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5	Prof S S Mantha Chairman (acting) AICTE 7th Floor, Chanderlok Building Janpath New Delhi- 110 001	ssmantha@vjti.org.in	☎ 011 23724188 Fax: 011 23724189
6	Shri W M S Pariat Chief Secretary Government of Meghalaya Shillong	wms.pariat@yahoo.com	☎ 0364 2224801 Fax: 0364-2225978
7	Shri P C Sharma Chief Secretary Government of Assam Assam Sachivalaya Block C 3rd Floor Dispur Guwahati – 781 006	psecy_it@assam.nic.in	☎ 0361 22611403 Fax: 0361 22611403 Mob: 0 98640 61933

SI	Members of the Board of Governors	Email Address	Phone / Fax No.
8	Shri Tobam Bam Chief Secretary Government of Arunachal Pradesh Civil Secretariat Itanagar - 791 111	cs_arunachal@nic.in	☎ 0360 2212595 Fax: 0360 2212595
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11	Shri. Falguni Rajkumar Former Secretary to the Government of India F2486 Ansal's Palam Vihar Gurgaon, Haryana - 122017	falgunirajkumar@yahoo.com	☎ 080 23538072 Mob: 09880030055 Fax: 080 22129923
12	Dr. B K Das Managing Director Numaligarh Refinery Limited 147 Udyan R G B Road Guwahati - 781 005 Assam	bhupati.k.das@nrl.co.in	☎ 0361 2203135 Fax: 0361 2203152 Mob: 0 94350 54221
13	Shri Sanjiv Rangrass Divisional Chief Executive Officer AGRI Business Division - ILTD G T Road Post Box No. 317 Guntur - 522 004 Andhra Pradesh	sanjiv.rangrass@itc.in	☎ 9133 22889900 ☎ +91 33 22882190 Fax: 033 22882257 Mob: 0 98310 55105
14	Shri A.K. Rungta Chairman Rungta Enterprises & Director, Rungta Mines Ltd. 225/D Acharya Jagadish Chandra Road Kolkata - 700 020	classicsteels@vsnal.com	☎ 033 22870253 / 0950 Fax: 033 2290 2439

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15	Shri. Arjun Malhotra CEO and Chairman Headstrong's Board of Directors 143 Golf Links New Delhi – 110 003	arjun.malhotra@headstrong.com	 1204255155
16	Prof Ashoke K Dutta Director RGIIM Mayurbhanj Complex Nongthymmai Shillong – 793 014	director@iimshillong.in	 0364-2308005 Fax: 0364-2230041
17	Prof Keya Sengupta Professor RGIIM Mayurbhanj Complex Nongthymmai Shillong – 793 014	ks@iimshillong.in	 0364-2308046
18	Prof D K Agrawal Associate Professor RGIIM Mayurbhanj Complex Nongthymmai Shillong – 793 014	dka@iimshillong.in	 0364-2308035

## POST GRADUATE PROGRAM (PGP)

The Institute offers the Post-Graduate Diploma Programme in Management (PGP), a two-year full time residential programme for graduate students from all disciplines who aspire to choose a career in Management.

The Post-Graduate Programme commenced from the academic session 2008-09 (in the temporary accommodation) at “Mayurbhanj Palace”, which has been renovated by State Government of Meghalaya for the purpose. 64 students joined the flagship programme called Post-Graduate Diploma in Management in the 1<sup>st</sup> year.

A cohesive network of academicians, intellectuals and industry professionals drawn from across the globe has made RGIIM a centre of quality management education. The students from many corners of the country look forward to acquiring their management training from here. A quick impetus in the infrastructural upliftment of the region rests on the shoulders of the Institute. It would assist the government to take a big step forward to execute one of its prime plan agenda, the promotion of a sustainable and balanced development of the nation.

The two year full time post graduate programme is fully residential. The structure of the PGDM programme primarily aims at providing individuals ample opportunity to learn time tested management principles as well as current best practices. It also provides an exposure to evolve next generation practices through an active interaction with industry on continuous basis. The structure of the program is blended with core and electives courses spread over six terms in two years. First year of PGDM programme has core courses whereas, the focus of the second year is largely on elective courses in major functional areas. A unique aspect of this program structure is the ‘free standing’ courses which provides participants an exposure to liberal arts and education. In addition, the institute provides tailor made industry specific courses to provide a firsthand exposure about business dynamics. These courses are capped by a number of capstone courses which help participants to appreciate and develop a general management perspective of organizations.

Each year is divided into three terms of approximately three months each. Participants who fulfill all the course requirements with minimum passing grade are promoted to the second year. Participants undergo a two month compulsory company internship after the completion of their first year of study.

The second year courses comprise of elective courses designed keeping in view to acquaint participants’ expertise in different functional areas of choice. In addition to the normal project assignment as a part of individual courses, participants are encouraged to undertake an individual comprehensive research project in the second year.

The institute is in the process of establishing exchange program with reputed institutes/universities around the world. The exchange program will supplement local knowledge in creating an all-round individual personality who would be able work /compete effectively in all cultural and business environments.

## CENTRE FOR DEVELOPMENT OF NORTH EASTERN REGION

The Centre for Development of North Eastern Region (CEDNER) formerly known as The Accelerated Learning Centre (ALC), of the Indian Institute of Management, Shillong has been constituted right from the inception of the Institute and is involved in organizing both short term and long term programmes relevant to the local community and society of the state and the region. The members of the local community who may otherwise have limited opportunities for getting the latest exposure to training for skill development is provided with such opportunities by the Institute.

The objective of the Institute is to respond to the local needs and make the facilities of the Institute available for the training of the local talented youths of the region. The Centre offers a unique opportunity for the young entrepreneurs, businessmen and women, business executives and officers of the region to avail of the opportunities of training in skill development in various phases of their business and entrepreneurial activity. The Centre has already offered a series of such practice oriented management courses.

The objective of the courses is to train the participants to develop business ideas and projects which can, not only be sustainable but also relevant to the society. The Centre also aims to develop a deep insight among the participants and develop a theoretical and practical understanding of the complex set of interrelated economic, social and environmental issues by bringing out the local and hidden talents, skills and capabilities among the youth.

Courses at the Centre are specially designed to train the local youths so that they are able to avail the opportunities of the emerging business; both for the development of the self as well as the society and economy in tune with the emerging market scenario. The expertise at IIM, Shillong with its focal emphasis on sustainable business, attempts to fulfill its social responsibility and imparts training through an innovative pedagogy of lectures, case studies, e-books and e-journals etc.



*Prof Ashoke K Dutta with the participants at the workshop on  
Enhancing Managerial Effectiveness*

Some of the programmes organized so far are:

- Course on Retail Management
- Sports Management
- Business Skill for Small Business
- Workshop on Effective Management
- Entrepreneurial Development Course

The CEDNER by offering a broad diversity of programmes in varied disciplines of business management skills has helped participants to expand and extend their business operations and stimulate their business through management skills. IIMS through CEDNER has successfully created a highly stimulating environment for the business community of Shillong and proposes to continue with the endeavor in the coming years by regularly organizing more such courses.



*A participant of SERM Course receiving certification from Shri Shekhar Dutt (centre) and Prof A K Dutta (extreme right)*



## MANAGEMENT DEVELOPMENT PROGRAMMES

### A. “Managing Your Human resources: Managing Talent”

MDP programme on “**Managing Your Human resources: Managing Talent**” designed for members from business and government responsible to deliver performance from the human organization. In today’s global environment, the key role of the HR is to implement effective practices which do not only ensure acquisition of the required talent but also manage them in ways which can retain them specially in times of the ‘war for talent’. Talent Management brings with it the tools and techniques by which the contribution of the HR function could be established and hence made more responsible. The focus is on developing the most superior workforce so that the organization and its employees can accomplish their work goals and attain higher levels of sustained performance. Held over a 3 day period, the MDP had 10 participants. The Program was conducted through an appropriate mix of case studies, presentation, lectures and mutual sharing of experiences.

#### OBJECTIVES:

- To explore contemporary Human Resource issues and challenges that impact organizations.
- To provide an input to understand the changing roles and responsibilities of the HR function.
- To implement effective talent management practices and help to look for creative ways to measure and better manage workplace talent.

#### PROGRAM OUTLINE:

- The War for Talent: Issues and Challenges in the post-globalized world
- Attracting and Recruiting Talent: Contemporary Technologies for Attraction and Selection
- Managing Talent: Assessment and Development
- Compensating for Talent: Rewarding and recognizing individuals and teams
- Providing Space for Talent to Nurture: Building an Enabling Culture
- Nurturing Talent: Mentoring for Succession Planning



Participants of the Management Development Programme on “Managing Your Human Resources” with Prof. R.Diwedi and Prof D.K.Agarwal  
Dated: 7th-9th Sep 2009



## B. “Enterprise Resource Planning: Why and How”

The MDP programme on **Enterprise Resource Planning: Why and How**” was designed for ERP implementers and Managers. Held over 2 days, the MDP had 10 participants.

### The Content

- Intro to ERP & current status across industries
- Business functions, processes & reengineering
- ERP Modules
- Vendor Selection
- ERP Computational Infrastructure
- Implementation issues
- Go live and post implementation
- Extending the system beyond ERP

### Objectives

To discuss the benefits and pitfalls of the ERP. The second major objective is to insure that ERP managers learn how to avoid implementation failure. The other focus area of this MDP dealt on the technical, managerial and behavioral challenges in implementing an ERP system in an organization.

### Participants Profile

Individuals who plan to implement ERP in their organizations. Managers keen on improving the efficiency of their workplace by inducting technology. The managers who want to have an idea about this oft-used system will also find this program useful.



Participants of MDP on Enterprise Resource Planning  
Dated: 11th-12th Nov 2009



Participants of MDP on Finance for Non-Finance Professionals  
Dated: 16th-18th Nov 2009

### C. “Finance Skills for Non-Finance Professionals”

The MDP programme on “**Finance Skills for Non-Finance Professionals**” was designed for Entrepreneurs and middle and senior management executives.

#### **The Content**

- Understanding Finance & its Principles
- Financial statement analysis
- Time, money value risk & return & valuation
- Cost concepts and costing system, Budget and its preparation
- Current asset management, Capital Structure
- Capital Budgeting & cash flow estimations, Capital costs

#### **Participants Details**

<b>Name of the course</b>	<b>Duration</b>	<b>No. of Participants</b>
Finance for Non Finance Professionals	3 Days	15

#### **Objective**

The objectives of the course:-

- To understand Financial & management accounting reports and use in business.
- Analyze & Interpret financial information and data to make effective functional decisions.
- Cost & management account & implications in decision-making.
- Role of finance manager in decision making
- Cash flows & appraisal of project estimates.
- Learning financial jargon for clarity in communication to take better business decisions for better performance and growth.

#### **Participants Profile**

Middle and senior level executives from different functional areas of management in government/corporate sector, public and private, and Entrepreneurs.

## FACULTY DETAILS

FACULTY NAMES	DESIGNATION	SUBJECT AREA
Prof. Ashoke K Dutta	Director, RGIIM Shillong	Organizational Behavior and Business Communication
Prof. Keya Sengupta	CEDNER & In-charge Library	Economics
Prof. Durgesh Kumar Agrawal	Dean (Academics) & Chair (PGP)	Marketing and Logistics
Prof. Naliniprava Tripathy		Accounting and Finance
Prof. S. Shahjahan	Dean (Research & Planning)	International Business, Marketing and Retailing
Prof. Swapan Majumdar	Chairman MDP	Operations Management and Information Systems
Prof. Basav Roychoudhury	In Charge Technology Initiatives	Information Technology
Prof. Malavika Desai	Advisor, Placements	Behavioral Sciences
Prof. Natalie West Kharkongor		Economics
Prof. Sanjoy Mukherjee		Business Ethics
Prof. Rohit Dwivedi	Students' Affairs	Behavioral Sciences
Prof. Sanjeeb Kakoty		Sustainable Development
Prof. Tapas Kumar Giri		Sustainable Development
Prof. Shankar Purbey		Operations Management
Mr. Santosh Kr. Prusty	Hostel Warden	Quantitative Techniques, Decision Sciences and System Dynamics
Mr. Achyanta Kumar Sarmah		Information Technology
Mr. Anoop Abraham		Sports Management
Mr. Abhishek Tripathi		Information Technology

## FACULTY ACHIEVEMENTS AND ACTIVITIES

### A. Prof Keya Sengupta

#### Books

- **Genesis of Human Development in North East India: Diagnostic Analysis:** Concept Publishers, New Delhi, 2009
- **Human Development: A Multi Dimensional Approach to Human Well Being:** Concept Publishers, New Delhi, 2010 (ed)
- **Determinants of Marketable Surplus in a Backward Economy:** Concept Publishers, New Delhi, 2010.

#### Research Papers in Books

- **Human Development, Economic Development and Income Earning Capacities of the Common Man: The Case of North East India in Human Development: Dimensions and Strategies** Ed H.S. Rout and P.K. Panda, Pub: New Century, New Delhi, 2009.

#### Consultancy Projects:

- Assam Vision 2020: Skill Gap Study : For Confederation of Indian Industries, 2009 (Principal Investigator)
- Mid Term Review of Eleventh Five Year Plan of Meghalaya; For Planning Commission, New Delhi, 2010 (principal Investigator)

#### Seminar Papers:

- **Issues in Indo Bangladesh Natural Trade Relationship.** Organised by Centre for Rural and Industrial Development, Chandigarh, 2009
- **Management of Small and Medium Enterprises in India: Lessons for Developing Nations.** Seventh Annual International Conference on Small and Medium Sized Enterprises: Management Marketing Economic and Social Aspects. Organized by Athens Institute for Education and Research, Athens, Greece. Aug ,2010(Accepted for presentation)

#### PhD Supervision:

- Two candidates under the supervision of Prof Sengupta have obtained their PhD Degree in 2009.

