	**5,12,72,80,774**

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
Date: 29.04.2022

For T. Nagar and Co.
Chartered Accountants

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

(Prof. Kulbhushan Balooni)
Director

(CA.Deepanshu Agarwal)
Partner
M.No. : 410844

Indian Institute of Management Kashipur

Income and Expenditure Account for the Year Ending 31st March 2022

(Amount in ₹)

PARTICULARS	Schedule	Current Year Ending 31.03.2022		Previous Year ending 31.03.2021	
1. INCOME					
1.1Academic Receipts	9		**55,32,58,799**		**50,27,57,359**
MBA Income	9.1	50,70,64,140		45,57,34,393	
Executive MBA Income	9.2	2,42,03,014		2,14,38,500	
EFPM Income	9.3	29,64,000		38,70,000	
MDP- Income	9.4	1,83,97,560		1,49,49,282	
Consultancy Income	9.5	3,23,063		65,37,184	
FPM Receipts	9.6	3,07,022		2,28,000	
1.2Other Income			**11,66,57,308**		**12,23,58,335**
Grants & Donations	10	-		-	
Income from Investments	11	7,86,97,023		9,51,25,823	
Interest Earned	12	1,68,71,577		1,44,35,428	
Other Incomes & Recoveries	13	19,61,789		30,42,212	
Prior Period Income(CAT Share)	14	1,91,26,919		97,54,872	
TOTAL INCOME (A)			**66,99,16,107**		**62,51,15,694**
2. EXPENDITURE					
2.1Staff Payments & Benefits	15		**16,63,77,060**		**13,59,60,526**
2.2Academic Expenses	16		**19,98,10,036**		**18,89,74,005**
MBA Expenses	16.1	13,20,62,982		11,69,80,647	
Executive MBA Expenses	16.2	1,03,33,012		96,68,916	
EFPM Expenses	16.3	66,488		66,237	
MDP Expenses	16.4	90,90,737		1,07,73,708	
Consulting Expenses	16.5	2,10,000		54,93,998	
FPM Expenses	16.6	2,38,84,348		1,72,19,167	
Research & Development	16.7	2,41,62,469		2,87,71,333	
2.3Administrative and General Expenses	17		4,06,53,016		3,52,08,672
2.4Transportation Expenses	18		19,75,379		17,22,747
2.5Repairs & Maintenance	19		1,00,54,074		99,94,007
2.6Finance Cost	20		56,843		42,900
2.7Depreciation	4		4,78,85,913		4,36,01,911
2.8Other Expenditure	21		-		-
2.9Prior Period Expenditure	22		2,17,44,496		1,16,15,416
TOTAL EXPENDITURE (B)			**48,85,56,817**		**42,71,20,184**
Excess of Income over Expenditure		-	**18,13,59,290**		**19,79,95,510**
Less: Expenditure towards Capital Expenditure			10,95,92,928		9,74,90,058
Balance being excess of Income over Expenditure (A)-(B) transferred to Corpus Fund			7,17,66,362		10,05,05,452
TOTAL		-	**66,99,16,107**		**62,51,15,694**

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
Date: 29.04.2022

For T. Nagar and Co.
Chartered Accountants

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

(Prof. Kulbhushan Balooni)
Director

(CA.Deepanshu Agarwal)
Partner
M.No. : 410844

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule -1 CORPUS / CAPITAL FUNDS

(Amount in ₹)

PARTICULARS	Current Year Ending 31.03.2022	Previous Year Ending 31.03.2021
1. Corpus Fund		
Opening Balance	1,47,04,17,622	1,36,99,12,170
Add: Transfer of Alumni Fund and Student Welfare Fund	1,42,63,676	-
Add: Transferred from I & E Account	7,17,66,362	10,05,05,452
Less: Payment of liability for Liquidity Damages to contractor	6,04,84,931	-
TOTAL (1)	**1,49,59,62,729**	**1,47,04,17,622**
2. Capital Fund		
2.1 Building Fund		
Opening Balance	3,14,02,92,119	3,08,53,99,193
Add: Allocation from Govt. Grant/Surplus for Capital expenditure	6,65,66,703	6,14,59,687
Less: Transferred to Depreciation Fund	66,26,062	65,66,762
SUB TOTAL (2.1)	**3,20,02,32,760**	**3,14,02,92,119**
2.2 General Assets Fund		
Opening Balance	13,33,19,124	12,93,87,106
Add: Allocation from Govt. Grant/Surplus for Capital expenditure	4,32,40,347	4,13,57,207
Less: Transferred to Depreciation Fund	4,12,59,851	3,74,25,189
SUB TOTAL (2.2)	**13,52,99,620**	**13,33,19,124**
TOTAL (2)	**3,33,55,32,380**	**3,27,36,11,243**
GRAND TOTAL (1+2)	**4,83,14,95,109**	**4,74,40,28,866**

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule - 2 : DESIGNATED/ EARMERKED / ENDOWMENT FUNDS

