



IIML NEWSLETTER

Samavaya

VOLUME 34 NO.2

JULY - DECEMBER 2021



EVENTS & ACTIVITIES

Inauguration of PGP, PGP ABM, PGP SM, FPM

IIML e-inaugurated the 37th batch of Post Graduate Programme in Management (PGP), 18th batch of Post Graduate Programme in Agribusiness Management (PGP-ABM), 7th batch Post Graduate Programme in Sustainable Management (PGP SM) & Fellow Program in Management (FPM) on 9th July 2021.



Prof. Archana Shukla, Director IIML lighted the lamp & inaugurated the various programmes. Prof. Arunabha Mukhopadhyay, Dean (Programmes), Dr. Seshadev Sahoo Chairperson PGP, Prof. Prakash Singh Chairperson FPM/Doctoral Programme, Prof. Prem Prakash Diwani, Chairperson Student Affairs & Prof. Ashish Aggarwal, Chairperson PGP SM (through e link) also participated in lighting of the lamp.

The inauguration ceremony was followed by formal orientation of the students, where they got to learn about the institution, the programme they would be part of, academic requirements & also met various members of the Faculty who would in a way be their mentor & gurus for the next 2 years.

IN THIS ISSUE

- EVENTS & ACTIVITIES
- PUBLICATION PROFILE
- IIML COMMUNITY
- IN THE NEWS



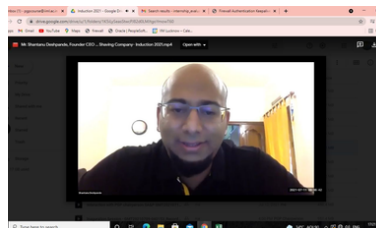
IIML NEWSLETTER

Samavaya

VOLUME 34 NO.2

JULY - DECEMBER 2021

Inauguration of PGP, PGP ABM, PGP SM, FPM - A glimpse



37th Foundation Day



It was 37 years ago the seeds of excellence was sown (July 27, 1984 - July 27, 2021)

The day started with extensive tree plantation drive in the campus. Trees (medicinal and ornamental) were planted across the campus.

IIML Director Prof. Archana Shukla inaugurated the drive. The IIML community members like in the past showed great enthusiasm for the drive

On the occasion of the 37th Foundation Day of IIM Lucknow a guest lecture was organised (virtually, on online platform).

Sister B K Shivani delivered the guest lecture. She spoke about the importance of self discipline & proper routine to keep away stress & depression. "Sankalp se Siddhi" (accomplishment by determination) is the motto one should adopt in life for peaceful existence. The session was attended by members of #IIML community and was appreciated by all.

The recording of the programme is available on IIML's youtube channel.

<https://www.youtube.com/watch?v=j7qno8U14KE&feature=youtu.be>



ZL	Zoom Lucknow (Host)		
BK	BK Shivani (Co-host)		
BK	Brahma Kumari Radha (Co-host)		
S	Sangeeta (Co-host)		
20224203	(Ankush Deep)		
K	237_Kathi_Sai Krupa		
245_MEGHA_PUNJABI			

**75th Independence Day**

Keeping in mind the COVID 19 protocols the 75th Independence Day was celebrated at IIM Lucknow. Director Prof. Archana Shukla did the flag hoisting.

**Short Term duration Yoga Protocol as "Y" break at WorkPlace**

"Y" break for the people at the workplace with a view to refresh, destress & refocus them with enhanced efficiency and productivity, it was decided to organize online Yoga breaks (short breaks) two times a day at IIML. A trained yoga teacher takes these short sessions.

This idea was well received by the IIML employee community, with every participant taking active part in the same.

**Sanrakshan - The Business Sustainability Conclave**

The Centre for Business Sustainability, with the support of the students of IIM Lucknow's PGP-Sustainable Management, organised Sanrakshan - The Business Sustainability Conclave - to explore how Corporates are incorporating Sustainability at the core of their Business.

Highlights of the event were : 6 Keynote Speakers , 4 Panel Discussions and Quizzes & Contests on D2C Platform.

Prof. Archana Shukla, Director IIML inaugurated the same.



IIML NEWSLETTER

Samavaya

VOLUME 34 NO.2

JULY - DECEMBER 2021



Leadership Development Programme for the Senior Doctors of KGMU

A 3 day Leadership Development Programme for the Senior Doctors of KGMU was organised. Lt Gen (Dr.) Bipin Puri (Vice Chancellor, KGMU) & Prof. Archana Shukla (Director, IIML) inaugurated the programme. These KGMU doctors were the frontline warriors in the fight against COVID pandemic & IIM Lucknow conducted this programme as a token of gratitude for these Covid warriors.