#### Programmes Organised

- Two Weeks Management Refresher Programme: 2010, at IIMS.
- Coordinated the Two Weeks Course on Chinese Language, 2009 at IIMS

#### Attended:

- Expert Committee Meeting of Indian Council of Social Science Research, New Delhi for selection of Research Projects and grant of Senior Fellowship for all India level, 2009
- **GLOBAL SKILL SUMMIT** Organised by FIICI on 20 – 21 August, 2009, New Delhi
- Invited to deliver lecture at Indian Council of Social Science Research, Shillong to Research Scholars. 2010

**B. Prof Swapan Kumar Majumdar**

- Consultancy Project: “Case Study on the Turnaround of Apeejay Tea Limited”
- Attended 2010 AACSB International Conference and Annual Meeting, April 18-20; Anaheim, California, USA

**C. Prof D K Agarwal****Publication of research articles**

- Agrawal, D. K. “Grow with the Growing Indian Middle Class: Marketing Paradigm from Conventional to Strategies” published in the proceeding of the conference organised by IIM – Ahmedabad on January 7 – 9, 2009.
- **Authored:** Supply Chain Management: Strategy, Best Practices & Cases, Mac Millan India Ltd. Delhi

**Projects undertaken**

- A project has been awarded by Union Public Service commission (UPSC) and in the process Study on impact of print in electronic media in dissemination of examination related information of Union Public Service Commission (UPSC) in North-East Region
- Development of Best Practices of Demand Chain management for Sustained Growth of Indian Corporate Enterprises and other Stakeholders Value Maximization (proposal has already been approved by the AICTE for grant of Rs. 40 Lakh and a sum of Rs. 40,000 has been released to undertake exploratory study for the submission of DPR under Nationally Coordinated Project scheme).

**Participation as Resource Person / Representatives of the Institute.**

- Delivered a series of lectures at IIITM, Gwalior.
- Delivered lecture at Department of Management Studies, IIT Delhi.
- Participated in marketing conference organized by IIM Ahmedabad.

**D. Prof Shajahan**

**Head, Accelerated Learning Center (ALC – now CEDNER)** - Designed, marketed and coordinated the following programs

- 6 month long Certificate Course in Retail Management (CRM) for 34 Local Entrepreneurs and students of North East at the Level I.
- Diploma Course in Sustainable Enterprise and Retail Management for 29 Senior Defence Officers, Corporate and Business Houses at the Level III
- Devised and implemented Administrative Manuals, academic handbooks, interactive CDs for SERM and CRM
- Devised Field and research based projects for SERM and CRM candidates.
- Devised, Evaluated and Certified SERM Diploma Project through a pan IIM Team.
- Devised and Coordinated corporate lectures for SERM and CRM participants.
- Generated a tuition fee of Rs15.6 lakhs from the SERM and CRM course.
- Organised the Inauguration, and Passing out ceremony for 64 students of ALC

- Organised interactive Sessions with Officers of Assam Rifles and Director, RGIIM Shillong at the Headquarters of DGAR.
- Organised a week long Open Sessions at Golf Club, Race course, Boat Club for the participants of SERM.
- Handled 250 sessions of SERM INDEPENDENTLY and delivered lectures for them with customised and self authored content
- Handled 125 sessions of CRM INDEPENDENTLY and delivered lectures for them with customised and self authored content

#### **Project Coordinator, Employment Generation Mission of Govt. of Assam**

- Working under the direction of Prof. A.K. Dutta, the principal consultant of the project and the Director of Employment Generation Mission, Guwahati since 2009.

#### **At the Individual Level - Designed, Marketed and Coordinated the following MDP(Extended)**

- 6 month long certified MDP in Sustainable Global Enterprise and e-Marketing.
- Devised Administrative Manuals, academic handbooks, CDs for SGEeM
- Devised Field and research based projects for SGEeM candidates.
- Devised and Coordinated corporate lectures for SGEeM.
- Projected to generate a surplus of Rs. 15.5 lakh from SGEeM.
- Projected to handle 350 sessions of SGEeM independently and will deliver lectures for them with customised and self authored content
- Offered e-lecture and internet based MDP delivery independently for the first time in the history of RGIIM Shillong
- Offered a theme based MDP on Managing Downturn, which was well appreciated by the media and stakeholders of RGIIM Shillong

#### **Conceived and Submitted Detailed Project Report**

- Centre for Development of North East Region (CEDNER) of project outlay of Rs. 375 crores submitted to the Ministry of DONER which was later approved by the Government of India.
- Pro-Active Web based higher education system for North East Region through potential performance programming (PPP)- of outlay Rs. 675 crores submitted to Ministry of HRD, Department of Higher Education Government of India under Project Sakshat (Under Evaluation)
- Business Linkage and Marketing Model for the small strawberry farmers of Umsning submitted to the Government of Meghalaya.
- IDBI center at IIM Shillong submitted to IDBI, Mumbai which was implemented later.

#### **Panel Reviewer for Asian Case Research Journal, of NUS Business School, Singapore and Brand Summit of IMT Ghaziabad**

- Evaluated the case entitled National Institute of Management: A Service Branding Conundrum in June 2009
- Jury, International Brand summit (ICBM) organised by IMT Ghaziabad in 2008 and 2009. Screened 320 paper submissions for the summit

#### **ISTD Book Award 2008 given by Indian Society for Training and Development, Govt of India for "International Business" published by McMillan India Ltd.**

#### **Authored the following Titles in 2009**

- Introduction to Business Research Method, Jaico Publishing House Mumbai.



- Strategic Marketing: Text and Cases with interactive CD (IT enabled environment in Indian Perspective) VIVA Books Pvt. Ltd. New Delhi
- Applied Cases in Marketing with interactive CD, Primus Books, and New Delhi.
- Research Method for Management 4th Edition (Revised with the CD edition), Jaico Publishing House Mumbai.

## E. Prof Nalini Tripathy

### Books Published

- **“Wealth management” Re-Print** by Mahamaya Publications, **New Delhi, 2009,2010**
- **“Financial Services” Reprint** by Prentice-Hall of India, **New Delhi, 2009, 2010**
- **“Insurance Theory &Practice” Reprint** by Prentice-Hall of India **New Delhi, 2009, 2010**

### Published papers in peer reviewed International Referred Journals

- **“Anomaly or Rationality: Explaining the Day-Of-The-Week Effect on S&P CNX Nifty Index>Returns during Different Settlement Regimes” International Journal of Business and Emerging Markets (IJBEM) Volume 2 - Issue 1 – 2010, U.K**
- **“Impact of derivatives trading on spot market volatility: an empirical study”, International Journal of Applied Decision Sciences, Vol. 2, No. 2, 2009, USA**
- **“Behavior of Indian Stock Market: Evidence and Explanation” Journal of International Finance and Economics, volume 9, No 5, October 2009 USA**
- **“Impact of Index Derivatives on Indian Stock Market Volatility- an Application of ARCH and GARCH MODEL “Corporate Ownership &Control” vol.6, Issue, spring 2009, Ukraine**

### Paper accepted for presentation in International Conference

- Paper entitled **“Expiration and Week effect: Empirical Evidence from the Indian Derivative Market” accepted for presentation and published online with ISBN Annual London Business Research Conference, Imperial College, London, UK during 12-14 July 2010**
- Paper entitled **“Indian Stock Market Reaction to International Cross-listing: Evidence from Depository Receipts” accepted for presentation and published online with ISBN 12<sup>th</sup> International Business Research Conference, Dubai, United Arab Emirates during 8-9 April 2010.**
- Paper titled **“Trading Volume, Volatility and Leverage: A Dynamic Analysis of the Indian Stock Market” is accepted for presentation and published online with ISBN Annual American Business Research Conference, New York, USA, September 2009**
- Paper titled **“Causal Relations and Correlation among Stock Market and Macroeconomic Variables: An Empirical Study in India” is accepted for presentation and published online with ISBN 11<sup>th</sup> International Business Research Conference, Sydney, Australia, 2-4 December 2009**
- Paper titled **“Behavior of Indian Stock Market: Evidence and Explanation” Accepted for presentation in Greece conference, September 2009**

- Paper titled “Lead- Lag Relationship between Futures and Spot markets in India” has been accepted for the **13th Annual Conference of the Asia-Pacific Risk and Insurance Association, China July 2009**
- Paper titled “Volatility Changes: study on Selected Sectors and Stocks “**Conference on Applied Business and Economics, Sohar University, Sultanate Oman, March, 2009**

#### **Resource Person in Seminar and Conferences**

- Delivered a keynote address on Managing in a Global Economy: Challenges & Strategies” on **March 6-7, 2009** Organized by Institute of Business Management, **Jadavpur University, Kolkata**

#### **Supervising Doctoral work**

- **PhD Awarded Under Guidance** Utkal University, **August 2009**
- **PHD Examiner**, ISM University, Dhanbad, **December 2009**
- **PHD Examiner**, Victoria University, **Melbourne, Australia, 2010**

#### **Participated in Workshop at IIM Shillong**

- Participated in “Workshop on Increasing Media Profitability” July 2009
- Participated & Presented in “Brain Storming Session on faculty Shortages in the Management Education” March 2009
- Participated in “Group Discussion of Principles of Colleges” January 2009
- Participated in “DGQA Seminar on Quality & Security” January 2009

#### **Management Development Programmes**

- **Programme Director** “Finance for Non-Finance Professionals” IIM Shillong **November 2009**
- **Resource Person** in management Training Programme “Sustainable Global Enterprises & e-Marketing” IIM Shillong, **August, 2009**
- **Resource Person** in Management Program for Local Entrepreneurs and Promoters of Entrepreneurial Activities, **September 2009**
- **Resource Person** in management training programme “Sustainable Global Enterprises & e-Marketing” IIM Shillong, **August, 2009**

#### **Participated in Faculty Development Programme**

- FDP on CAPSTONE Management Simulations, September 2009, Bangalore

#### **Editorial Advisory Board Member:**

- Editorial Board Member of “International Journal of Business and Accountancy”, **Malaysia, 2010**
- Editorial Board Member of “Global Economy and Finance Journal”, **World Business Institute, Australia 2010**
- Editorial Board Member of “International journal of Business and Emerging Markets” **Inderscience Publisher, England, UK, 2009**

#### **Review member:**

- Served as a Review member for Intelligent systems in Accounting, Finance & Management, **Wiley Inter science, USA, January 2010**

- Served as a Review member for Journal of International Business and Economics, a publication of the International Academy of Business and Economics, USA January 2010
- Served as a Review member for Journal of International Business and Economics, a publication of the International Academy of Business and Economics, USA, 2009
- Served as a Review member for Journal of Birla Institute of Management, **New Delhi, 2009**
- Served as a Review member for Book "Financial Services", Tata Mc.Graw Hills, **New Delhi, 2009**

## F. Prof Sanjoy Mukherjee

### **Book / Book Chapter/ Journal:**

- Edited the last two issues of Journal of Human Values from Sage publications as the parting editor-in-chief (for more than a decade) of this biannual international journal.
- Article titled "New Light from Planets Afar: Leadership Journey with The Little Prince" in the book "Heroes and anti Heroes: European Literature and Ethics of Leadership" edited by Knut Ims and Lou Boukhert has been recently published from Garant Publishers Antwerp, Belgium.
- Article titled 'Indian Management Philosophy' has been finally selected for publication in the Business and Spirituality Encyclopaedia from Springer Verlag Publishers soon this year. This volume is edited by Laszlo and Lou Boukhart.

### **Conferences:**

- Attended on invitation as a panel speaker on 'Wisdom Leadership, at the second annual international conference on 'Igniting the Genius Within' at Indian School of Business, Hyderabad during Oct. 22-25, 2009.
- Delivered an Inaugural address on Enlightened Management at the Indian Institute of Coal Management, Ranchi on November 06, 2009.
- Attended on invitation to participate in academic dialogue at the 4th Annual meet of Aspen Institute's Teaching Innovation in India Program held at Goa Institute of management during December 10-12, 2009.
- Attended on invitation the Inaugural international Conference of Indian Academy of Management on the theme of Indian Management held at XLRI Jamshedpur during December 28-30, 2009. Was a panel speaker on 'Wisdom Leadership: Indian Insights'.
- Attended on invitation as a panel speaker at the international conference on 'Conscious Capitalism' organized by Conscious Capitalism Institute, USA in collaboration with CII and a number of corporate bodies.
- Attended on invitation the International Conference on Global Ethics held at Infosys Mysore during April 25-27, 2010 organized jointly by IIM Bangalore and Globethics.net.

## G. Prof Basav Roy Choudhury

- Organized a two day program on Health Care Services through Hospital Management Information System on 6<sup>th</sup> and 7<sup>th</sup> October, 2009. Sixteen participants from all across the north eastern region attended the program. Shri Debasish Mullick, who had implemented such a system for the Government of West Bengal under a World Bank program, was one of the resource persons for this program.
- Organized a Management Development Program titled “ERP-Why and How?” on 11<sup>th</sup> and 12<sup>th</sup> November, 2009. Ten participants from across the eastern region of the country attended the same. The MDP dealt on the technical, managerial and behavioral challenges in implementing an ERP system in an organization.
- Organized five day Workshop for the North Eastern Region on Advances in Image and Document Processing during 16<sup>th</sup> to 20<sup>th</sup> March 2010 in collaboration with Computer Vision and Pattern Recognition Unit (CVPRU) of Indian Statistical Institute (ISI) Kolkata.
- Two of the four volumes of text book on Computer and Communication Technology (CCT) for higher secondary level have been published by NCERT, New Delhi, where I serve as one of the panel members authoring the same. The next two volumes are expected shortly.
- Initiated the process by which the Institute became a member of Microsoft Dynamics Academic Alliance program which allowed free use of Microsoft ERP for training interested students. Online resource materials also became available free of cost as part of this agreement.

## IT Infrastructure

- The wireless mesh network was extended and augmented to cover the new hostel and the building at the barracks as well as to remove the shadow areas left after the first installation in the old hostel and the administrative building. Currently the campus is supported by a state of the art Wireless Mesh Network, with a small shadow zone in the new hostel. Equipment are currently being procured to take care of the same.
- The Unified Threat Management (UTM) box was upgraded to support 400 concurrent users in view of the increasing strength of the IIM Shillong community. The previous one supported only 100 such users.
- Library was augmented with an advanced Library Management Software (LMS) – VTLS Virtua. It enabled the library to manage the entire workflow – issue, return, procurement, etc. In addition, the library was automated using RFID based technology whereby the issue, return, stock verification, etc. could now be managed without much human intervention.
- An additional file server was also procured for managing the library system.
- NAS server was procured to store the digital resources of the library. The current capacity of the same is 4 TB, which is further extendible.
- Smart card based Identity Cards have been issued to all the stake holders in the Institution. This enables everyone to use the RFID based technology of the library. In future, more systems can be made accessible by its use.
- The Microsoft Campus licensing was renewed for another year – allowing everyone in campus access to licensed Microsoft productivity tools. In addition, licenses were augmented for Adobe products too. To ensure smooth performance of campus IT systems, campus wide Kaspersky anti virus system was installed.
- With increasing strength of faculty and staff, additional laptop and desktop computers were procured to support the same. Additional printers were also procured.