(Amount in ₹)

PARTICULARS	FUND WISE BREAK UP							TOTAL	
	Staff Welfare Fund	Alumini Fund	Depreciation Fund	Student Welfare Fund	Leave Encashment fund	Group Gratuity Fund	MDP Devlopment Fund	Current Year	Previous Year
A									
a) Opening Balance	41,00,302	1,14,57,270	15,73,46,722	3,81,405	2,76,95,267	2,44,58,369	86,51,645	23,40,90,980	17,12,97,641
b) Additions during the year	8,39,446	24,96,717	4,79,77,043	4,000	70,59,383	38,68,002	6,19,404	6,28,63,995	5,89,29,249
c) Income from Investments of Funds	36,247	-	25,13,275	-	-	-	27,351	25,76,873	98,21,924
d) Accrued Interest on Investments/ Advances	1,88,821	-	54,46,181	-	20,65,153	17,54,577	4,48,927	99,03,659	-
e) Interest on Savings Bank a/c	-	-	-	-	-	-	-	-	-
f) Others Additions (specify nature)	-	-	-	-	-	-	-	-	-
TOTAL (A)	**51,64,816**	**1,39,53,987**	**21,32,83,221**	**3,85,405**	**3,68,19,803**	**3,00,80,948**	**97,47,327**	**30,94,35,507**	**24,00,48,814**
B									
Utilisation/ Expenditure towards objectives of Funds									
i. Capital Expenditure	-	-	91,130	-	-	-	-	91,130	-
ii. Revenue Expenditure	12,81,643	1,39,53,987	-	3,85,405	2,06,060	2,24,910	5,56,075	1,53,26,437	30,39,892
TOTAL (B)	**12,81,643**	**1,39,53,987**	**91,130**	**3,85,405**	**2,06,060**	**2,24,910**	**5,56,075**	**1,54,17,567**	**30,39,892**
CLOSING BALANCE AT THE YEAR END (A-B)	**38,83,173**	**-**	**21,31,92,091**	**-**	**3,66,13,743**	**2,98,56,038**	**91,91,252**	**29,27,36,297**	**23,40,90,980**
Represented by									
Cash and Bank Balances	-	-	-	-	-	-	-	-	-
Investments	40,00,000	-	15,80,00,000	-	3,66,13,743	2,98,56,038	86,00,000	23,70,69,781	18,62,33,636
Interest Accrued but not due	1,88,821	-	54,46,181	-	20,65,153	17,54,577	4,48,927	99,03,659	32,34,319

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule - 3 : CURRENT LIABILITIES & PROVISIONS

(Amount in ₹)

PARTICULARS	2021-22	2020-21
A. CURRENT LIABILITIES		
1. Deposits from Staff	5,71,152	4,65,131
2. Deposits from Students	2,15,92,254	1,83,29,518
3. Sundry Creditors		
a) For Goods & Services	-	-
4. Deposits from Others		
a) Securities & EMDs	1,28,40,442	1,11,80,707
5. Statutory Liabilities		
a) Statutory Liabilities((TDS, GST, LABOUR CESS, NPS)	66,26,034	19,23,665
6. Other Current Liabilities		
a) Consultancy Projects	23,00,527	20,67,346
b) Management Development Programme	2,00,41,998	67,15,703
c) Receipts Against Sponsored Fellowships & Scholarships (Sch-3b)	-	-
d) Unutilised Grants (Sch-3C)	-	-
e) Research Projects	19,51,467	43,61,989
f) Salaries	-	-
g) Other Party receipts	18,57,644	21,93,111
h) Other Liabilities	18,71,007	22,59,000
i) Against Project	-	11,85,162
j) SGS BG Encashment & Others	85,00,000	85,00,000
k) SPCPL	51,96,482	51,96,482
l) Interest on L.D.	-	5,09,91,781
m) Against EMBA Analytics	1,34,00,000	-
n) Against EMBA Fee	33,35,000	-
o) BG Encahsment Arcop Ltd	95,37,000	-
TOTAL (A)	**10,96,21,007**	**11,53,69,595**
B. PROVISIONS		
a) For Salary	-	-
b) Provisions for the Year	4,51,76,150	3,37,91,334
TOTAL (B)	**4,51,76,150**	**3,37,91,334**
TOTAL (A+B)	**15,47,97,157**	**14,91,60,929**

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule - 3(b) : SPONSORED FELLOWSHIP AND SCHOLARSHIPS

(Amount in ₹)

S.N.	2. Name of the Sponsor	Opening Balance as on 01.04.21		Transaction during the year		Closing Balance as on 31.03.22	
		CR	DR	CR	DR	CR	DR
1	Ministry of Tribal Affairs	-	-	49,93,480	49,93,480	-	-
2	Ministry of Social Justice	-	-	-	-	-	-
3	State of Maharashtra	-	-	-	-	-	-
4	State of Kerala	-	-	7,50,500	7,50,500	-	-
5	Rajshri Sahu Maharaj	-	-	11,01,020	11,01,020	-	-
6	Other Scholarships	-	-	-	-	-	-
TOTAL		**-**	**-**	**68,45,000**	**68,45,000**	**-**	**-**