Inauguration of the Mahatma Gandhi National Fellowship Programme

IIM Lucknow inaugurated the Mahatma Gandhi National Fellowship Programme with Academic Module 1 for 113 fellows that include 58 fellows for Uttar Pradesh, 12 for Himachal Pradesh, 10 for Mizoram, and 33 for Assam. The objective of the programme is to strengthen the district skill landscape of the country through the effective and collaborative engagement of Fellows. By the end of the program, the District Skill Committees must function as an effective organization being able to plan, implement and monitor skill development initiatives.

MoU for Academic Excellence between IIML & ICSI

IIM Lucknow & ICSI signed a MoU for academic collaboration for promoting excellence in common area of interest, imparting knowledge and skills required to operate in the area of Academic, Research and Training.

The MoU was signed by Prof. Archana Shukla, Director, IIM Lucknow and Mr. A.K. Srivastava, Joint Secretary, ICSI.





IIML NEWSLETTER

Samavaya

VOLUME 34 NO.2

JULY - DECEMBER 2021



Vigilance Awareness Week

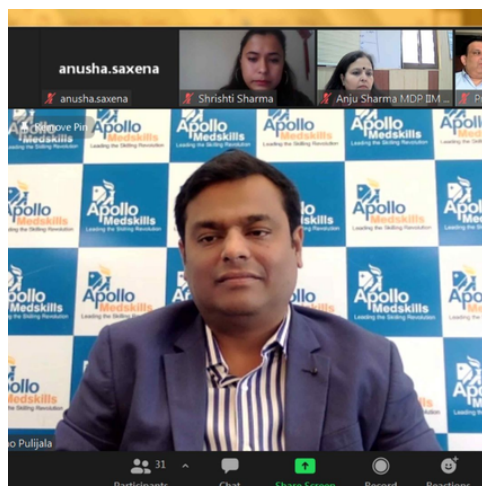
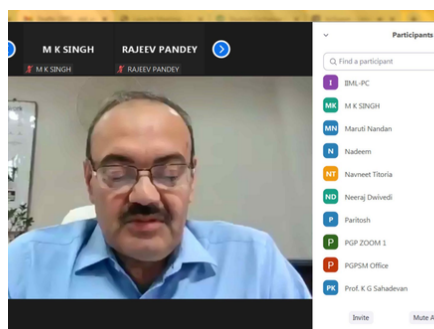
A guest lecture was organised as a part of Vigilance Awareness Week 2021. Dr. Arvind Chaturvedi, IPS, Supdt. of Police, Vigilance, Lucknow, UP delivered the lecture on the topic "Preventive Vigilance in Public Sector Organisations".

A guest lecture was organised as a part of the Vigilance Awareness Week. Mr. A.Y.K Krishna, IPS, Addl. DGP Assam was the guest speaker. He spoke on "The Vigilance Setup and Anti-Corruption Law in India".

The sessions saw good participation from all IIML Community members.

The valediction ceremony of the vigilance awareness week 2021 at was conducted in hybrid mode.

Prizes were distributed for various events that were conducted during the week by Prof. Archana Shukla , Director IIML.



Launch of Executive Programme in Healthcare Management (EPHM)

IIM Lucknow & Apollo Medskills Ltd launched a collaborative programme "Executive Programme in Healthcare Management (EPHM)".

This programme will contribute by developing appropriate managerial capacity for the fast-growing health sector in India.

Along with programme directors from IIML, Prof. Venkat Saddikuti & Dr. Madhumita Chakraborty, Chairman, MDP Prof. Ajay K Garg & CEO, Apollo MedSkills Limited, Dr. Srinivasa Rao Pulijala were present at the launch.



IIML NEWSLETTER

Samavaya

VOLUME 34 NO.2

JULY - DECEMBER 2021



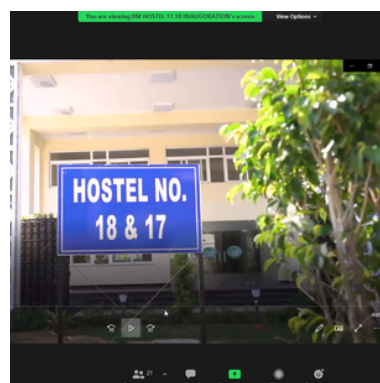
SCIFI Foundation Day

SCIFI-IIM Lucknow organized a programme to celebrate its 5th Foundation day. The event was inaugurated by Prof. Archana Shukla, Director, IIM Lucknow; Chairperson, Governing Board, SCIFI-IIM Lucknow. Sri C.S. Thanvi CGM-SIDBI addressed the audience.