- Ground work for installing a campus wide surveillance system and visitor monitoring system has been completed. The same is expected to be installed in coming months.
- Internet bandwidth was augmented from four to twelve Mbps through MPLS leased lines to support the growing connectivity requirements of the Institute.
- The ERP went live on 6<sup>th</sup> August 2010 making IIM Shillong the first amongst the centrally funded institutions of higher learning to do the same. Currently adoption of the same in different areas of campus life is under progress.
- Three additional Interactive white boards with inbuilt projector assembly were procured for the new classrooms at the barracks.

#### H. Prof Sanjeeb Kakoty

- Chaired a session at two day workshop (July 27-28<sup>th</sup> 2009) at Academy of Third World Studies, Jamia Millia Islamia, New Delhi on the theme of "Governance and Security: India's North East and Bangladesh".
- Represented the Director in a Seminar entitled "Business and Social Concern" at the Don Bosco Institute of Management, Guwahati on August 27<sup>th</sup> 2009, and presented a paper.
- Was a resource person for a one day "Personal and Professional Learning Review" for BASIX staff on 17.9.09.
- Was a Guest of Honour and Appointed Speaker for the BASIX Board Meeting held in Shillong on 24.10.09.
- Represented the Director in seminar on "Reforms in Higher Education" organized by NEHU Teachers Association on October 19<sup>th</sup> 2009 and presented a paper and participated in the panel discussion.
- Attended seminar at the National Museum Kolkata organized by the centre of Archaeological Studies and Training Eastern India on the theme "Cultures of North East India: Ethnic and Archaeological background" from 5<sup>th</sup> to 7<sup>th</sup> November 2009 and presented a paper.
- Delivered a Lecture at a Refresher course at Department of Commerce NEHU, Shillong on 17.12.09 on the theme "Commerce and Management in New Environment : Research –Innovation –practice"
- Published an article "Damming the Brahmaputra" in the Yojana Magazine, New Delhi in the December 2009 issue.
- Acted as a resource person for a workshop entitled "Impact of Conflict on women in Assam and Nagaland" organized by C-Nes, New Delhi in association with Heinrich Boll Foundation of Germany, on 9<sup>th</sup> and 10<sup>th</sup> November 2009 in Shillong.
- Was the Chief Editor of a book entitled "Assam" which was formally released by the Prime Minister Dr Manmohan Singh in New Delhi on 12.1.2010.
- Attended a National Seminar entitled "Peace and Reconciliation: Exploring a Collective Identity" at Furkating College, Golaghat on 3<sup>rd</sup> February 2010 and presided over the plenary session.
- Attended the 1<sup>st</sup> North East MP's Forum Summit at Gangtok on 11-13<sup>th</sup> February 2010 and was the key speaker at a discussion entitled "Media Persons and Honourable M.P's"
- Made an expert presentation at the Indo- Bangla Round Table held at the Jamia Millia Islamia on 17.2.2010.
- Published a paper entitled "Ahom Fortification" in a book entitled Mongkham, published 2010.
- Acted as a resource person at the winter School organized by the Indian Institute of Advanced Studies, Shimla, at the ICSSR, NERC, Shillong and delivered two lectures on 22 and 28<sup>th</sup> February 2010.

- Delivered a series of lectures on sustainability at the UGC refresher Course for University and College Teachers at the Academic Staff College, NEHU, Shillong from 24 May- 19<sup>th</sup> June 2010
- Published paper entitled “Tree Sans Roots: The story of the Khasi-Jaintia Borderlanders” in book *The Peripheral Centre*, published by Zubaan Books, New Delhi 2010.
- Presented a paper in a national conference on Security concerns in North East, at the India Habitat Centre, New Delhi on 26-27<sup>th</sup> July, 2010, organized by Delhi Policy Group, C-Nes and Centre for Security Analysis, Chennai.

### I. Prof Natalie West Kharkongor

- Co – author of Class XII text book for Economics prescribed by Meghalaya Board for Secondary Education (MBOSE). The title of the text book is “Micro & Macro Economics (Including some issues of the Indian Economy)
- Attended a Faculty Development Programme at IIM Indore from 18<sup>th</sup> April 2009 to 12<sup>th</sup> July 2009, sponsored by RGIIM Shillong
- Attended a National Conference on “Education and Research” at IIM Indore from 1<sup>st</sup> to 4<sup>th</sup> May 2009
- Attended a Capstone Simulation Programme at IIM Indore from 27<sup>th</sup> to 28<sup>th</sup> June 2009
- Chaired a Session in the Training Programme on Teaching and Evaluation, on the 31<sup>st</sup> July for Higher Secondary and College Teachers, held on the 31<sup>st</sup> July 2009
- Delivered a series of lectures in the Induction Training of Direct Recruit Section Officers (Civil), organized by the Regional Training Institute ( I.A. & A.D.), Shillong, w.e.f. 03-08-2009 to 31-10-2009
- Conciliator for the special Lok Adalat exclusively for State Bank of India, held on 22<sup>nd</sup> August 2009
- Resource person for MDP Programme organized by RGIIM Shillong, on the topic “Government Policies and Business”, held on the 3<sup>rd</sup> of September 2009
- Guest of Honor and delivered a Speech on Micro Finance at Jowai, Jaintia Hills on the 6<sup>th</sup> of September 2009
- Coordinator of a “Two – Day Programme for Local Entrepreneurs and Promoters of Entrepreneurs”, held on the 22<sup>nd</sup> and 23<sup>rd</sup> of September 2009 at RGIIM Shillong
- Delivered an Inspirational Speech and presented Literary Awards on the 26<sup>th</sup> of September 2009
- Appointed as Non – Official Member of the High Court Legal Services Committee, Shillong Bench of the Gauhati High Court as per notification No. MSLSA. 10/2006/129, dated: 29<sup>th</sup> September 2009
- Preparation of a Proposal for undertaking a Research Study on Village Councils in Manipur, Mizoram and Nagaland to be sponsored by the Ministry of Panchayati Raj (MoPR)
- Presented a Paper on Local Governance in North Eastern Region at IIT Guahati, Guwahati on the 18<sup>th</sup> of December 2009
- Resource Person in the Entrepreneurship Programme, organized by Ieng Rasong Sports Social and Cultural Club, Shillong on the 19<sup>th</sup> January 2010
- Coordinated a Leadership Development Programme for NGO Leaders on the 9<sup>th</sup> of February 2010 at RGIIM, Shillong
- Included in the Resource Person Inventory/Directory of State Institute of Rural Development (SIRD) Meghalaya
- Had given an article on “Women in the 21<sup>st</sup> Century” to Meghalaya Times and it was release on the 9<sup>th</sup> of March 2010
- Had given an article on “Budget Session is Over but the Effect Remains” to Meghalaya Times and it was released on the 16<sup>th</sup> of March 2010



- Attended the second Dr Homiwell Lyngdoh Memorial Oration at Martin Luther Christian University on the 24<sup>th</sup> March 2010. The lecture was delivered by Dr Suman Sahai on “Are GM foods needed? Who asked for Bt Brinjal Anyway?”
- Invited as a Guest for the Inaugural Function “Ensemble” of NIFT on the 26<sup>th</sup> March 2010
- Had given an article on “Do Men Get Credit for Household Work?” to Meghalaya Times and it was released on the 28<sup>th</sup> March 2010
- Had given comments on the Budget 2010 – 2011 and it was published in the Businessworld 29<sup>th</sup> March Issue
- Was invited as a special guest to the Panel Discussion on “Women’s Reservation: Are We Ready For It”, organized by the Women’s Cell, Shillong College, Shillong
- Attended and participated in the NER Committee for Access to Justice and Socio Economic Development of North Eastern Region. The Meeting was chaired by Honorable Justice Dr Mukundakam Sharma, Judge, Supreme Court of India
- Special Guest at World Environment Day, organized by the Soil and Water Conservation Dept., and ICSSC at Mawpdang, Shillong on the 9<sup>th</sup> of June 2010

#### J. Prof Shankar Purbey

- Research Paper/ Conference Paper - S. Purbey, K. Mukherjee and C. Bhar “Performance Measurement Framework in Indian Healthcare Sector” Seventh AIMS International Conference on Management at IIM Bangalore in December 2009.
- MDP conducted - Quality of Medical Care in Health Care Organizations on 25<sup>th</sup> & 26<sup>th</sup> Feb 2010, No. of participants 45; (As coordinator, Program Director – Prof. R. K. Sharma)
- Consultancy - Planning commission work on “Mid- term Review of Meghalaya” as member (headed by Prof. Keya Sengupta)
- Workshop - Organized five day Workshop for the North Eastern Region on Advances in Image and Document Processing during 16<sup>th</sup> to 20<sup>th</sup> March 2010 in collaboration with Computer Vision and Pattern Recognition Unit (CVPRU) of Indian Statistical Institute (ISI) Kolkata.
- Book Review - “Operations Management for Competitive Advantage” by Chase 11<sup>th</sup> Edition

#### K. Prof Rohit Dwivedi

- Consultancy Projects: Process Consultation and Training for Performance Related Pay at NEEPCO (2009)
- Programs Organized (workshops, MDPs): Managing Your Human Resources: Managing Talent (Open MDP)

#### L. Prof Tapas Giri

##### Research Papers

- Potential of NREGS in Environment Management and Sustainable Development – a case study from North East India

**Seminar / Conferences attended, Papers presented:**

- National seminar on 'Climate Change and Sustainable Development – Regional and Grassroots Initiative' during 4-5<sup>th</sup> March 2010 organised by NITTR Chandigarh, as Jury in the Poster presentations.
- Regional Workshop on Potentials of NTFP based Livelihoods in North East India” at NEHU, Shillong organized by access and coordinated in collaboration with IIFM, Bhopal during 20<sup>th</sup> February 2010. Delivered as Expert Resource Person.
- Sponsored by MoRD, GOI. Delivered as Expert Resource Person.
- Consultative Workshop on Development of Criteria & Indicators For Sustainable NTFP Management on January 5, 2010 at IIE, Guwahati organized by IIFM Bhopal and sponsored by MoEF, GOI
- Participated in the “International TOT programme on Corporate Governance” during 21-24<sup>th</sup> January 2010 at Mumbai organized by the NiSM, CII, IFC and GCGF.
- Delivered Invited Expert Lectures on 'Integrated Water Resources Management-critical issues' and 'Role of IEC & HRD Intervention in WATSAN' during 10<sup>th</sup> & 11<sup>th</sup> December 2009 in the UGC Sponsored Refresher Course on “Advances in Water Resources Technology & Management” organized by School of Water Resources Engineering, Jadavpur University, Kolkata-32
- Delivered Expert Lecture on 'Sustainable Rural Development through Community Participation' in the Inaugural function of 'EXOTIC ECO' -an NGO at Dimapur, Nagaland on 12<sup>th</sup> December 2009.
- Delivered as Resource Person in the one-week Course on “IWMP Common Guidelines and Preparation of DPR” at SIRD, Meghalaya (9<sup>th</sup>-15<sup>th</sup> March 2010) organized by Soil Conservation Society of India & Soil and water Conservation Department of Meghalaya.
- Participated in the 'Round Table Skill Gap Analysis for Assam on 20<sup>th</sup> November 2009 at Guwahati organized by Confederation of Indian Industries (CII).

**M. Prof Malavika Desai****Research Papers:**

- The Second Shift: A study of working women in India
- Ethical Leadership in India
- Catch them before they are gone: Employee engagement: A study of two Indian Businesses
- Women Hardiness and Mental Health

**Seminar / Conferences attended, Papers presented:**

- International Society of Theoretical Psychology, China
- Indian Academy of Management XLRI Jamshedpur
- International HRM –Aston University Birmingham
- Got recognition for paper at Aston In the editorial review committee of Amity Journal of Positive Psychology
- Programs Organized (workshops, MDPs): Managing Your Human Resources: Managing Talent (Open MDP)

**N. Achyanta Kumar Sarmah**

- Research paper published: Title: An Algorithm for Navigation in a Multi-context Concept Lattice  
Co-authors: S.K.Sinha, Prof. Dept. of CSE, Tezpur University(smriti@tezu.ernet.in)  
Shyamanta M. Hazarika, Associate Professor, Dept. of CSE, Tezpur University (smh@tezu.ernet.in)

Published in: Proceedings of National Workshop on Design and Analysis of Algorithms (NWDAA 2010), Tezpur University

- Seminar/Conference/Workshop attended/participated: Workshop for the North-Eastern Region on Advances in Image and Document Processing, held at IIM Shillong in collaboration with ISI Kolkata Venue: IIM Shillong

#### O. Mr S K Prusty (July 2009 to March 2010)

- Successfully co-ordinated and completed Ministry of Rural Development, Govt. of India sponsored project “Appraisal of NREGA in the States of Meghalaya and Sikkim”
- Paper published in International Journal i.e. Technological Forecasting and Social Change (**5-Year Impact Factor: 1.843**), published from Elsevier.
- *The Reference: S.K. Prusty, Pratap K.J. Mohapatra and C.K. Mukherjee (2010) GOS tree (Goal–Objective–Strategy tree) approach to strategic planning using a fuzzy-Delphi process: An application to the Indian Shrimp Industry, Technological Forecasting and Social Change, Elsevier Pub., Volume 77, Issue 3, Pages 442-456.*
- Reviewer of international journal i.e. Technological Forecasting and Social Change (**5-Year Impact Factor: 1.843**), published from Elsevier. Reviewed 5 Papers

#### P. Abhishek Tripathi

- Research Paper/ Conference Paper - Cheng, K., Srinivasan, S.M., and Tripathi, A., “Adaptive ARQ in Wireless Sensor Networks”, accepted and asked for oral presentation at the 3rd IEEE 2010 International Conference on Information and Applied Electronics to be held in Chengdu, China during July 9-11, 2010.
- Workshop - Organized five day Workshop for the North Eastern Region on Advances in Image and Document Processing during 16th to 20th March 2010 in collaboration with Computer Vision and Pattern Recognition Unit (CVPRU) of Indian Statistical Institute (ISI) Kolkata (along with Prof. Basav, Mr. Achyanta Kumar Sarmah, and Dr. Shankar K. Purbey)
- Conference attended - Attended a 1 day workshop on “CII conference on technologies sustainable Development” at Guwahati on 11/03/2010.

#### Q. Anoop Abraham

- Program coordinator for the 6 month certificate program in Sports Management. The program began in November 2009 and concluded in May 2010. 20 candidates successfully completed the program.
- Attended Turf 2009 – Global Sports Summit on the Business of Sports organized by FICCI in December 2009 held in New Delhi.
- Joint Coordinator of a “Two – Day Programme for Local Entrepreneurs and Promoters of Entrepreneurs”, held on the 22<sup>nd</sup> and 23<sup>rd</sup> of September 2009 at RGIIM Shillong

## VISITORS TO IIM SHILLONG

IIM Shillong has been able to attract a range of business leaders from the entire societal spectrum to interact with the participants. The business insights gained during these interactions ensure the overall development of the participants and strengthen their understanding to take up managerial positions in the corporate world.