Schedule - 3(c) : UNUTILISED GRANTS FROM GOVERNMENT OF INDIA

(Amount in ₹)

PARTICULARS	2021-22	2020-21
Plan Grant from Government of India		
Balance B/F	-	53,26,837
Add: receipts during the year		
GIA- Capital creation	-	-
GIA-Salary	-	-
GIA-General	-	-
TOTAL (a)	**-**	**53,26,837**
Less: Refunds	-	-
Less: Utilized for Revenue Expenditure	-	-
a) Salary	-	-
b) General	-	-
Less: Utilized for Capital Expenditure:	-	-
a) Fixed Assets	-	-
b) WIP	-	53,26,837
TOTAL (b)	**-**	**53,26,837**
UNUTILIZED GRANT (a)-(b)	**-**	**-**

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule - 4 : FIXED ASSETS

(Amount in ₹)

Fixed Assets Sechedule (IIM KASHIPUR) for 2021-22

S. No	Assets Heads	Gross Block					Depreciation Block				Net Block	
		Rate pa (SLM)	Opening As on 01.04.2021	Additions During the Year	Adj/ Written Off	Closing As on 31.03.22	Dep Opening Balance	Depreciation for the year	Adj/ Written Off	Total Depreciation	As on 31.03.22	As on 31.3.2021
	1	2		4	6	7	8	9	10	11	12	13
A	**Tangible Assets**											
1	Land (Free Hold)	0.00%	1	-	-	1	-	-	-	-	1	1
2	Buildings	2.00%	9,85,16,821	29,65,014	-	10,14,81,835	71,70,271	18,61,249	-	90,31,520	9,24,50,315	9,13,46,550
3	Road & Bridges Including Footpath etc.	2.00%	22,98,21,258	-	-	22,98,21,258	46,16,425	47,64,813	-	93,81,238	22,04,40,020	22,52,04,833
4	Office Equipment	7.50%	5,66,55,183	60,51,831	-	6,27,07,014	1,95,47,799	47,03,026	-	2,42,50,825	3,84,56,189	3,71,07,384
5	Computer & Peripherals	20.00%	3,25,12,875	68,33,914	91,130	3,92,55,659	2,28,12,135	53,56,339	91,130	2,80,77,344	1,11,78,316	97,00,740
6	Furniture, Fixture & Fittings	7.50%	7,95,61,181	3,56,422	-	7,99,17,603	2,15,40,413	59,93,820	-	2,75,34,233	5,23,83,370	5,80,20,768
7	Vehicles	10.00%	38,73,135	24,21,709	-	62,94,844	4,11,308	6,28,884	-	10,40,192	52,54,652	34,61,827
8	Lib. Books & Journals	10.00%	3,07,85,844	26,25,961	-	3,34,11,805	2,07,54,068	32,38,638	-	2,39,92,706	94,19,099	1,00,31,776
9	Small Value Assets	100.00%	5,01,345	-	-	5,01,345	5,01,345	-	-	5,01,345	-	-
	TOTAL (A)		**53,22,27,643**	**2,12,54,851**	**91,130**	**55,33,91,364**	**9,73,53,764**	**2,65,46,769**	**91,130**	**12,38,09,403**	**42,95,81,961**	**43,48,73,879**
B	**Capital Work in Progress**											-
10	Construction of Building etc.	0%	2,82,37,40,736	6,36,01,689	-	2,88,73,42,425	-	-	-	-	2,88,73,42,425	2,82,37,40,736
	TOTAL (B)		**2,82,37,40,736**	**6,36,01,689**	**-**	**2,88,73,42,425**	**-**	**-**	**-**	**-**	**2,88,73,42,425**	**2,82,37,40,736**
C	**INTANGIBLE ASSETS**											
11	Computer Software/Web Development	40%	37,72,081	-	-	37,72,081	28,16,223	1,13,276	-	29,29,499	8,42,582	9,55,858
12	E-Journals	40%	5,42,61,225	2,49,50,510	-	7,92,11,735	4,02,20,455	2,12,25,869	-	6,14,46,324	1,77,65,411	1,40,40,770
	TOTAL (C)		**5,80,33,306**	**2,49,50,510**	**-**	**8,29,83,816**	**4,30,36,678**	**2,13,39,144**	**-**	**6,43,75,822**	**1,86,07,994**	**1,49,96,628**
	Grand TOTAL (A+B+C)		**3,41,40,01,685**	**10,98,07,050**	**91,130**	**3,52,37,17,605**	**14,03,90,442**	**4,78,85,913**	**91,130**	**18,81,85,225**	**3,33,55,32,380**	**3,27,36,11,243**