Inauguration of PGP Hostel 17 & 18

Hostel 17 & 18 at IIM Lucknow campus are part of the augmentation project. These state of the art hostel with a total capacity of 250 would take care of the need for student accommodation.

The hostels were inaugurated by the chairman of IIML Board of Governors Mr. N. Chandrasekaran virtually. Prof. Archana Shukla, Director IIM Lucknow presided over the inauguration, Prof. Neeraj Dwivedi, Dean (Faculty) gave a brief about the facilities in the hostels.





IIML NEWSLETTER

Samavaya

VOLUME 34 NO.2

JULY - DECEMBER 2021



PUBLICATION PROFILE

Amit Karamchandani, Samir K Srivastava and Akhil Srivastava, Enterprise Blockchain: An application based comprehensive literature review, International Journal of Technology Intelligence and Planning, Volume 13, No. 1, 2021, pp. 1-37. DOI: <https://doi.org/10.1504/IJTIP.2021.117994>

Abstract:

Blockchain application beyond cryptocurrencies is popularly known as enterprise blockchain (EBC). This paper evaluates the value-adding potential of EBC by analysing applications from a theoretical perspective and evaluating the current pilot projects and startups from a practice perspective. The extent of truthfulness in exceptional hype around EBC is examined. EBC applications are comprehensively reviewed for the manufacturing industry, service industry, and the government sector. Current EBC pilot projects and startups are analysed through an industry level classification framework. Practitioners need to closely follow the EBC pilot projects and full-scale adoption in their industry to remain competitive and sustain in the market. The review exposes practitioners to the industries and organisations aiming to gain the first-mover advantage in EBC adoption. Practitioners are informed about the cautionary approach to be exercised while deciding to adopt EBC. Marketers may gain insights into the relationship between the number of pilot projects and startups.

Keywords: blockchain, enterprise blockchain, EBC, literature review, applications, application cases, pilot projects, startups

M. Dhanshyam and Samir K Srivastava, Governance structures for public infrastructure projects: Contractual forms and innovation, Construction Management and Economics, Vol. 39, No. 8, 2021, pp. 652-668. DOI: <https://doi.org/10.1080/01446193.2021.1938162>

Abstract:

The choice of appropriate governance structures for public infrastructure projects is a major challenge for governments. The extant literature provides ample theoretical support to analyse various public-private management regimes for public infrastructure service delivery, but there is little discussion on the innovation incentives of specific contractual forms and their welfare implications under different management regimes. Our research aims at providing answers to the following research questions: who should manage different tasks in public infrastructure delivery – public, private or public-private partnership (PPP)?; how should these tasks be managed to foster innovation and enhance welfare? We explore these using a multi-period analytical model that analyses innovation incentives induced by six contractual forms under five management regimes. We derive conditions under which specific governance structures maximise welfare. Our analysis reveals that PPPs induce optimal innovation and maximise welfare if governed through revenue-sharing concessions for user-payment type services and fixed-price annuity type contracts for no-user-payment type services. The risk share of the private partner and the shadow cost of public funds strengthen the case for PPPs while transaction costs weaken it. These results generate novel insights for policymakers to design effective governance structures and set new research directions in public infrastructure governance.

Keywords: Infrastructure governance, public-private partnerships (PPPs), management regimes, contracts



PUBLICATION PROFILE

Rajesh Premchandran and Pushpendra Priyadarshi, *Work-family enrichment: evidence from India on source attribution, International Journal of manpower*

Purpose

Work-family researchers examining work-family enrichment (WFE) have used a cross-domain model (Frone et al., 2003) to explain relationships between enrichment experienced and the satisfaction reported in the same domain. Recent research points out inconsistencies in this approach, arguing for a source attribution model in which increased satisfaction is reported in the domain where the source of enrichment resides. This study looks at bi-directional WFE and both forms of domain satisfaction, job and family, to explore relative strengths of these relationships in an Indian context, thereby extending theory on source vs cross-domain effects of enrichment.

Design/methodology/approach

This study uses a single-source cross-sectional study of 508 married individuals working in the services sector in India, each with at least one child in the family. Structural equation modeling is used to test the hypotheses.

Findings

The results support the source attribution perspective of enrichment where WFE shows stronger links to job satisfaction, and family-work enrichment (FEW) shows stronger links to family satisfaction. Our study revealed that dual-earners report higher satisfaction levels compared to those from single-earner households.