### **Mr. David Redden - General Manager, Asia Pacific Education Sector, Oracle Corporation**

*"We are proud to partner with IIM Shillong in their mission to usher in a technology adoption revolution to help drive the enhancement of education standards in India."*



### **Mr. Geert Linnebank - Ex-Editor in Chief, Reuters group**

*Mr. Linnebank spoke about the state of news media in India and the lack of it that exists between journalism and management parse. He released the Anniversary Edition of IIM Shillong's Finance magazine "Niveshak".*



**Mr. Sanjeev Bikhchandani - Chief Executive Officer, Infoedge (parent company-Naukri.com)**

*“Only if you live through it do you understand a business.” He narrated the course of his business & asserted the importance of persistence, hard work & innovation in building an enterprise.*



**Mr. P D Rai - Member of Parliament, Sikkim**

*Encouraging the participants to devote their time and energy towards the country was the essence of his speech. He shared his experience during his political years and expressed his concern towards the entry barriers in politics.*

**Mr. Kailash Kulkarni - Senior VP (Sales and marketing), Kotak Mahindra**

*He said that the best way of serving customers is to keep the provisions simple and easy to gauge, and that “wrong selling” using complex financial products can only lead to weaning away of market share.*

**Mr. Arun Kumar - Head (Human Resources), Godfrey Phillips India Limited**

*He covered the issues in developing an effective Performance Management System. He elaborated on issues like compensation, goal setting etc. which are needed to manage employee performance.*

**Mr. Ganapathy Prabhu - Head - People Operations, Google India**

*He shared his thoughts on Talent Management and challenges faced in the sourcing of talent. He also discussed about the career choices for HR professionals and engaged the students in practical exercises.*

## STUDENT ACTIVITIES

### Placements Review 2010

The first batch of the Indian Institute of Management Shillong went for placements in the month of February & March. The batch of 63 students was placed in 32 companies with a total of 68 offers. More than 54 companies showed their interest in the placement process. In the first year of its operation, 5 international offers were made to the students.

Selection process was greatly aided by technology with 42% of the offers happening through Video Conferencing Technology that the employers seemed to prefer. This has been instrumental in enabling international placements. The highest international offer was 34 Lakhs with the domestic highest being 18 Lakhs. The average salary (CTC) offered on campus was around 10 Lakhs.

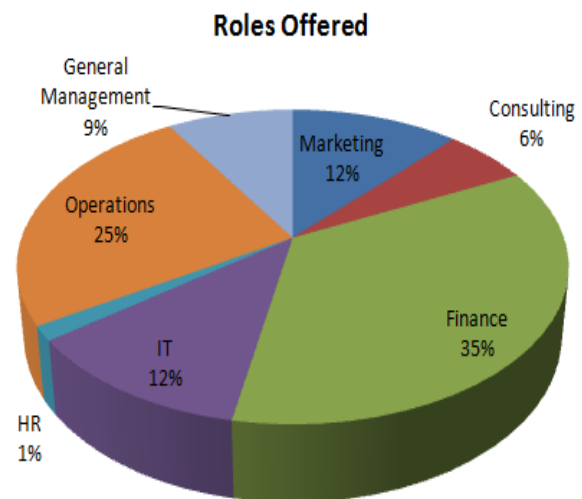
International recruiters included Tolaram Group, 3i Infotech, Adani Group and Jumbo Electronics. In Finance, private banks and investment banks made the bulk of the offers. The range of profiles varied from Investment Banking, Asset Management, Equity Research, Project Advisory, Wealth Management, Capital Markets and the likes. HSBC and DE Shaw also offered interesting profiles to the students in these areas. Other recruiters in this sector were public sector banks and the Navaratna PSUs.

Operations and strategy profiles were in demand this year from the students with a total of 17 offers made. The major recruiters in this domain were Suzlon Energy in ERP consulting, Hindustan Petroleum Corporation Limited in Operations, Essar Group in Global Leadership, Adani Group in Business Development, GATI in Logistics and Supply Chain Management. NTPC and Power Grid too made interesting profiles for the students in strategy. ONGC, Tata Motors, Lafarge, Voltas, UB Group also showed keen interest in recruiting.

Consulting firms like Deloitte, PWC and Frost and Sullivan made offers to the students for financial and business consulting. New profiles like innovation consulting were also on offer. The marketing profiles were oriented more towards the strategy and business research front with Zee Interactive, Biocon, Godfrey Philips India, Pfizer, IMRB and IOCL taking active interest.

The students interested in IT were offered profiles by Cognizant, HP, MakeMyTrip, MuSigma, 3i Infotech, Infosys, IBM Daksh and HCL among others. HR and General Management profiles were offered by the Escorts group, the Apeejay group and the Oberoi group.

The range of profiles offered by the corporate is a testimony to the trust reposed in IIM Shillong by them. Even after the entire batch had been placed, many companies across many sectors were willing to offer interesting profiles to the participants.





## SUMMER INTERNSHIPS

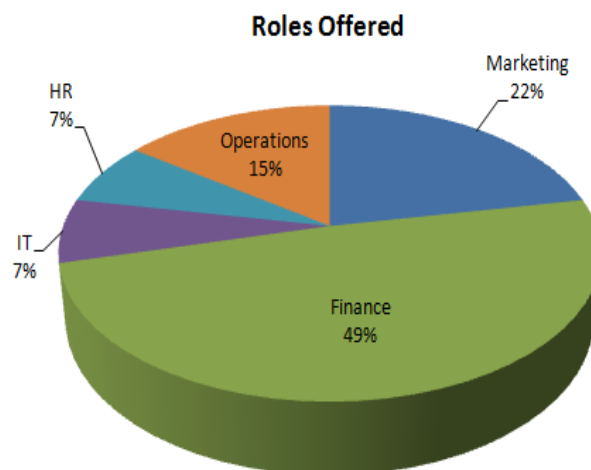
After the success of the concept of winter internship last year, IIM Shillong came up with Summer Internship Program to showcase the quality and strong business knowledge of its students. The institute witnessed a rich mix of roles and projects being offered by many illustrious companies. The batch of 66 students was placed in 33 companies across a wide range of functional areas.

The past recruiters like Deutsche Bank, Axis Bank, KPMG, Siemens, GE India, Power Finance Corporation made their presence this year as well thus showing their increasing interest in the institute. KPMG offered interesting profiles in Strategy, IT project financing and financial advisory. Ventures like Mycel saw a keen interest from students who were eager to opt for the profiles in Green Consulting. Leading PSUs like Power Finance Corporation and IOCL made their presence on the campus.

Escorts and Indofil Chemicals also participated in the process offering roles in Human Resources and Marketing Strategy. Students showed equally keen interest towards e-commerce companies like Naukri.com, MakeMyTrip and start-up companies which included Brands of Desire and Quetzal. These companies offered profiles in brand management, customer relationship management and operations management. Technology consulting drew keen interest as well with Siemens and GE Capital participating.

Students looking to make a career in marketing were made offers by Eveready, GATI, Nielson, Hughes Communication and Adobe. The banking and financial services sector has always been the most sought after sectors at IIM Shillong. Profiles offered included Investment Banking, Retail Banking, Private Equity, Asset Management, Financial Marketing, Debt Capital, Project Financing, etc. The major recruiters in banking and financial sector included Deutsche Bank, HSBC Bank, Axis Bank, UTI Asset Management, IL&FS, ING Vysya and Milagrow.

A number of students also opted for media and advertising firms which included the likes of Starcom, Zee Learn, Kairali TV and Euro RSCG. The PGP batch of 2009-11 has an appropriate mix of experienced professionals and fresher graduates. Students are from premier institutes like IITs, NITs, SRCC, St. Stephen's and other esteemed private deemed universities. Students belong to varied educational backgrounds like engineering, commerce, pharmaceutical, psychology and economics. Students have work experience in different sectors like IT, electronics, telecommunications, marketing, production and operations which led to an appropriate mix for the batch to learn and grow professionally.



Within a short span of two years since its inception, IIM Shillong's interns have drawn great appreciation from the corporate world. Success of summer internships reflects the quality of the management education and values transmitted to the Institute's participants in line with the corporate requirements.

## FORUMS, CLUBS, & MAGAZINES

**The Consulting Club of IIM Shillong – ConQuest** has carved a niche of its own by engaging in a whole gamut of activities. Its monthly magazine, launched from its website <http://www.iims-conquest.in>, has been receiving rave reviews for the quality of the articles. It has been witnessing significant contribution in the form of articles from the top B schools and industry alike. Every issue contains an 'Expert Talk' by the biggest names in the consulting space enabling the budding managers understand the latest trends in the field of consulting. The club also works on live consulting projects for start-up companies to help them with their business strategies. The work done by the Team ConQuest has been appreciated, which is evident from the client testimonials. It has development of North Eastern region high on its agenda and plans to provide consulting services to a variety of SMEs in this region.

**Niveshak is the monthly finance magazine released by the Finance Club.** Born on the 15th of August 2008, Niveshak has become a huge favorite and is circulated in the top 50 B Schools of India. It has an online subscriber base of more than six hundred. It is widely followed on social networking sites like Twitter, Facebook and Orkut. The lavish praise from the corporate houses has been another feather in Niveshak's cap. Every issue features the 'Best Article of the Month' and monthly quizzes with exciting cash prizes. Besides, Niveshak covers the most sensational financial topic of month as its Cover Story.

**Markathon, the monthly marketing magazine of IIM Shillong's marketing club,** has gained enormous popularity amongst students from premier Indian B schools in a short span of just over a year. The magazine receives articles from students of all the IIMs and other top B schools in the country. Markathon has proudly featured interviews from eminent personalities like Mr. Nirmalaya Kumar (Professor of Marketing, London Business School), Mr Dipak Jain (Former Dean, Kellogg School of Management) and Dr. Dinesh Keskar (President, Boeing India) amongst others. With the huge following the magazine has gathered in the last one year, it is set for glory in the years to come.

**Symphony, the annual magazine of IIM Shillong,** was started to let budding managers pen down their thoughts. Even with its first issue, the reach of its readership extends to all the top management schools of the country and abroad, major corporate houses and also to the government bodies. Articles contributed by the students of IIM Shillong encompass a host of issues ranging from politics to sports, financial markets to social issues and many more. It also gives a snapshot of all the student activities that take place throughout the academic year. With its future offerings, Symphony would strive to offer its readers a wholesome reading experience driven by a socially sustainable message.

## COMMITTEES

### Cultural Committee

The Cultural Committee at IIM Shillong is dedicated to provide the much needed break that a participant looks for, after endless hours of hard work. The cultural committee brings to life the celebration of festivals in addition to conducting competitions and events. While music and dance prevails during festivals like Deepawali and Holi; games and bonfires ensure there is no compromise on fun and frolic during these times. The committee also organized a grand farewell named “Au-Revoir” for the first batch of IIM S.

### Hostel Committee

The hostel committee is involved in planning the infrastructure development such as expansion of hostel facilities and outdoor games facilities in the current campus. It ensures availability and constant upgradation of proper sports and gymnasium equipments. It also organized the landmark event in January 2010, “RannBhoomi” - the intra IIM Shillong table tennis tournament, which generated huge enthusiasm and provided great fun and entertainment for all.

### IT Committee

The IT Committee of the tech savvy campus of IIM Shillong takes care of the IT requirements of the institute as well as that of its students. One of the major achievements of the IT committee in this year is the smooth upgradation to 12Mbps bandwidth through campus wide WiFi connections. The committee was actively involved in the planning & implementation for the setting up of the ERP in institute. Inputs from the IT committee also went towards the IIM S website design. The IT committee also carries out the pan-IIM Laptop Bulk Deal for the benefit of the incoming batch.

### Public Relations Cell

Public Relations Cell of IIM Shillong creates, develops and manages professional relations between all external entities and IIM Shillong. The cell aims at streamlining the exchange of information and aligning the institute with the latest trends in the industry. This includes all the interactions with various B-schools and media houses. Various activities have been taken up by the cell including the successful launch of IIM Shillong Mentorship Program ‘Synapse’ for the two consecutive years. The program guides the prospective incoming students through the various stages of the selection process.

Other programs organized by the cell include a candle light march in the memory of Shanmughan Manjunath, interaction with Lajong Football team, industry interactions etc. The cell also maintains a blog ‘IIM S-Infinite’ which can be found at <http://iimshillong.blogspot.com>.

### Placement Committee

The final placement is the ultimate frontier for a B-school participant. The Placement Committee is a dedicated body which strives to enhance the industry interaction and works closely with all stakeholders to provide a perfect launch pad for participants of IIM Shillong. It is responsible for providing good job opportunities to the corporate ready participants of IIM Shillong. The committee also facilitates the process of getting suitable summer project assignments with corporates.

### **Alumni Committee**

As the first batch gets ready to join the biggest names in the corporate world, formation of alumni committee under the aegis of institute administration would ensure a constant link to the passing alumni. This linkage would allow present students to keep pace with the dynamic industry trends, stay abreast with the corporate requirements and constantly exceed industry expectations as they pass out each year.

The committee plans to increase industry interaction through the alumni in the form of lecture series, workshops, company partnered CSR initiatives etc. The committee will play a pivotal role in bringing together the alumni spread across the globe, the institute & the students of IIM S in the coming years.

### **IIM Shillong Golf Cup**

The Golf Cup which was first organized in April, 2009 is the first such tournament to be organized by a B-School. This unparalleled concept aims at providing a meeting ground for the corporate and academia where they can share their ideas while playing this beautiful game. The second season held on 5<sup>th</sup> and 6<sup>th</sup> December, 2009 was as big a success as the first tournament.

The tournament drew participation from students of 9 major B-schools including IIM A, IIM L, IIM C, ISB, FMS & XIMB and 50 corporate from leading business houses across the nation like ONGC, Goodricke Group Ltd, Apeejay Group, PricewaterhouseCoopers & Vodafone. Some 180 golfers tested their skills during the two day tournament in the Shillong Golf Course. The entire event was sponsored by Times of India who were the title sponsors & ONGC, Apeejay Group & Goodricke Tea who were the co-sponsors.

Parallel to the golf tournament, IIM S also conducted a 'golf clinic' titled **Green Jacket**. The workshop aimed at providing a preliminary hands-on experience of the corporate sport to the future leaders.