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule - 5 : INVESTMENTS FROM EARMARKED / ENDOWMENT FUNDS

(Amount in ₹)

Funds	2021-22	2020-21
1. Investment Depreciation Fund	15,80,00,000	11,20,00,000
2. Investment Gratutity Fund (with LIC)	2,98,56,038	2,44,58,369
3. Investment Leave Encashment Fund (With Lic)	3,66,13,743	2,76,95,267
4. Investment MDP Development Fund	86,00,000	80,50,000
5. Investment PGP Alumini Fund	-	1,07,50,000
6. Investment Staff Welfare Fund	40,00,000	31,50,000
7. Investment Student welfare Fund	-	1,30,000
TOTAL	**23,70,69,781**	**18,62,33,636**

Schedule - 6 : INVESTMENTS OTHERS

(Amount in ₹)

PARTICULARS	2021-22	2020-21
1. Term Deposits with Banks	1,34,89,00,000	1,29,08,00,000
TOTAL	**1,34,89,00,000**	**1,29,08,00,000**

Schedule - 7 : CURRENT ASSETS

(Amount in ₹)

PARTICULARS	2021-22	2020-21
1. Stock in Hand (Stationary & Electrical)		
Stationery, MDP & Electrical items	23,11,060	17,62,199
2. Sundry Debtors	-	-
More than 6 Months	34,20,343	51,07,358
Less Than 6 Months	33,72,477	7,85,984
3. Cash and Bank balances:	-	
a) Cash In Hand	-	-
b) With Scheduled Banks:	-	
PNB Impress A/c (4534000100090491)	-	-
PNB A/c (4534000100028306)	3,37,47,201	3,59,78,242
PNB A/c (4534000100085897)	3,982	814
PNB 4534000100092491(ICSSR Impress 3615)	87	5,09,275
PNB 4534000100093027(ICSSR Impress 0877)	84,006	84,866
RBL Bank (309006195247)	68,68,605	6,87,73,016
SBI	10,50,92,597	4,62,54,885
SBI (World Bank Project)	7,99,786	7,78,553
HDFC Bank (50100481655862)	1,31,85,379	-
4. Receivables	-	
Fee Receivable	14,99,501	1,34,24,330
Other Receivable	8,25,090	4,36,955
TOTAL	**17,12,10,114**	**17,38,96,477**

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule - 8 : LOANS, ADVANCES & DEPOSITS

(Amount in ₹)

PARTICULARS	2021-22	2020-21
1. Advances to Employees: (Non - Interest Bearing)		
a) Salary/Festival/Medical Advances	-	-
b) Others (to employees)	20,000	15,413
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	5,10,15,159	1,07,45,649
b) To Contractors (Mobilization & Others)	2,05,06,694	3,63,07,157
c) To Students	-	-
d) Others	63,03,545	68,62,895
4. Prepaid Expenses		
a) Insurance & Others	1,22,95,455	1,04,36,977
5. Deposits		
a) Telephone	16,999	16,999
b) Lease Rent	1,83,845	15,000
c) Electricity	39,54,778	40,80,419
d) Others (Gas)	49,550	49,550
e) Imprest A/c	-	-
6. Income Accrued:		
a) On Investments - (Interest)	4,74,04,317	10,74,79,324
b) Sweep Interest - Accrued	46,47,111	
7. Other Receivable:		
a) Grants Recoverable (from MHRD)	-	-
8. Claims Receivable		
a) TDS Receivable	3,98,49,440	2,66,79,419
b) Others	69,395	50,615
TOTAL	**18,63,16,288**	**20,27,39,417**

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule - 9 : ACADEMIC RECEIPTS

(Amount in ₹)

PARTICULARS	2021-22	2020-21
Schedule 9.1 M B A Programme Fee		
Books and Course Materials,Convocation & other fees	6,56,24,000	5,30,42,860
Hostel fee	8,40,36,450	7,63,44,640
Students' Activities/Welfare	64,60,000	65,54,240
Tution Fees	20,17,31,625	19,83,97,540
Computer Fees	2,40,80,000	1,42,78,970
Library Fees	82,20,000	1,42,78,970
Placement Fee	67,12,500	66,75,000
Fine & other Fees	37,57,065	77,23,833
Restructure Programme fees	-	11,54,393
Medical Fees	10,76,000	5,50,000
Admission Fees	66,00,000	68,75,000
MBA Analytics	9,19,21,500	4,70,91,512
TOTAL Fee	**50,02,19,140**	**43,29,66,958**
Scholarships from Others		
Scholarships from Others (received)	68,45,000	2,27,67,435
TOTAL (9.1)	**50,70,64,140**	**45,57,34,393**
Schedule 9.2 Executive MBA (EMBA)		
Application Fees	-	1,78,000
Course Fee	2,42,03,014	2,12,60,500
TOTAL (9.2)	**2,42,03,014**	**2,14,38,500**
Schedule 9.3 Executive Fellow Programme of Management (EFPM)		
Application Fees	**-**	**-**
Tution Fees	29,20,000	38,50,000
Other Fees	**44,000**	**20,000.00**
TOTAL (9.3)	**29,64,000**	**38,70,000**
Schedule 9.4 Management Development Programmes(MDP)		
Open Programmes Fees	-	-
Sponsored Programme Fee	1,83,97,560	1,49,49,282
TOTAL (9.4)	**1,83,97,560**	**1,49,49,282**
Schedule 9.5 Consulting Income		
Consultancy Income	3,23,063	65,37,184
TOTAL (9.5)	**3,23,063**	**65,37,184**
Schedule 9.6 FPM Receipts		
Application/Other Fees	3,07,022	2,28,000
TOTAL (9.6)	**3,07,022**	**2,28,000**
Grand TOTAL (9.1 to 9.6)	**55,32,58,799**	**50,27,57,359**