Originality/value

In addition to advancing theory on source attribution for WFE, this is the first study to focus exclusively on married individuals with children to further help accentuate inter-domain resource transfer. In addition, this is one of the few studies to test out the theory of enrichment through service sector knowledge workers in a developing economy like India, where the service sector contributes to 60% of the GDP

Jyotirmoy Dalal and Ananth V. Iyer, *Capacity planning for large scale people movement: Models and application to the Ujjain Kumbh Mela, Naval Research Logistics (NRL) 68 (8), 1018-1036 DOI: <https://doi.org/10.1002/nav.22025>*

Abstract: We focus on capacity planning and admission control of people accessing a system consisting of paths, where the flow varies along spatial, temporal, or event-based dimensions. People arrive during a time window, are admitted, travel through specified paths, and leave the system within a provided admission time guarantee. The decisions include choosing capacity for disruption plans and reactive capacity, adaptive path adjustment through redirection, and admission control in response to realized demand scenarios. We first develop a continuous-time model to choose optimal capacity for disruption plans corresponding to an expected admission time guarantee. The next model determines the optimal upfront versus reactive capacity decisions given demand scenarios. For each disruption plan, a mathematical programming model chooses optimal capacity by path segment, redirection, and admission control over time to manage realized demand under an admission time guarantee. We quantify the value of flexible capacity deployment and: (a) provide the optimal capacity by disruption plan to ensure an admission time guarantee, (b) provide the optimal long term capacity and reactive capacity, and (c) provide the optimal adaptive routing and admission control decisions to minimize capacity costs to ensure an admission time guarantee. We apply the model to data from the Kumbh Mela at Ujjain, a bathing festival in India that attracts close to 85 million people over a 25-day period, to provide insights for managers. The models can assist managers of food festivals, music events, religious walks, and other events involving managing people flow across paths during specific time windows.

KEYWORDS: admission time, capacity, people movement, scenario-based planning, strategic planning



PUBLICATION PROFILE

Amit Gupta and Pushpendra Priyadarshi , *When affirmative action is not enough: Challenges in career development of persons with disability, Equality, diversity and Inclusion: An International Journal*

Abstract

Purpose

There is dearth of research pertaining to how persons with disability (PWDs) view their career and the issues they face in career development; past studies highlight either the organizational initiatives or individual factors in this regard. The present study bridges this gap by studying the PWDs' experiences and perceptions on challenges in their career development.

Design/methodology/approach

An exploratory study through interview of professionally qualified PWDs in India, who have a permanent employment.

Findings

PWDs experience that affirmative action has a negative fallout as it leads to positive discrimination and hence, adversely affects their confidence and development.

Research limitations/implications

The present study throws up new themes in the organizational climate that the PWDs face in career development, future studies can understand the aspirations of PWDs toward career and focus on the how the PWDs engage in shaping their career. Researchers can explore strategies that PWDs plan/adopt in creating a sustainable career for themselves. Scholars can also map the issues raised by PWDs with the career outcomes.

Social implications

The Rights of Persons with Disability Act, 2016, of Government of India introduces a social model of disability in India. This paper deploys the social model of disability to enhance our understanding of the disability climate in India from a new lens.

Originality/value

This study introduces new themes that depict the environmental factors and are related to the organizational climate rather than self-focused issues of PWDs. The paper introduces two new subjective criteria, voiced by PWDs, for career development – a well-crafted capability-based career path and role of inspirational platforms. It introduces hitherto undiscovered issues toward career development, faced by PWDs who have a secure employment and a professional career. This is the first exclusive study of PWDs employed in public sector and thus, brings uniqueness in the context.

Conference Presentations

Dhanshyam Mahavadi and Samir K Srivastava *Risk Mitigation mechanisms in Public-Private Partnership (PPP) contracts using dynamic real options approach, presented in the POMS India International Conference, SPJIMR, Mumbai, December 22-24, 2021.*

Dhanshyam Mahavadi and Samir K Srivastava *Determinants of Governance Structures in Public-Private Partnerships (PPPs): Evidence from India, presented in the 24th Annual International Conference of the Society of Operations Management, XLRI, Jamshedpur, November 12-15, 2021.*



PUBLICATION PROFILE

Conference Presentations

International Conference: INFORMS Annual Meeting 2021 (Virtual) held during October 24-27, 2021

Paper Title: DESIGNING EMERGENCY RESPONSE NETWORK FOR RAIL HAZMAT SHIPMENTS UNDER UNCERTAINTIES
Authors: Ali Vaezi, Jyotirmoy Dalal (presenting author), Manish Verma