## STUDENT ACCOMPLISHMENTS

It is rightly said that the greatest asset of an institute is its students. It is they who earn reputation for the institute by their work and performance. The students of the youngest IIM – IIM Shillong are proving this point via their good academic performance and the laurels they are earning at competitions of Ivy League B-schools and companies across the nation. In a short span of less than two years they have participated in a wide range of events and proven their mettle by being among the top participating teams and also winning prizes.

### **WagonR Think Big Challenge**

Neeraj Sharma won the WagonR Think Big Challenge, an initiative to give people a platform to present their ideas before industry stalwarts. He proposed setting up a 1.25 mw biomass gasifier-based renewable power generation system in the acute power-deficient industrial area of Byrnihat in Meghalaya, India, using biomass waste generated by industries in the region.

He was handed the keys to a *WagonR car and a cheque for Rs 10 lakh* as prize by actor R Madhavan at a ceremony held on March 5 in Delhi.

### **IIM Indore - Avahan**

Ashwamedha'09: A Flagship Event

Ashutosh Dixit won the event and was selected as best manager among all the participants from corporate and every premier B-school in the country.

Kalpavriksha'09: A Flagship Event

Hari Krishnan and Neeraj Sharma won this B-Plan competition beating participants from all IIMs in the country and other premier B-schools.

### **IIM Ahmedabad - Confluence**

MasterPlan'09: A Flagship Competition

Hari Krishnan and Neeraj Sharma won this B-Plan competition beating participants from all IIMs in the country and other premier B-schools.

### **IIM Lucknow - Manifest**

Ozone: The Operations Arena

Swati Goel and Rashi Agarwal of 2008-10 batch won the first prize in Ozone – The Operations Arena using their expert skills to understand finer details in a case study.

### **Papers Published**

Annual American Business Research Conference, New York, USA

Dr. Naliniprava Tripathy, Aditya Prakash Gore and Mayank Arora presented a paper "Trading Volume, Volatility and Leverage: A Dynamic Analysis of the Indian Stock Market" in September 2009 in the international conference.

## EXIM BANK KNOWLEDGE CENTRE – LIBRARY REPORT

RGIIM Library is at its initial stage, its first academic session started on July 4, 2008. The library like all vibrant and productive organizations, strives to keep pace with a global, dynamic, and technology-enabled information environment to meet the expectations of its end-users and to accomplish the mission statement of its parent organization.

### 1. COLLECTION DEVELOPMENT

The Library has developed an excellent collection of books, journals, databases and non-book materials relating to management resources which is its greatest asset. It maintains separate collections of Books, Journals, and special collection of working papers, reports etc. Non book materials like, Video Cassettes, Compact Discs. The total collection of library as on 31st March 2010 stands as follows:

Sl. No.	COLLECTION	Added on 2009-10	TOTAL AS ON 31 <sup>st</sup> March 2010
1	Books	3110	8030
2	Journals	60	60
3	Magazines	3	18
4	Newspapers	-	13
5	Special collection	230	516
	<b>TOTAL</b>		<b>8637</b>

### 2. SPECIAL COLLECTION

- EXIM Bank
- World Bank
- Harvard Business Review
- IIMA Working Papers
- Institutional Archive

### 4. E-RESOURCES (accessible from Knowledge Centre Portal)

#### a) E-books: (Subscription Renewed)

Cambridge - Business & Management (60 titles) & Macroeconomics & Microeconomics (100 titles)

#### b) E-journals (IIM Consortium Cross-sharing): (New Addition)

Wiley / Blackwell (464 titles)  
Taylor & Francis (85 titles)  
Springer (56 titles)

#### c) Databases:

- EBSCO Business Complete (upgraded from Business Elite)
- CMIE – Prowess (Renewed)
- ISI – Emerging Markets India (New Addition)
- Informs – Proquest (New Addition)



**d) Others:**

- Capital Market Online
- Economic & Political Weekly Online
- Economist Online

**5. CASES**

- **HBSP Cases**
- **ECCH Cases**

**6. TIE-UPS (2009-10):**

- AIMS (Association of Indian Management Schools)
- American Centre, Kolkata
- Association of Advance Collegiate Schools of Business (International)
- British Council, Kolkata
- EXIM Bank, Mumbai
- IIM Consortia
- National Institute of Rural Development, Hyderabad

**7. LIBRARY AUTOMATION:**

The Library has implemented the Integrated Library Software “Virtua” from VTLS and the RFID Library Management System from Rapidradio on December 14, 2009. Project implementer is HCL.

***The most significant achievement as far as the library facilities are concerned is related to the “Library Automation” Services.*** We are one of the few libraries in the country which is fully automated and the VTLS, Virtua software with RFID Library Management System is being used for the purpose of house-keeping of library activities and networking systems such as intranet, internet and Wi-Fi. The RFID technology makes the Circulation of works easier as the end-users can do the CHARGING and DISCHARGING through the KIOSK and DROP BOX machine respectively, along with the use of MIFARE CARDS. The entire library is covered by CCTV. This new technological environment enables the library to serve its clientele in a better, faster and in a more efficient manner.

The five different levels of automation which needs to be highlighted are as follows:

- Library cataloguing system - OPAC for easy access by users
- House-keeping operations and networking
- Development of CD-ROM library/products
- E-mail System and Internet
- RFID (Radio Frequency Identification) - for security purposes

Our Library is always open to new and innovative ideas and we are determined to make our Knowledge Centre one of the best and user friendly library in the country.

## CAMPUS TECHNOLOGY AND COMPUTER CENTRE

IIM Shillong boasts of the latest sophisticated equipments with regards to keeping pace with the trends in the modern Educational field:

- Enterprise Resource Planning.
- IIM Shillong Network
- Unified Threat Management (Firewall)
- Virtual Private Network (VPN of IIM Shillong)
- IIM Shillong Servers
- Microsoft SharePoint Server 2007
- PolyCom Video Conferencing System.
- Vennfer: Software based Video Conferencing System.
- Interactive Whiteboards
- Knowledge Centre Automation

## ENTEPRISE RESOURCE PLANNING

Enterprise Resource Planning (ERP) is a system which integrates all the business processes of an organization with strict audit trail. Data needs to be entered only once into an ERP system, thus there is no duplication of works. On 6<sup>th</sup> August, 2009, IIM Shillong became the first among all the centrally funded educational institutes and universities, which also includes IIMs and IITs, to go live on a comprehensive campus wide ERP system.

The institute has implemented one of the world's leading campus ERP systems – Oracle People Soft. Mr David Redden, General Manager, Asia Pacific Education Sector of Oracle Corporation was pleasantly surprised at the agility of this young institution and went on to say,

“I must say we are extraordinarily impressed with how quick this institution has moved to first of all to select this product and then to implement it and my belief is that, this is the fastest implementation of this solution of any other customer in the world. So I think that comes down to the strong leadership from the Professor (Prof. A. K. Dutta) as well as his very capable team...”.

## IIM SHILLONG NETWORK

The network is built to be robust with the very best components to ensure reliability. IIM Shillong has the latest Cisco 2800 series routers and Cisco 4500 core switch to support 12Mbps of link. The network backbone is designed through single mode fiber optics cable to provide the highest bandwidth, thereby the satisfaction to the user.

IIM Shillong also has Wi-Fi connectivity through the perimeter of the campus. A state-of-the-art Wireless Mesh Network (WMN) has been setup for seamless connectivity with necessary redundancy.

## **UNIFIED THREAT MANAGEMENT (FIREWALL)**

Firewall selected by IIM Shillong is of the only brand that embeds user identity in firewall rule matching criteria. It can control the access of individual users. The UTM allows user based bandwidth management; this allows IIM Shillong for optimum utilization of bandwidth. Through its UTM, IIM Shillong is able to manage anti-virus and anti-spyware, gateway anti-spam, intrusion prevention system, content & application filtering, bandwidth management.

## **VIRTUAL PRIVATE NETWORK (VPN OF IIM SHILLONG)**

Our intranet resources such as ERP, SharePoint Server and Mail Server can be accessible from any other network. Thus, we can connect and do many of our jobs even when out of campus, town, state or country. This is done via secure IIM Shillong Virtual Private Network (VPN) portal. IIM Shillong offers both web-based as well as client based remote access to the Institute Network. When members go on official tours, they are provided with wireless data cards for connectivity to the Institute.

## **MICROSOFT SHAREPOINT SERVER 2007**

Apart from lectures in the classroom, the institute uses Microsoft Office SharePoint server for online guides to the students. The faculty uses SharePoint server to upload the study material such as pdf file, E-books etc. to the students. With SharePoint servers the faculties creates blogs and discussion forum related to the subjects to enhance the interest of the students in their related subjects.

## **POLYCOM VIDEO CONFERENCING SYSTEM.**

### **VENNFER: SOFTWARE BASED VIDEO CONFERENCING SYSTEM.**

Through the hardware based high definition Video conferencing System, IIM Shillong connects its Students and faculty to the outside world. This Video conferencing System is connected via telephonic (i.e. ISDN PR link) as well as IP network. Many Conferencing calls have been carried out in and outside India for lectures, presentation and interviews with other Institutes and Corporate Organizations. VENNFER is an advanced software based video conferencing solution based on a highly sophisticated software engine.

## **INTERACTIVE WHITEBOARDS**

The institute is equipped with Interactive whiteboard. The interactive whiteboard has a touch-sensitive screen that connects to the computer and projector. Faculties can control computer applications directly from the screen, write notes in digital ink, send the work via email, save the work to present it later and also capture the whole lecture as a video. Students need not take class notes from the board, the writing on the boards reach their inbox directly.

## **KNOWLEDGE CENTRE AUTOMATION**

The Knowledge Centre (Library) of RGIIIM Shillong has been totally automated. It is implemented with RFID Library Management System. The RFID technology allows faculties, staff and students to issue and return books electronically without bothering the staff in the circulation counter. Books are RFID tagged for this purpose and users registered as members of the library get a RFID user card (Mifare cards). The users use the card and the Self Issue Kiosk to issue and return.

## IMPORTANT EVENTS DURING 2009-2010

- **First Annual Convocation 03/04/2010 : PGP Class of 2010**



IIM Shillong held its **First convocation on 3rd April 2010** at its campus in Shillong. **Hon'ble Union Minister for Finance Shri Pranab Mukherjee** graced the occasion as the **Chief Guest**. It was a proud moment for everyone at the Institute as this was the first batch of students graduating out of this institute. **Total of 63 participants were awarded the Post Graduate Diploma in Management (PGDM)**. To mark this occasion, there was a First Day Cover cancellation done by Department of Posts, India. Apart from the chief guest Shri Pranab Mukherjee, the ceremony was also graced by **Guests of honor Dr. D D Lapang, Chief Minister, Meghalaya and Shri S. Sridhar, Chairman and Managing Director, Central Bank of India**.





Delivering his convocation address, **Shri Pranab Mukherjee** said, "...It is heartening to note that the seventh IIM of the country has marked itself out by its unconventional thinking and innovative ideas. Right from the very start the RGIIM has tried to develop and provide an educational framework that would have Sustainable Management education as the core thrust area. Sustainability as the core of management education is something that is fast catching up, and the RGIIM has certainly showed the way. Moreover, the need to alleviate poverty and to ensure that the benefits of growth and development percolate down to every section of society represents a huge challenge. To meet this challenge successfully would require a paradigm shift in the thought process. It would require the courage to innovate, courage to experiment and above all the courage to accept failures. The decision of the RGIIM to set up a Centre for Development of the North Eastern region represents one such step. This centre seeks to ensure that local communities imbibe the best management practices and become partners in India's economic growth and success story. I also commend the Institute for its stress on research and development activities. Research combined with extension activities can help in nation building by facilitating the benefits of sound technical to reach more people".



He also said that..."The impact of management education on students should be holistic in nature and should lead to all round developments. I am happy to note that this Institute is not only imparting the management education but also involving students in strategic sports activity. The initiative of hosting IIM Shillong Golf Cup is an innovative way to train the budding business manager for future challenges. This concept of connecting corporate and academia through sports would create a platform for future managers to understand the complexities, strategic and innovation involved in running a business as well as in creating a business. I am sure that the sense of entrepreneurship developed during the stay in beautiful campus would see emergence of new class of entrepreneur."



Earlier during the day, **Shri Rathindranath Dutta**, Founding Chairman of Governing Board of RGIIM, in his address said, "...This, indeed, is a historic occasion. This is the last for the IIMs which had to build from scratch, reinventing the entire wheel, and that too within a record time. An IIM with a difference - with a core interest in sustainability. Our heartfelt gratitude goes to all who made this possible in particular the Hon'ble Chief Minister and his team, the bureaucrats and the MHRD for their unstinted supports the Director for his pioneering efforts – his faculty and staff and to all of you, my young friends, who chose to come here to this nascent Institute up in these beautiful hills – in preference to facilities available in mega cities- to be a part of the nation

building process as the Government plays catalyst in creating opportunities for learning across the country."

...He also went on to tell the students..."But remember, success is a journey, not a destination. You have lit a lamp here and as you take the lamp out into the world, keep in mind that the purpose of the lamp is not just to illuminate itself but to spread lights all around. The best lamp is the one which lights other lamps"

Delivering his Academic Report, **Prof Ashoke K Dutta**, the Founder Director of the Institute said,"... We think and dream big! In the course of the next few years we shall certainly establish ourselves as an Institute of international repute."

The Indian institute of management Shillong, the 7th and the first IIM in the Northeast took a revolutionary step to set up a centre for the development of the region where it is located. Alleviation of poverty of the suffering millions with an inclusive notion of growth and development is an area of key concerns for us and our emphasis on Values and Ethics is our USP. There is a saying, though somewhat clichéd, which aptly sums up the philosophy of our institution. It says: "Do not go where the path leads. Rather, go where there is no path and leave a trail."

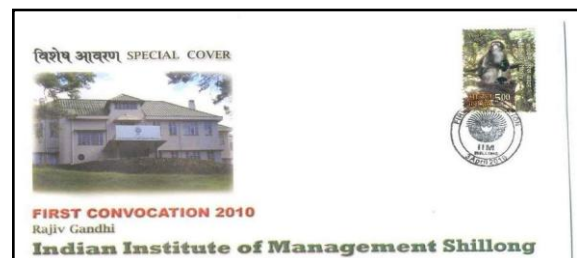


He also said that..."We have tried to develop a sense of value, where understanding and tolerance are important, and not allow narrow sectarianism to fuel conflicts. We have to live up to the challenge that we are facing today, the effacing of confidence and strength of character, mental and moral decay and erosion of traditional discipline."