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule - 10 : GRANTS & SUBSIDIES (IRREVOCABLE GRANTS RECEIVED)

(Amount in ₹)

PARTICULARS	Govt. of India	Current Year Total	Previous Year Total
Balance B/F	-	-	53,26,837
Add: Sanctioned/Received during The Year	-	-	-
TOTAL	**-**	**-**	**53,26,837**
Less: Utilised for Capital Expenditure (A)	-	-	53,26,837
Balance	**-**	**-**	**-**
Less: Utilised for Revenue Expenditure (B)	-	-	-
Transfer to Corpus			
Balance C/F (C)	**-**	**-**	**-**

Schedule - 11 : INCOME FROM INVESTMENTS

(Amount in ₹)

PARTICULARS	Earmarked / Endowment Funds		Other investments	
	Current Year Total	Previous Year Total	Current Year Total	Previous Year Total
Investment from Earmarked/ Endowment Fund				
1) (a) Interest on term deposit of funds	25,76,873	98,21,924	7,86,97,023	9,51,25,823
(b) Interest on term deposits	-	-	-	-
2) Interest on Saving Bank Accounts of Endowmnet/ Earmarked Funds	-	-	-	-
TOTAL	**25,76,873**	**98,21,924**	**7,86,97,023**	**9,51,25,823**
Transferred to Earmarked / Endowment Funds	25,76,873	98,21,924	-	-
Balance	**-**	**-**	**-**	**-**

Schedule - 12 : INTEREST EARNED

(Amount in ₹)

PARTICULARS	2021-22	2020-21
1. On savings accounts with scheduled Banks	1,35,05,975	73,34,208
2. On Debtors and other receivables	33,65,602	71,01,220
TOTAL	**1,68,71,577**	**1,44,35,428**

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule - 13 : OTHER INCOME & RECOVERIES

(Amount in ₹)

PARTICULARS	2021-22	2020-21
A. Income from Land & Building		
1. Rental	12,05,774	6,21,688
2. Licence Fee	6,58,843	8,36,164
3. Staff Car Recoveries	4,900	-
4. Hire Charges of Auditorium/ Play Ground/ Convention Centre, Etc.	-	-
TOTAL	**18,69,517**	**14,57,852**
B. Sale of Institute's Publications	**-**	**-**
C. Income from Holding Events	**-**	**-**
TOTAL	**-**	**-**
D. Others		
1. RTI fees	70	760
2. Sale of application from (recruitment)	-	-
3. Misc. Receipts (Tender Processing Fee etc.)	25,800	65,764
4. Fine for late deposit of library books	54,701	35,880
5. Misc Income	11,701	400
6. Interest on I.T. refund	-	14,81,556
TOTAL	**92,272**	**15,84,360**
GRAND TOTAL (A+B+C+D)	**19,61,789**	**30,42,212**

Schedule - 14 : PRIOR PERIOD INCOME

(Amount in ₹)

PARTICULARS	2021-22	2020-21
1 . CAT Share	1,91,26,919	97,54,872
TOTAL	**1,91,26,919**	**97,54,872**

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule - 15 : STAFF PAYMENTS & BENEFITS (ESTABLISHMENT EXPENSES)

(Amount in ₹)

PARTICULARS	2021-22	2020-21
a) Salary and Allowances		
Basic Pay	9,16,07,412	8,04,78,336
D.A.	2,28,45,457	1,24,34,271
H.R.A.	16,72,397	13,74,360
Transport Allowance	31,53,302	26,88,662
b) Other benefits		
Medical	1,01,30,376	84,31,204
L.T.A.	80,87,562	67,65,127
Ex-Gratia	12,54,417	4,20,000
Entertainment	1,08,000	1,08,000
Telephone	6,64,329	5,36,075
Reimbursement of Tution Fee (Children Education Allowance)	13,87,750	12,76,898
c) Terminal Benefits		
Contribution to NPS	1,39,64,068	1,16,91,358
Gratuity Contribution	40,96,928	39,68,984
Leave Encashment Contribution	70,60,812	54,71,351
Contribution to PF	3,44,250	3,15,900
TOTAL	**16,63,77,060**	**13,59,60,526**