Abstract: Railroad is one of the primary transportation modes for hazardous materials (hazmat) shipments in North America. Designing an emergency response network capable of providing commensurate response is one of the primary levers to contain (or mitigate) the adverse consequences from rail hazmat incidents. To this end, we propose a two-stage stochastic programming model to determine the location of response facilities and equipment packages to be stockpiled therein. Several publicly available reports were consulted to estimate the different model parameters, which in turn facilitated the analyses of the case study on a realistic railroad network in Ontario (Canada). Our study suggests that the strategic emergency response network design decision made only on the basis of empirical data would undermine the effectiveness of the resulting network. We also explore several underlying trade-offs in our model, evaluate the incremental benefit of establishing (and stockpiling) additional response facilities. Furthermore, our analyses highlight that the mean coverage can be improved by redistributing the equipment in the network, purchasing equipment with higher containment capacity, and making use of a disutility multiplier factor.

Committee Membership

Prof. Samir K Srivastava joined as a Member the Scholarship Committee of the \$ 2 million IIT (BHU) Foundation Access Fund managed by IIT (BHU) Foundation enabling scholarships to the underserved graduate students.





IIML NEWSLETTER

Samavaya

VOLUME 34 NO.2
JULY - DECEMBER 2021

IIML COMMUNITY

We welcome the following in IIML Community

Faculty



Prof. Anjali Bansal

Human Resource
Management



Prof. Krishnan Jeesha

Marketing



Prof. Priyanshu Gupta

Business Sustainability

Non Faculty

Mr. Ajit Singh - J.E. (Electrical)

Farewells are always a poignant occasion. We bid goodbye to the following members of IIML community

Mr. P.K. Rai - S.A.O.

Mr. Khursheed Ahmad - Asst. Librarian

Mr. K.L. Das - Sr. Machine Operator (Grade 1 upgraded)

Mr. S. Mukhopadhyay - A.O.

Mr. Pradeep Dhar - F.A cum C.A.O.





IIML NEWSLETTER

Samavaya

VOLUME 34 NO.2

JULY - DECEMBER 2021

IN THE NEWS



IIM Lucknow alumnus Shailesh Jejurikar was appointed as the first Indian Global COO of Procter & Gamble.

IIML ranked 79th globally in its maiden entry into the prestigious Financial Times (FT) 100 list of global business schools for its flagship PGP (MBA) programme.

The institute scored high on student employability, career progression and research.

IIML's flagship PGP (MBA) made its maiden entry into the QS Business Masters Ranking 2022.



3 faculty members of IIM Lucknow (Prof. Samir K. Srivastava, Prof. Sushil Kumar, Prof. Suresh K. Jakhar) figured among the top 2% researchers for single year impact in the world as per study conducted by scientists from Stanford University and published by #Elsevier. The selection is based on the top 100,000 by c-score (with and without self-citations) or a percentile rank of 2% or above.

IIM Lucknow has signed in a MoU with EDHEC Business School France for Dual Degree (with IIML Post Graduate Programme (PGP)). EDHEC is one of the world's top 15 European business schools. It has campuses in Lille, Nice, Paris, London and Singapore.

For her fearless leadership, Prof. Archana Shukla, Director IIM Lucknow was felicitated by Ms. Swati Singh, Minister of State for Women Welfare, UP Government. In line with Mission Shakti, IIM Lucknow's director discussed issues of gender empowerment and the need to address women's safety and dignity.





IIML NEWSLETTER

Samavaya

VOLUME 34 NO.2
JULY - DECEMBER 2021

IN THE NEWS

IIM-lucknow records 100% placements

<https://telanganatoday.com/iim-lucknow-records-100-placements>

Let's aim at creating an atmanirbhar talent pool: Ajay K Garg & Ashish Pandey, IIM Lucknow

<https://www.financialexpress.com/education-2/lets-aim-at-creating-an-atmanirbhar-talent-pool-ajay-k-garg-ashish-pandey-iim-lucknow/2360717/>

B-school internships bounce up with sentiment; stipends at top institutes rise up to 67%

<https://economictimes.indiatimes.com/industry/services/education/b-school-internships-bounce-up-with-sentiment-stipends-at-top-institutes-rise-up-to-67/articleshow/87233102.cms>

Coal India joins hand with IIM, Lucknow to train mid-level executives

<https://www.psuconnect.in/news/CIL-signs-mou-with-IIM-Lucknow-/30326/>

Team Samavaya

Corporate Communications & Media Relations

Indian Institute of Management Lucknow

Prabandh Nagar, IIM Road, Lucknow -226013

ccmr@iiml.ac.in