The diplomas were handed over to 63 successful graduates by **Prof Ashoke K Dutta**. Four different medals were awarded to the following students by the **Hon'ble Union Finance Minister**:

- Shri Rathindranath Datta - Gold Medal For Standing First Is Awarded To **Shri Aditya Prakash Gore** For Securing The Highest CGPA Among All The Students Of The Batch Receiving The Diploma.
- The Institute's Medal for Standing Second Is Awarded to **Shri Mayank Arora** For Securing The Second Highest CGPA Among All The Students Of The Batch Receiving The Diploma.
- Shri Prof. Ashoke K. Dutta Gold Medal Awarded To **Shri Ashutosh C Dikshit** For The Best All-Round Performance By A Student In Terms Of General Proficiency Including Character, Conduct, Excellence In Academic Performance, Extra-Curricular Activities And Social Service.
- The Institute's Medal for Positive Contribution to Campus Life Is Awarded to **Shri P A Ramnarayanan** For The Most Significant Positive Contribution by a Student to Campus Life.

"The **First Day Cover Cancellation** was done by **Shri Pranab Mukherjee** in the presence of Chief Post Master General, North East Region, and Chief General Manager, PLI." The entire proceeding was web-cast live on the institute's website and is available.





- **Workshop for the North-Eastern Region on Advances in Image and Document Processing**

Indian Institute of Management (IIM) Shillong and Computer Vision and Pattern Recognition Unit (CVPRU) of Indian Statistical Institute (ISI) Kolkata joined hands to organize a 5-day workshop for the North Eastern Region on Advances in Image and Document Processing at the IIM Shillong Campus from 16th to 20th March, 2010. This workshop was targeted at Faculty members, researchers, practicing engineers with background in Mathematics, Computer Science, Electrical/Electronics Engineering, Information Technology and related areas. Participants to this workshop came from all over the north eastern region.

While inaugurating the workshop, Prof Ashoke K Dutta, Director IIM Shillong emphasized on the importance of this area in various spheres. He pointed out that the technology has come a long way since Xerox Corporation started photocopiers, as wherein now, a lot of document and image processing functions are required on a day to day basis, in this age of electronic documentation. Prof B B Chaudhuri, Head, CVPRU, ISI Kolkata introduced the workshop which had sessions on the areas of Visual Cognition, Recent Trends in Document Image Analysis, Machine authentication of security paper documents, Assessment of Image and Video Quality, Statistics in Web-mining, Handwriting Analysis, Information Retrieval and Performance Evaluation.

Dr Basav Roychoudhury from IIM Shillong, who was the convener of the workshop, welcomed the initiative of Government of India in funding such workshops for the north eastern region to spread information on cutting edge research in various areas to the faculty and researchers in the region, which in the long run, would be able to build up a good research culture in the educational institutions of the region.



- **Leadership and Change Management**

A One-day workshop for Senior Officials of North East Postal Circle was organized on March 13th, 2010 at RGIIM, Shillong. The programme was conducted with a focus on “Leadership and Change Management”. Participants include Additional Post Master General, Executive Engineer, Medical Officers, Accounts Officers etc. Altogether 25 participants interacted with the faculty members on various issues like communication for effective leadership, understanding self for change management, change management process etc.

The programme, an event in itself was well appreciated given the response and feedback by participants.

- **Team Enventure's Presentation**

IIM Shillong's team Enventure, after its stupendous run across B school campuses for its business plan, presented its business idea to Meghalaya government officials on 10th April 2010. High power officials from Meghalaya state electricity department, Meghalaya state non-conventional energy department, Forest department and others including Chief Secretary and Principal Secretary of Meghalaya were present in the presentation and scrutinized the plan. Also present in the presentation were Professor Natalie West Kharkongor and Professor Tapas Kumar Giri from IIM Shillong.

The team comprising of Neeraj Sharma and Hari Krishnan reiterated the need for energy for socio-economic development of state. The team presented its business idea of setting up of "1.25MW biomass gasifier based power generation system" and also its plan to lift people out of poverty in Meghalaya state. Meghalaya state currently has 55% people living below poverty line and industrial development is plagued majorly because of inadequate and irregular power supplies.

The government officials after clarifying their queries asked the Enventure team to submit the business proposal to the Meghalaya state planning department. The state officials appreciated the team and IIM Shillong for their efforts and initiatives towards state development.

- **Enhancing Managerial Effectiveness for Directors of Postal Services**

A workshop for Directors of Postal Services on "Enhancing Managerial Effectiveness" was organized during March 6-7 2010 at RGIIM, Shillong. Altogether 20 participants belonging to the Indian Postal Service cadre participated in the programme. It was a national level programme and the spread included participants from Jammu, Mumbai, Bangalore, Kochi, Portblair etc. Dr. Uday Balakrishnan, Member, Postal Services Board along with Prof Ashoke K Dutta, Director, RGIIM Shillong set the pace of the workshop in the inaugural session on March 6, 2010. Other senior officials from India Post included Shri S. K. Sinha, CGM(PLI), PLI Directorate, New Delhi, Mr. A. N. D. Kachari, CPMG (NE Circle), Mr. Manojit Kumar, CPMG (Assam) who interacted with the participants during the workshop.



The workshop aimed at fine-tuning the participants' mind for the changed scenario and to prepare themselves for facing the future. The programme being at the behest of the PLI Directorate, New Delhi, the workshop had a special focus on postal life insurance. Prof. Ashoke K Dutta had 2-day long interaction with the learned participants on various issues of effective management. The participants shared their fond experience and learning outcomes of the workshop in the valedictory session.

- **Tree Plantation held on RGIIMS Permanent Campus**

On the initiative of the Director, RGIIMS, the Tree Plantation was held on the Permanent Campus on 27/02/2010. The Ceremony was attended by the Director, Faculty Members, Officers, Administrative Staff and all the Students of the Institute. Altogether 73 (Seventy three) trees were planted on that day. The Tree Plantation was followed by a lunch at NEIGRIHMS Guest House hosted by the Director on account of the auspicious occasion.



- **Quality of Medical Care in Health Care Organizations Programme**

In tandem with the launch of National Rural Health Mission (NHRM) to bring about quality improvement in the Health Care delivery system in India, the IIM Shillong, in regarding its social commitment had organized a two day MDP for medical doctors and hospital professionals to apprise them of issues relating to Quality of Medical Care in Health Care organizations on the 25th and 26th February, 2010.

During the inaugural session, Prof AK Dutta welcomed the dignitaries, participants and other guests to the programme and highlighted the achievements of IIM Shillong and its commitment to the society in which it operates. The Director expressed his exuberance and delight in view of the overwhelming response to the programme.

Broad areas deliberated upon during the two day long programme included Quality Issues in Health Care, Medical Audit as a tool towards quality improvement, Medical Records and Electronic Medical Record System, and Public Relation Strategy for improved patient satisfaction.

The programme as such laid special emphasis on Northeastern states where the presence of weak public health indicators and health infrastructure has been realized. Though changes can be seen in the facilities provided by the health establishment particularly in the rural sector, and the incentive based newer schemes in the public health sector which serve as great motivation to the patients and health workers, the key success factor is the sustainability, which needs to be ensured to make it a successful venture in the long run.

The programme was made interesting in that the specialists were asked specific questions, wherein they gave a short comment followed by an open discussion on tele-medicine for quality improvement in health care, citing the experiences from Shree Citra Institute of Medical Sciences, Trivandrum, Medical Audit and its conceptual framework, Patient Satisfaction Survey as an ongoing quality management strategy in the hospital, and public relation in the hospital as a quality assurance tool.

Incidentally, the list of specialists in the panel included Dr. U.C. Sharma Vice Chancellor, Srimanta Sankaradeva University of Health Sciences, Dr. M.E. Yeolakar, Director, NEIGHRIMS Shillong, Brigadier A P

Mohanty VSM, Commandant Military Hospital Shillong, Dr. Dr. (Prof) R. K. Sarma, former Director NEIGHRIMS and former Medical Superintendent AIIMS, New Delhi amongst other distinguished guests and panelists.

Interestingly, as a follow up to the programme, IIM Shillong will be conducting a six months part time certificate course on “Hospital Management Programme for Doctors and Health Professionals,” which will commence in early April, however, the registration for the same is already underway. The eligibility criteria and other details for the course have already been advertised and may be obtained from the Institute website.

- **IIM Shillong Holds Leadership Management Program For NGO Leaders**

What are the Strengths? What are your Weaknesses? Where are the Opportunities? And where are the Threats? Some of only a few questions that leaders of NGOs were faced with during the one day Leadership Development & Management Program for NGO Leaders conducted by the Indian Institute of Management Shillong at its campus on 09 February 2010.



Persisting with its efforts in boosting capacity building of the society it works in towards international standards, IIM Shillong is known to have proficiently launched various programs, “structured so as to be socially relevant and contribute to the growth of this region through what it does best, teach management and the techniques and thought that go with it, all of this falling under the gambit of its CSR efforts,” were Prof Dutta’s remarks during the inaugural session.

Utilizing the experience, vision, and dynamic leadership of its Director Prof AK Dutta the Institute has not only advocated but practiced Sustainable Development. What is more interesting is the sharing of knowledge base on this critical aspect of overall development and progress, which otherwise, faces the brunt of being lost in the quagmire of formalities and other implications related to being able to secure such knowledge from premiere Institutes of Excellence like the IIMs.

The program on the day kick started with a welcome note and briefing on the initiatives, vision and goal of the Centre for Development of NER (CEDNER) by its Chairperson Prof Keya Sengupta followed by an interactive panel discussion wherein the Institute had roped in social activist and founder President ICARE, Mr. Toki Blah, Mr Naba Bhattacharjee, columnist and activist, Col Indranil Biswas of Exotic Echoes to open the forum for discussion as experts, headed by Prof Natalie Kharkongor overall Program Coordinator.



The program was structured around the fact that development is a process of positive change quantitatively and qualitatively. In essence, development is about people and the way they live and every society and community must initiate its own development process. In this aspect, NGOs have shown an increased role especially in dealing with specific issues like environment, health, employment, human rights, and the like.

In the words of Mr. Blah, “it is important to understand Leadership, a universal issue, through historical perspective.” “How are we as leaders influenced...for leaders are endowed with power and correct use of it is the onus and responsibility that cannot be shirked.”

Col Indranil Biswas stressed on diversity and added that the marketing element is important for generating surplus towards long term sustenance. On the other hand Mr. Naba Bhattacharjee provided valuable input on how NGOs are directly or indirectly linked to governance, and therefore need to be sensitive and must introspect and exchange ideas, “and also have methods of self appraisal to understand where they really stand as an organization.” Questions raised by participants on the difference between Operational and Campaign NGOs were also ably replied by Mr. Bhattacharjee.

In conclusion, the program dwelled at large on the challenges and difficulty of being an effective leader as it involves setting the right goals, communicating ideas, and delivering results. A leader must be able to prudently influence and inspire others to execute a plan. Organizations and individuals respond to well – articulated visions that are strategic, persuasive and measurable.

It is for this reason that the Institute had identified a programme on Leadership and Management, to improve leadership and management capability among the leaders of the NGOs. The programme also aimed at serving as a platform in building inter-group relationships and network to advance the welfare of the people via improved negotiation techniques.

Delivering a world – class system will rely upon confident leaders who can deliver excellence in their own institutions and can work with other leaders to provide the best possible services to all people at large and the youths in particular. Taking this as a background, the Course covered areas such as Self Awareness, Interpersonal Communication, Effective Communication, and Leadership Concepts which definitely help reinvent oneself as a leader and build working relationships while effectively achieving the goals.



The program witnessed 22 leaders from a cross section of NGOs like the FKJGP, KSU, WKHSU, RBYF, Lympung Ki Seng Kynthei, RS Lyngdoh Training Society, KRIPA Foundation, New Hope Centre, Tuber Kasturba Gandhi Gram Seva Kendra, RAWA, Bosco Reach Out, Meghalaya Rural Development Society, North East Network, and a host of others.

Prof Rohit Dwivedi and Prof S. S. Sarkar were amongst others who shared valuable input during the sessions throughout the day.

- **Workshop on Consulting Skill Developments**

Mr Mahesh Narayan, Manager Analytics at Hewlett-Packard, Bangalore had conducted a workshop on "Consulting Skill Development" as a part of an audit course organized by Prof. A K Dutta and Prof. S K Prusty. The workshop had eleven participants both from PGP students as well as from faculty community. The theme of the workshop was on managing consulting projects, strategic analysis of industries and firms, client-consultant communication, etc. The sixteen hours of rigorous process started at 12PM of 6 Feb and ended at 8PM on the next day. The workshop went on with vibrant lectures, discussions, and class-room role-plays.

- **Workshop on Consulting Skill Developments**

Dr Zahid Gangjee, CEO, Zahid Gangjee and Associates had conducted a workshop on Consulting Skill Development as a part of an audit course organized by Prof. A K Dutta and Prof. S K Prusty. The workshop had eight participants both from PGP students as well as faculty community. The theme of the workshop was on 'developing yourself a consultant'. The workshop started at 10AM with Dr Zahid Gangjee with a warm welcome from the participants. The workshop went on with vibrant lectures, discussions, and class-room simulation. The workshop ended at 8PM with a vote of thanks by Prof. A K Dutta.

Dr. Zahid H. Gangjee started his own Organisation & H.R. Consultancy in August 1995. His clients include leading multi-national and family owned corporations in India and abroad. He and his Associates specialize in helping organizations, groups & individuals manage change in all its aspects.

- **IIM Shillong Operationalizes Exim Bank Knowledge Centre**

The fully automated EXIM Bank Knowledge Centre at RGIIM Shillong was formally brought into operation on the 10th December, 2009, therein beginning a new journey in the field of Technology with the implementation of the VTLS Virtua Integrated Library Management System and RFID Library Management System.

The VTLS VIRTUA Integrated Library System is not only a standards-based, fully integrated, flexible and open system, but is all this and more. With advanced features such as FRBR (Functional Requirements for Bibliographic Records), Update Notifications through SDI (Selective Dissemination of Information), User Reviews & Ratings, and support for mobile computing, Virtua sets a new standard of excellence for the library world. Providing full multilingual support and leveraging a solid Oracle™ foundation, Virtua is designed for libraries like the Knowledge Centre at IIM Shillong which is said to expect more than what meets the eye.

This Integrated Library System (ILS) completely fulfills requirements of the EXIM BANK Knowledge Centre. Due to its flexibility, it allows for creation of custom profiles for the library and staff user, and controls access to more than 600 functions throughout the system. It is engineered for the robustness and ease of use that library patrons and staff demand. In a nutshell, Virtua allows setting of the rules and parameters that work best for the library.