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule - 16 : ACADEMIC EXPENSES

(Amount in ₹)

PARTICULARS	2021-22	2020-21
Schedule 16.1 M B A Programme Expenses		
Admission Exp	51,77,590	5,67,962
Transpotation Exp.	-	4,50,205
Visiting Faculty Honorarium	1,21,76,125	53,06,650
Visiting Faculty TA	16,144	27,292
Books & Course Material	2,69,75,847	2,17,80,918
Induction Exp.	11,46,726	4,58,500
Examination Exp.	27,01,900	30,09,198
Convocation Exp.	14,97,287	88,513
Medical Exp.	37,07,290	28,23,163
Hostel Exp.	95,00,598	1,04,01,796
Teaching Support staff Salary	54,17,402	28,18,071
Contigency & Others Exp.	3,35,752	18,43,576
Placement Exp.	29,91,293	30,18,600
Student Activity	15,31,374	21,28,942
CRC	3,304	-
Faculty Reward Point	1,86,08,190	1,35,43,842
MBA Analytics Admission/Misc Exp.	24,79,160	25,55,447
Students Relief	54,52,000	1,30,13,000
TOTAL (A)	**9,97,17,982**	**8,38,35,675**
MBA Scholarships		
Need-Cum-Merit Based Scholarship	2,55,00,000	1,03,77,540
Scholarships from others (Paid)	68,45,000	2,27,67,432
TOTAL (B)	**3,23,45,000**	**3,31,44,972**
TOTAL A+B	**13,20,62,982**	**11,69,80,647**
Schedule 16.2 EMBA Expenses		
Admission Advertisement & Publicity	3,64,798	6,36,014
Books & Learing Resource	29,82,893	19,90,522
Hospitality Fooding & Lodging	20,085	31,283
Visiting Faculty Honorarium	21,07,838	12,49,200
Office Exp., P&S & Contingency	3,96,537	7,66,549
Rent	8,88,000	6,59,820
Visiting Faculty TA/DA Exp.	12,650	27,269

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule - 16 : ACADEMIC EXPENSES (*Contd...*)

(Amount in ₹)

PARTICULARS	2021-22	2020-21
Examination Exp.	-	30,588
Transportation Exp.	-	-
Salary Exp.	25,21,157	33,45,750
Security Exp.	10,39,054	9,31,921
TOTAL	**1,03,33,012**	**96,68,916**
Schedule 16.3 Executive Fellow Programme of Management (EFPM)		
Admission Exp. (Advertising & Admission)	-	-
Books & Learning Resources	-	-
Fooding & Lodging Exp.	-	-
Visiting Faculty Honorarium	60,889	36,737
Visiting Faculty Travel Exp.	5,457	-
Contigency & Others	142	29,500
TOTAL	**66,488**	**66,237**
Schedule 16.4 Management Development Programmes (MDP)		
Promotional Expenses	-	-
Revenue Exp.	90,90,737	1,07,73,708
TOTAL	**90,90,737**	**1,07,73,708**
Schedule 16.5 Consultancy Expenses		
Consulting Expenses	2,10,000	54,93,998
TOTAL	**2,10,000**	**54,93,998**
Schedule 16.6 FPM Expenses		
Books & Learing Resources	1,95,112	44,118
Admission Exp.	10,76,404	7,51,376
Contigency/Staff salary Exp.	7,08,563	5,21,936
Scholarship/Stipend Exp.	1,84,53,074	1,44,12,934
Contingency Grant	7,94,881	8,39,751
Visiting Faculty Exp.	82,316	24,710
Rent Exp.	17,26,500	-
Equipment Grant	7,00,000	2,50,000
Academic Exp.(Conference Grant)	1,47,498	3,74,342
TOTAL	**2,38,84,348**	**1,72,19,167**

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule - 16 : ACADEMIC EXPENSES (*Contd...*)

(Amount in ₹)

PARTICULARS	2021-22	2020-21
Schedule 16.7 Research & Development Expenses		
International Conference	-	43,128
National Conference	-	-
Capacity Building-Staff	-	-
AACSB Accreditation	13,09,268	20,26,129
IRC	3,166	2,950
MPRC	3,90,434	2,57,599
Other Library Resources	72,49,260	1,19,48,657
Research & Development Expenditure	6,92,129	2,22,196
Software Licences	11,51,222	13,20,820
Web Maintenance	58,86,196	36,96,649
Institutional Membership Fee	89,923	66,767
Publication Award	11,25,000	32,00,000
Alumni Expenses	2,51,681	-
Social Activity (CSR)	-	-
Enterprise Resource Planning (ERP)	-	-
IT Maintenance (AMC)	12,62,026	12,13,977
CPDA	21,45,107	7,34,142
FDA	11,19,544	27,59,639
SDA	14,87,513	12,78,680
TOTAL	**2,41,62,469**	**2,87,71,333**
GRAND TOTAL (16.1 TO 16.7)	**19,98,10,036**	**18,89,74,005**

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule - 17 : ADMINISTRATIVE AND GENERAL EXPENSES

(Amount in ₹)

PARTICULARS	2021-22	2020-21
A. Infrastructure		
Electricity and Power & Fuel	1,06,23,848	74,82,846
Insurance	9,703	-
B. Communication		
Postage & Courier Exp	35,839	20,777
Telephone , Fax & Internet Charges	34,544	47,065
C. Others		
Printing and Stationery	7,05,887	1,77,179
Travelling and Conveyance Expenses	4,320	1,190
Hospitality (Hospitality & Guest House Exp.)	5,03,484	4,87,044
Audit Fees and Exp.	4,82,539	2,83,536
Security Exp.	45,73,857	59,74,283
Joining and otherTA/DA	9,44,538	25,50,955
Rent of hired Accommodations	-	45,570
BOG Expenses	6,35,281	2,67,405
Cleaning & Maint. Office/Office Maint.	1,32,61,580	1,07,01,380
Legal Expenses	21,67,965	8,67,579
Official Functions	2,52,040	1,82,795
Recruitment Expenses	14,62,060	6,08,425
Others Exp.(Professional & Misc Exp.)	5,24,249	7,91,412
Staff Welfare	91,296	1,11,706
Horticulture	43,39,986	46,07,526
Contribution to Provident Fund	-	-
TOTAL	**4,06,53,016**	**3,52,08,672**

Schedule - 18 : TRANSPORTATION EXPENSES

(Amount in ₹)

PARTICULARS	2021-22	2020-21
Transportation Expenses	**19,75,379**	**17,22,747**
TOTAL	**19,75,379**	**17,22,747**

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule - 19 : REPAIRS AND MAINTENANCE

(Amount in ₹)

PARTICULARS	2021-22	2020-21
a) Building	78,22,295	76,38,828
b) Office Equipment's	16,87,669	18,76,395
c) Furniture & Others	5,44,110	4,78,784
TOTAL	**1,00,54,074**	**99,94,007**

Schedule - 20 : FINANCE COST

(Amount in ₹)

PARTICULARS	2021-22	2020-21
a) Bank Charges	48,489	42,900
b) Others (NPS maintenance Exp.)	8,354	-
TOTAL	**56,843**	**42,900**

Schedule - 21 : OTHER EXPENSES

(Amount in ₹)

PARTICULARS	2021-22	2020-21
a) Provisions for Bad & Doubtful Debts/Advances	-	-
TOTAL	**-**	**-**

Schedule - 22 : PRIOR PERIOD EXPENSES

(Amount in ₹)

PARTICULARS	2021-22	2020-21
a) Academic Expenses	1,91,22,922	89,02,035
b) Administrative Expenses	26,21,574	24,73,381
c) Others Expenses	-	2,40,000
TOTAL	**2,17,44,496**	**1,16,15,416**

(CA.Mrinal Sajwan)
FA-Cum- CAO

(Sudhir Chandra)
Consultant Finance

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

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.	Boundary Wall	2%
2.	Office Equipment	7.5 %
3.	Computers & Peripherals	20%
4.	Furniture, Fixtures & Fittings	7.5%
5.	Vehicles	10%
6.	Lib. Books & Scientific Journals	10%
7.	Small Value Assets	100%

Intangible Assets (amortization):

1.	Web Development/E-journal	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.

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule - 23 : SIGNIFICANT ACCOUNTING POLICIES *(Contd...)*

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, Alumni Fund and Staff Development 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 MHRD.**

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: 29.04.2022

For T. Nagar and Co.
Chartered Accountants

(CA.Mrinal Sajwan)	(Sudhir Chandra)	(Prof. Kulbhushan Balooni)	(CA.Deepanshu Agarwal)
FA-Cum- CAO	Consultant Finance	Director	Partner M.No. : 410844

Indian Institute of Management Kashipur

Schedules forming part of Annual Financial Statements of IIM Kashipur for the year 2021-22

Schedule - 24 : CONTINGENT LIABILITIES AND NOTES TO ACCOUNTS

1. CONTINGENT LIABILITIES

As on 31.03.2022 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 not ascertainable.

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 balance Plan Fund from MHRD 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. 127.65 lacs shown in Current Liabilities & Provisions.

6. EXPENDITURE IN FOREIGN CURRENCY:

a.	Travel	Nil
b.	Foreign Drafts for import of Chemicals etc.	Nil
c.	Others.	Rs. 3,65,69,525/-

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 2022 and the Income & Expenditure account for the year ended on that date.