Moreover, Virtua provides integrated functionality that includes OPAC, cataloging, acquisitions, serials, circulation and reporting. Other components include FRBR, Consortium Databases, Union Catalogs, SDI, Open URL, Vector iPortal and a lot more. With our fully integrated, single-client approach, switching from one module to another is now as seamless as a keystroke or a click of the mouse.



Searching for books, which can be a cumbersome task given the colossal number, is now simplified by using a handheld sensor for physical search or through a database search on the computer, which can zero in on any requisition in quick time. Time loss and efficient output is therefore assured.

In addition, the **RFID (Radio Frequency Identification) LIBRARY MANAGEMENT SYSTEM** allows users to issue and return books without bothering the staff in the circulation counter, or requiring their physical presence as such. **Books are RFID tagged** for this purpose and users registered as members of the library get a **RFID user card**. The users use the card and the **Self Issue Kiosk** to issue. To return, they use the card and the **Return Kiosk (Drop Box)**. The drop box is placed in such a way that the users can access it 24 hours even if the library is closed. The system provides security to the books, for this a **2 panel gate antenna** is placed at the entrance; the gate detects books that are not issued. The system makes stock verification an easier job, a job that takes months to complete, it can be done within a few hours. For this, a handheld **sensor reader can be used for searching any book** desired from the shelves.

It may be mentioned that the setting up of the EXIM Bank Knowledge Centre is attributed to the innovative thinking and leadership of Prof AK Dutta the founding director of the Institute, whereas the implementation process has been carried out by HCL Infosystems Ltd.

- **IIM Shillong – Golf Cup Season 2**

#### **B-Schools & Corporate Houses test their mettle on the golf course**

IIM Shillong organized Season II of the IIM Shillong Golf Cup at the Shillong Golf Course, Asia's oldest 18 hole course, on 5th and 6th December 2009. The tournament boasted of students from 9 major B-schools including IIM A, IIM L, IIM C, ISB, FMS & XIMB and 50 leading corporate houses like ONGC, Goodricke Group Ltd, Apeejay Group, PricewaterhouseCoopers & Vodafone. Over 150 golfers tested their golfing skills during the tournament. Times of India, were the Title Sponsors, apart from ONGC, Apeejay Group and Goodricke Tea partnering the event.



Prof. A.K. Dutta, Director IIM Shillong in the presence of the Chief Guest Lt. Gen. K.S. Yadava, AVSM SM VSM DG Assam Rifles, and Amitabh Bhattacharya – VP Times of India Eastern Region, spoke about using golf to bring corporate and academia together. The tournament was divided into three categories and Lt Col Ujjaal Singh represented the IIM Shillong took the top honours in the B-School Championships. In the Corporate Category, Mr A.K Behra from Container Corporation claimed the Trophy. Mrs. D Passah was awarded as the Best Lady Golfer of

the Tournament. Meanwhile, Lt Col D.S Teotia, Col. UC Hazarika and Lt Gen K.S Yadava were awarded special prizes for the Longest drive, the Closest to pin and the Straightest Drive respectively.

In the handicap events, Mr. Sanjeev Jaiswal, bagged the winner award in the 0-9 category, while Mr. Prithvi Raj, IG-BSF bagged the runner up prize. Meanwhile the winner's prize in the 10-18 category was claimed by Lt. Col. DS Teotia and runner up trophy was bagged by Mr. Robin Fernandes.

IIM Shillong golf cup has also introduced the concept of the 'Green Jacket' - a golf workshop, which is an innovation in sustainability- the key theme of IIM Shillong. Here, B-School Students got a comprehensive training from professional golf trainers. Thus, the IIM Shillong Golf Cup is building bridges between all stakeholders in the business world.

### Masterplan 2009

- **Team Enventure from IIM Shillong wins Masterplan '09 at IIM Ahmedabad**

Team Enventure (comprised of Mentor & Guide: Prof. Swapan Kr. Majumdar, Team Representative: Neeraj Sharma and Team Member: Hari Krishnan G) from IIM Shillong won the prestigious Masterplan'09 competition organized by the Indian Institute of Management Ahmedabad, on the 28th November 2009.



Masterplan is a showcase event of IIM Ahmedabad's annual management summit called "Confluence". This year the summit was held on the 27th, 28th, and 29st of November 2009.

In the words of IIM Ahmedabad:

"The ever-increasing competition, along with its unique structure, gives Masterplan the image of a giant amongst contemporary events and competitions. Envisaged in 2005 as a competition for aspiring managers with an entrepreneurial drive, it has evolved to remain relevant in the changing business environment. Each year the stakes get higher, the challenges increase and every aspect of business strategy and knowledge is put to test.



The objective of Masterplan is to spur innovation and encourage ideas that are scalable to larger contexts. The event also seeks to develop awareness and understanding of the applicability of different management techniques in a modern enterprise and stresses the importance of the entrepreneurial spirit and passion for the plan befitting such an event.”

The Masterplan'09 competition consisted of the following gruelling rounds:

- Submission of executive summaries along with a presentation of the Business Plans from across India's top B-Schools
- After evaluation , top 41 Teams were shortlisted after this phase for submitting a detailed Business Plan
- The business plans were evaluated by IIM Ahmedabad's Knowledge partner, Frost & Sullivan
- After a critical evaluation of the detailed business plan, the top 7 teams from IIM Ahmedabad (2 teams), IIM Khozikhode(1 team), IIM Shillong(2 teams), ISB Hyderabad (1 team) & IIFM Bhopal(1 team) were shortlisted for presenting the final B-plan in front of the eminent judges. These seven teams had to also go under a mentorship phase by a team from Frost & Sullivan before the final presentation.
- After 15 minutes of the final presentation in front of a panel of judges from Frost & Sullivan and SBI, the teams had to undergo a 15 minute Q & A round for a critical evaluation of the B-Plans.

Thereafter the team Enventure from IIM Shillong & ISB Hyderabad were jointly declared as winners of Masterplan 2009. This is the second win of a flagship event for team Enventure, Prior to this they have won the prestigious social venture challenge event “Kalpavriksha” at IIM Indore

### Ashwamedha 2009

- **IIM Shillong Stands Tall Amongst All (Others)**
- **The Flagship Event:**Ahvan: IIM Indore's Annual Business Summit
- **The Location:** Over 500 participants; 14 non stop rounds over 2 days; 1 winner
- **The Competition:** Glory of beating all IIMs and the other top 30 B Schools across India
- **The Stakes:** Ashwamedha;- “Think. Act. Lead”, In search of the Best Leader for India among all Business Schools
- **The Takeaway:** Ashwamedha Crystal Trophy; Prize money of Rs. 1,50,000



With the underlying theme of “Ekameva Jayate” - One Alone Triumphs; the event draws a parallel to the ancient Vedic ritual of the same name, performed to attain power, glory, fame and prosperity. Ashwamedha pacifies the eternal human search for greatness and immortality. It is an event where friends are made; relations are immortalized but a place where no one gives an inch to the other for there is no place for second best.

This year the overall theme for IIM Indore fest was ‘Imagining India’, inspired from Mr. Nandan Nilekani’s book by the same name. It was a conclave of the sharpest minds from both academic and corporate world. The events integrated all disciplines of management to provide a platform for the best of B school talent to showcase acumen on campus.

### **About Ashwamedha – “Think”, “Act”, “Lead”: In Search of the Best Leader**

Known as the “Mother of all B school events”, Ashwamedha is the Flagship event of IIM Indore and has grown from strength to strength over the past 8 years. The first round of Ashwamedha, ‘Hurdle’ was an aptitude-based round that stressed on out-of-the-box thinking. 70 successful soldiers crossed over to ‘Ignite’ where they were assigned topics for which ideas had to be presented on 1 out of the 7 topics like irrigation management, river pollution etc. Allowing readers and fellow participants to comment on the presentations uploaded on the ‘Ignite’ blog received huge support & enthusiasm.

The campus rounds began on 19th November with 30 finalists and included unconventional quizzes, public speaking, extempore, strategy games, marketing campaigns, negotiation skills, objective critiquing, creative writing, outdoor performances, community service and the final stress interview. The underlying common theme across most events was the ability of participants to manage between conflicting personal and team objectives across the rounds.

One had to excel in every department before making it to the final spotlight round. The theme of Ashwamedha had shifted from identifying the best manager till last year, to identifying the “Best Leader” among all participants, this time around.

The top 30 were finally reduced to 5 who were taken to a nearby village for a task. Provided with 100 rupees and 4 hours of time, they had to constructively contribute to the village in any way that they deemed appropriate.

The top 5 were finally reduced to top 3 in the final round and that included : Ashutosh Dikshit from IIM Shillong, Raghav Sehgal – a corporate participant (IIM Ahmedabad alumnus) and Vivek Menon from IIM Indore. The spotlight round followed which was a Personality/Stress interview conducted by the eminent jury of Prof. Chandrashekhar from IIM Indore, Prof. Vijay Menon (HR Consultant and Pioneer of the concept of Ashwamedha) and Mr. Arvind Sharma, Chairman and CEO of Leo Burnett.

After the spotlight round that lasted for almost an hour per participant, Ashutosh Dikshit of IIM Shillong was declared as the final winner of Ashwamedha 2009.

One of the highlights of this round was the response to the question on whether IIM Shillong would live up to the standards set by Brand IIM, to which Ashutosh replied:



“Completeness and Nothingness are two sides of the same coin. In the same vein, standards are defined by perceptions that people have. For some, academic excellence might mean setting high standards while for others it might mean extra curriculums. IIM Shillong’s two batches has more than 30 gold medalists in combination among the two batches. As far as IIM Shillong is concerned we have been firsts in a lot of initiatives where other B schools are yet to begin – being the first centrally funded institute to have implemented ERP; taking sustainability from concept to execution; to being the first B school in the nation to host the Inter B school and inter corporate golf tournament...”

He later added that..

“In the short span of 1.5 years of operations, having won Cult Icon (another flagship event at IIM Indore which incidentally was also won by Ashutosh Dikshit himself last year); and winning Ashwamedha and Kalpavriksha (also another event won by IIM Shillong) this time around; all this has not just been demonstrative of IIM Shillong living up to the IIM standards, but creating new ones at that...”

A small but meaningful felicitation program was organized at IIM Shillong to honour the winners in various events of Ahvan 2009.

### Kalpavriksha 2009

- Team Enventure from IIM Shillong wins Kalpavriksha '09

**Bright Ideas: Better World – That is how IIM Indore describes its Flagship Social Venture Challenge event known as “Kalpavriksha”**

Team Enventure (comprised of Mentor & Guide: Prof. Swapan Kr. Majumdar, Team Representative: Neeraj Sharma and Team Member: Hari Krishnan G) from IIM Shillong won the prestigious Kalpavriksha'09 event organized by the Indian Institute of Management Indore, on the 19th & 20th of November 2009.

Team Enventure’s Social B- Plan that won the competition aims to provide sustainable energy solutions for the North East while maintaining the triple bottom-line of Socio-economic-environmental

balance. Team Enventure feels that the North East India, despite richness of natural resources as well as scenic beauty, remains much bereft of the economic development. Inspired by IIM Shillong’s core theme of sustainability and also vested with a sense of responsibility as well as opportunity to contribute to the



development of the region, team Enventure conceptualized sustainable energy as a driver of sustainable development in the region.

Kalpavriksha is a showcase event of IIM Indore's annual management summit. This year the summit, known as "Ahvan '09", was held on the 19th, 20th, and 21st of November 2009.

Kalpavriksha strives to create a positive societal impact by providing a forum for self-sustainable business plans which seek to sensitize its participants about their responsibility and the potential difference ideas create.

The Kalpavriksha'09 event consisted of the following gruelling phases:

- Submission of executive summaries of the Business Plans by over 150 teams from across India's top B-Schools
- After evaluation, top 20 Teams were shortlisted after this phase for submitting a detailed Business Plan
- After a critical evaluation of the detailed business plan, the top 5 teams from IIM Ahmedabad, IIM Khozikhode, IIM Shillong, FMS New Delhi & SIIB Pune were shortlisted for presenting the final B-plan in front of the eminent judges. These five teams had also to go under a mentorship phase by a team from Ashoka Fellows & FINO
- After 15 minutes of the final presentation in front of a panel of judges comprising of an eminent academician, a venture capitalist and a field expert in the area, the teams had to undergo a 15 minute Q & A round on the B=Plans.

Thereafter the team Enventure from IIM Shillong was unanimously chosen as the winner.

As a winner of Kalpavriksha '09, the team Enventure has also secured a direct entry into the finals of the prestigious "Global Social Entrepreneurship Competition" (GSEC) organized by the Foster School of Business, University of Washington, USA, to be held in March, 2010.

- **Candle Light March On Manjunath Shanmugam's Death Anniversary**



Manjunath Shanmugam was a well known and respected alumnus of IIM Lucknow, batch of 2003. His was an unwavering voice that spoke out fearlessly against the oil adulteration practices that he observed in his area, as a Marketing Manager of IOCL in Lakhimpur, Uttar Pradesh. On November 19 2005, the light was blown out and the voice silenced forever when he was brutally murdered, his body riddled by six bullets.

On November 19 2009 IIM Shillong organized a Candle Light March in memory of Manjunath Shanmugam



reiterating our resolve of fighting against corruption and unethical practices and keeping up the name of IIM not only in academic achievements but also act as a guiding light to the society.

The march started with the Director emphasizing on how the character of a person is the most important asset of his. His speech on maintaining the integrity of an individual gave us important insight on what is essential to survive in this world. No matter how much you are troubled and under pressure it's the character of a person which will ultimately stand out in these times.

On the occasion, the student community of IIM Shillong took a pledge to abide by values and ethics no matter how much compelling the situations are. A silent prayer was served to remember the sacrifice Manjunath undertook.

The march ended with one of the faculties reciting us a few pages of a book written by a mentor and professor of Manjunath. As per his views "I never had such an experience in my whole teaching career and this was indeed a moving moment for me and we should keep the candle burning in our hearts".

An MBA from an IIM does not only make you an intellectual in various subjects but also instill values and ethics which act as guiding light to not only the individual but to the society as a whole. IIM Shillong believes in this philosophy and under the presence of a motivating Director and the faculties the Institute thrives towards making a difference.

- **Exotic Echo completes one year of existence**

India to become a developed nation requires a higher Human Development Index. The demographic size of our country makes it infeasible for the government to be the sole developer. There is a need for an integrated approach towards development. This challenge has been taken up by **Indranil Biswas - a participant of the first MDP by IIM, Shillong, by starting Exotic Echo.**

Exotic Echo plans to bring about a planned development to rural India by forging positive partnerships between people, government and other organizations. Exotic Echo aims at creating localized jobs by means of projects which utilize inherent skills of the people in an innovative and productive manner. This would increase income leading to grass root economic development. The new empowered community would be in a position to self-sustain the maintenance of infrastructure created by the government.