11. Contributions to New Pension Scheme (Rs. 1,39,64,068/-) have been transferred to NPS Account.

12. IIM Kashipur capacity and capabilities:
    - i) No. of Students – 821
    - ii) No. of Teachers – 40
    - 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 theron – 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: 29.04.2022

For T. Nagar and Co.
Chartered Accountants

(CA.Mrinal Sajwan)	(Sudhir Chandra)	(Prof. Kulbhushan Balooni)	(CA.Deepanshu Agarwal)
FA-Cum- CAO	Consultant Finance	Director	Partner M.No. : 410844

Annexure -I

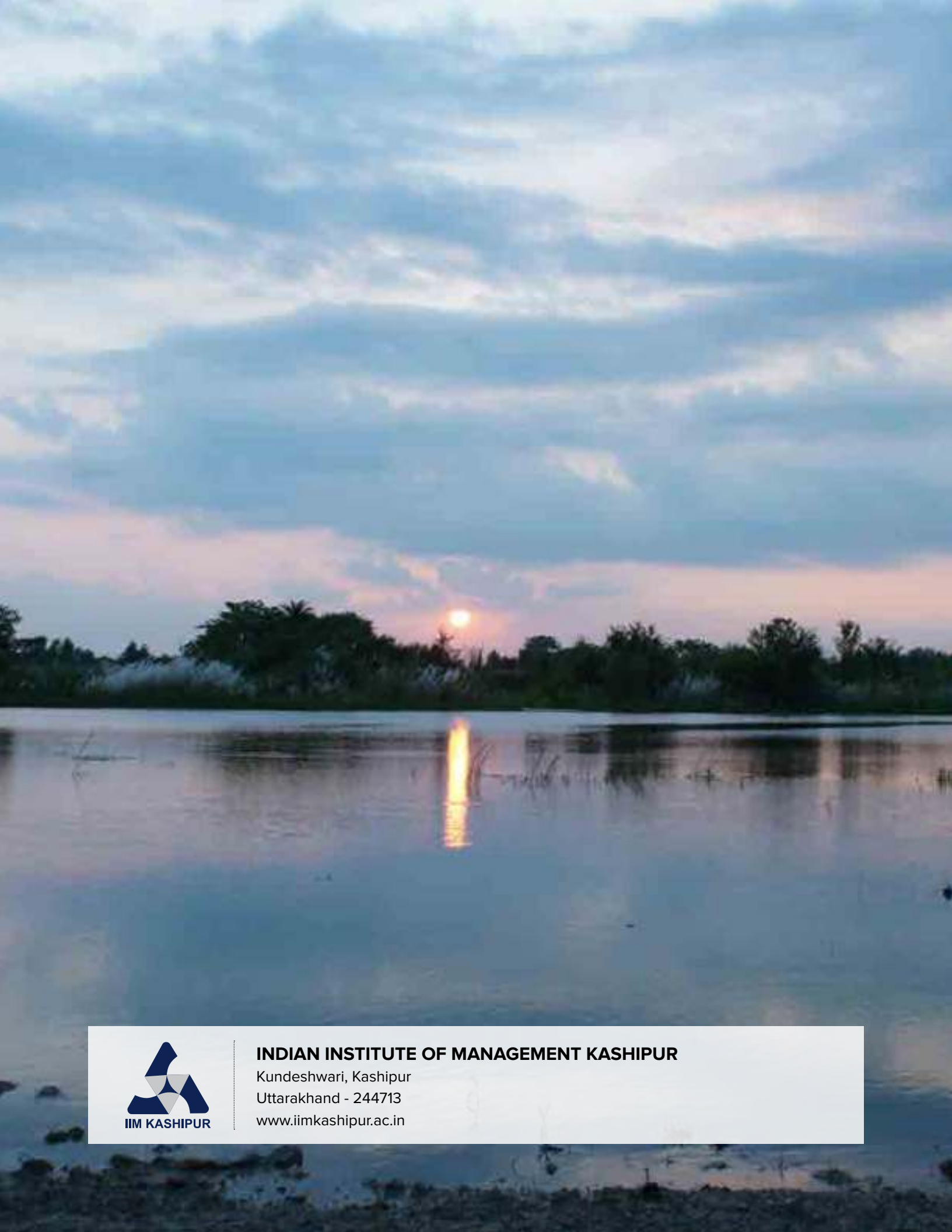
15-4/2017-TC
Government of India
Ministry of Human Resource Development
Department of Higher Education

***

Pay Matrix Proposed for IITs/IISc/IIM/NITIE/IISER/NIT/IIIT – in 4-tier structure* (All figures are in Rupees)

Cadre Title		Asst. Prof. Grade II		Asst. Prof. Grade I		Associate Prof.	Professor		
6th 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						

*As ISM, Dhanbad has become IIT, not shown separately; ** 9000 grade pay also has Asso. Prof (pre 4-tier), not shown separately.



IIM KASHIPUR

INDIAN INSTITUTE OF MANAGEMENT KASHIPUR

Kundeshwari, Kashipur
Uttarakhand - 244713
www.iimkashipur.ac.in