Exotic Echo presently has presence in 15 villages of North East India and is growing. It focuses on the weaving skills of the region. It is also involved in diabetes screening program to spread awareness and in employing local health educators. This shall slowly be broadened to include all types of basic health related diagnostic tests.

A number of separate self help groups have joined hands with Exotic Echo. Together they have come up with a Five-year development plan and a One-year action plan to achieve the goals. They organize training programs, workshops, seminars and conferences almost every month.

Within one year of its inception, it has been able to come up with four product ranges :

- **Kemehi Collection:** A limited edition of hand woven home furnishings.

- **Samuh Collection:** Collection of bright traditional garments in contemporary styles for children.
- **Classic Tribal Collection:** It includes more than 40 designs of traditional designs, symbols and colours; for furnishings, utility items and garments. Good quality yarn and bright colours are used for the same.
- **Zeniho Collection:** A range of decorative items made from teak wood, agri-products and wax.

Future plans include providing easy access to filtered drinking water, energy security, hospitals, roads, schools and sports-cum-cultural convention center to all the villages.

IIM, Shillong congratulates Exotic Echo on completing one year of existence and wishes it success in all its future endeavors.

- **Entrepreneur on campus**

“Only if you live through it do you understand a business” – words one can expect from an entrepreneur who has built from scratch one of the most talked about and successful dot coms of India- Naukri.

**Sanjeev Bikhchandani, CEO of Infoedge (parent company of Naukri.com)** was on a visit to IIM Shillong campus on 18th November and these words of wisdom were part of a presentation he made to the students about his journey thus far in life which he called “Wisdom in Hindsight”. His informal style, filled with humor, instantly engrossed the students listening to him. As he talked about his life, career and how he built his small start up into the highly successful business that it is now, one could gauge the visionary behind the humble personality. He mentioned about the small businesses he did prior to 1997 when he launched Naukri.

As Sanjeev said, “Best businesses are built on deep consumer insights” – Naukri was also positioned on a keen insight of consumer needs. He narrated the course of his business and

asserted to the eagerly listening students the importance of persistence, hard work and innovation in building an enterprise. To conclude he advised the prospective entrepreneurs that they should focus on solving a hitherto unsolved problem and address a scalable opportunity.



He entertained several questions from the audience comprising, besides students from the junior as well as the senior batches, faculty members and the PGP chairman, Prof. S. Majumdar. After the program, he was joined by all members of IIM Shillong for a high tea. The students were specially eager for a chance to speak

with the iconic entrepreneur and discuss their ideas with him. That was followed by an informal discussion between Sanjeev and the faculty and the Director, Prof. A.K. Dutta. With that, his visit came to a conclusion. He departed but left behind an inspiration for all to follow.

- **“IIM Shillong signs a MOU with Drexel University, Philadelphia. USA” - 16/11/09**

Prof Dutta, Director IIM Shillong during his visit to the US in connection with the Board of Trustees meeting visited Philadelphia and signed a MOU with \_\_\_\_\_ the provost in presence of the Chairman of the Board of Trustees, Drexel University – an agreement for exchange of students, faculty and mutual collaboration on research initiatives.

- **ERP knowing Why and How**

Every organization today is under constant pressure to outperform its competitors, and make a place for itself. Even if the organization is a leader in its area of operation, there is always requirement for improving the processes by making them simpler and faster - while capturing all the data from its various units so as to help in future decision making.

In essence, the practicality and formulation of a comprehensive approach towards understanding Enterprise Resource Planning (ERP) was brought to completion on November 12th, 2009 through one of IIM Shillong's ongoing Management Development Programs titled ERP: Why and How. The two day program which commenced on November 11, 2009 had participants in the capacity of University and college representatives, Govt officials, and private consultants amongst others.

Prof Roychoudhury while sharing inputs explained that “Enterprise Resource Planning (ERP) is such an IT system which encompasses the entire organization - be it the finance, production, human resource, planning, academics - just name it. Thus, with such an integrated system, the organization can have all the data at fingertips, while ensuring that data is fed in only once into the system - thus avoiding duplication or multi feeding of unnecessary data through different departments. This system helps in the process workflow - whereby the approvals for different processes can be obtained online, even when the approving authority is not in station.”

However, experience shows that while ERP provides the above mentioned benefits and much more - implementing it in an organization often becomes a challenge, and if not handled properly may soon snowball into a organizational disaster. *With the experience gathered from its own ERP implementation, IIM Shillong felt that a Management Development Program in this area will go a long way in making managers in different organizations aware of the various facets of ERP and its implementation.*



The intention of the program, according to the understanding of a participant was “to allow the managers to lead such an implementation process with considerable ease, and we feel this has been achieved.”

Areas of focus during the two day program include:

- Introduction to ERP and current status across industries
- Business functions, processes and reengineering
- ERP Modules, Vendor Selection
- ERP Computational Infrastructure
- Implementation Issues, Go-live and post implementation
- Extending beyond ERP

The Program Directors were Prof Ashoke K Dutta, Dr. Basav Roychoudhury and Shri Santosh K Prusty.

### • Chinese Language Course

Indian Institute of Management, Shillong, is one of the first management Institutes to organize a Course on Chinese language, from 1st-14th October, 2009. The name of the Course Elementary Chinese Language and Business Chinese, was meant as an add-on Course mainly for the PG Students of the Institute. In view of China being one of the most important emerging markets in the modern market economy, there is immense potentiality and vast business opportunities with China. India with its growing emphasis on the Look East Policy is much better placed in comparison with most other nations of the world to avail of such growing business opportunities and establish trade relationship with her neighbor which is today the world's fastest growing economy. Therefore equipped with a preliminary knowledge of Chinese language particularly the business language will be an added advantage for the students. It is expected to be of great help to those who have undertaken the Course and avail of the vast business opportunity that exists at present with China.

### • 3rd National Conference on Education

The conference was inaugurated by Prof Ashoke K Dutta, Director, IIM Shillong, who emphasized that education, should move away from the rote methods to methods that develop critical skills. In his well articulated speech he referred to organization, teacher, student and curriculum as the four pillars on which excellence in education is built.



- **IIM Shillong Initiates Seminar For Better Health Services**

Continuing in its quest to be socially relevant and responsible to the region, IIM Shillong successfully organized a one day seminar on “Improving Health Care Services through Management Information System”. This program was targeted for health service providers both in the private and public sector. Given the difference in the emphasis and span of these two sectors, the seminar was held on the 6th and 7th of October for each of these sectors separately.

Apart from administrators of major private hospitals and government health establishments in Shillong, the seminar drew participants from Meghalaya, Assam, Arunachal Pradesh and other parts of North East India.

Bearing in mind the fact that Health Care Management requires a palate of information for its efficient functioning, policy decision & intervention for all kind of services, both curative & preventive, IIM Shillong had managed to rope in Shri Debasis Mullick, IT-Consultant, who had been instrumental in implementing a comprehensive Health Management Information System for the Government of West Bengal developed under World Bank funding.

Shri Mullick, the main speaker during the seminar, shared well accepted views on the concept, approach, implementation road map, hurdles, and a real time problem solving experience using Efficient Hospital Management System, and addressed the core issue of optimum utilization of resources & generation of a blue print for effective intervention.

Case after case has shown that lack of information leads to under utilization of scarce resources like – Hospital Beds, Operation Theater, and Diagnostic Tests etc. Hence, effective knowledge of burden of disease helps in effective service planning & controlling of epidemic and endemic diseases. Moreover, effective drug management can help ensure optimal utilization and increases availability therefore reducing wastage.

“Effective HMIS, as a tool in the hands of policy makers & administrators can bring about a significant change in service quality,” stressed Prof Ashoke K Dutta, founding Director of IIM Shillong while speaking during the inaugural launch of the seminar.

From a much broader perspective, the seminar on utilization of an Effective Health Management Information System revolved mostly around issues and concern of health service management, problem solving techniques, implementation hurdles, change management & work flow planning.

At the end of the seminar, the participants thanked IIM Shillong for playing a proactive and supportive role in trying to bring about an effective change in Health Care Services especially in the North East.

- **Management Program for Local Entrepreneurs and Promoters of Entrepreneurial Activities**

The Rajiv Gandhi Indian Institute of Management, Shillong in keeping with its vision of imparting quality management education in N.E. Region and with a purpose of inclusive growth and a commitment to social responsibilities, conducted a two – day “Management Program for Local Entrepreneurs and Promoters of



Entrepreneurial Activities” on the 22nd and 23rd September 2009. The Program was offered under the aegis of the Accelerated Learning Centre (ALC) of IIM Shillong.

Prof. Ashoke Dutta, Director of IIM Shillong delivered the key note address in which he emphasized the need for local entrepreneurs and self-help groups to understand the concept of business in order to be successful and engage in fruitful endeavors.

The Program familiarized and enhanced the skill levels of the 31 participants - small and marginal entrepreneurs involved in sectors like horticulture, floriculture, traditional handicrafts & handlooms, tourism, scientific farming, animal husbandry, local diary product, bakeries etc. The Program also helped the participants in expanding, refining, and increasing profitability of their units through the well researched tools, case studies, class lectures and business solutions provided in the Program. The objectives of the program were to:

- Understand their existing business scale vis –a- vis their competitor
- Identify competition and ways to diversify business
- Get tips for successful marketing of their products
- Get to know the means of availing financial assistance at lowest rates
- Manage interpersonal relationship
- Understand legal issues relating to business
- Managing money and maintaining Book of Accounts

Participation certificates were distributed to the participants by Prof. Helen Giri.

Prof. Natalie West Kharkongor was the Co-ordinator of the Program, along with Anoop Abraham (Academic Associate) as Joint Co-ordinator.

#### • **Workshop on Effective Management**

Held amidst varieties of other Management Education programs, the 5 day Workshop on Effective Management organized through the Accelerated Learning Centre of IIM Shillong concluded on 05 September, 2009.

The program led under the Program Directorship of Dr. S S Sarkar, Faculty Member saw a total number of 28 local entrepreneurs, business stalwarts, and eager future managers participating in 10 sessions that





aimed at both intense and thought provoking learning to capacitate the participants with knowledge in future prospects of establishing business ventures.

Such programs are organized by IIM Shillong with the concept of being socially relevant. They are primarily targeted at the local youth populace encompassing the entire Northeast where there exists the potential to share various aspects and concepts of management education. Such programmes are necessary to address the need of the growing number of business enthusiasts. Graduates from various disciplines with an aptitude to harness their managerial skills are being encouraged to participate in such programs.

The workshop was designed mainly to cover various facets of management viz. finance, marketing, human resources, economic, legal and ethical issues, information technology etc. The course content elaborated on General Management, Marketing & Research, Human Resource Management, Business Planning and Emerging Financial Services. The inaugural session was taken by Prof. A. K. Dutta, Director, IIM Shillong who interacted with the participants and provided necessary inputs for enhancing managerial effectiveness. Other sessions were taken by faculty members of IIM Shillong and invited guest speakers. Participants' feedback reflected the expected outcome of enhancing their respective knowledge base with regards to the latest concept of management and which, in turn, will help them to become better managers and leaders in future.

Prof AK Dutta, founding Director of the Institute presented the participants with Certificates of Participation on the concluding day of the workshop amidst an enlightening speech.

- **Anniversary Edition release ceremony of IIM Shillong's Finance magazine, "Niveshak"**

IIM Shillong recently hosted 2 distinguished guests, Mr. Geert Linnebank, ex- Editor in Chief of the Reuters group and Mr. Prabhat Sawian, President of the Shillong Lajong Football Club. They were at the IIM campus to grace the Anniversary Edition release ceremony of IIM Shillong's Finance magazine, "Niveshak" and also to address the students. Also present at the occasion were Professor SS Sarkar, Faculty Mentor for Niveshak, Lt. Colonel Matthew Thomas, Chief Administrative Officer at IIM Shillong and Professor D K Agarwal, Dean (Academics) and Chairman of the PGP programme.



Mr. Linnebank, a noted figure in the world of media was the Chief Editor of the Reuters newsgroup from 2001 to 2006 and also was the chief architect in the founding of the Times Now channel in association with the Times of India Group. Mr. Sawian is the president of the Shillong Lajong FC that has recently become the first football team from the North East to qualify for the I-League.

The release of the finance magazine of IIM Shillong, "Niveshak" (the intelligent investor) was clearly the highlight of the event. This magazine that is currently circulated in the top 50 B- schools of the country is a symbol of the tremendous progress that IIM Shillong has made within the first year of its establishment. A completely online magazine, the Niveshak team led by its Editor Mr. Biswadeep Parida, second year student of the PGP programme has managed to garner a huge following in this short span of time. The magazine is a completely student driven activity with everything from the designing and editing to the distribution being done in house.

The guests interacted at length with the students of the PGP programme and discussed topics as varied as upcoming trends like social media to ideas for development of football in India. Mr. Linnebank spoke about the state of news media in India and the lack of it that exists between journalism and management parse. Mr. Sawian focused on the sports dimension and talked of the evolution of football in the North East and the Shillong Lajong club that is currently being partnered by IIM Shillong in their effort to win the I league.

- **IIM Shillong goes Live with Oracle's PeopleSoft Campus Solutions**

IIM Shillong, also known as the Rajiv Gandhi Indian Institute of Management, has successfully completed the implementation of the world's leading student system and alumni development solution for higher education. The institute has implemented various modules from Oracle's PeopleSoft Campus Solutions and Oracle Applications with the help of Citagus India Private Ltd., a leading IT solutions and services company with specialized experience in implementing PeopleSoft solutions. Incidentally, IIM Shillong becomes the first among India's Centrally Funded Technical Institutions and Universities, which include IITs, IIMs etc., to complete implementation of a comprehensive ERP solution.

"In today's fast changing and highly competitive environment, we are determined to provide quality education to our students," said Prof Ashoke Dutta, Director IIM Shillong. "IIM Shillong has taken a big step to implement a comprehensive IT solution with the help of Oracle and Citagus. We have sought to reduce manual processes as much as possible, and provide access to real-time information for students and the college management and faculty. This will enable us to focus completely on education programmes for our students and excel in quality and accessibility. It will put us at the forefront of the technology adoption initiative envisaged by the Govt. of India for higher educational institutions in the country."

"IIM Shillong is yet another great example of the proven value Oracle can deliver to higher education institutions through our all encompassing PeopleSoft Campus Solutions family. Oracle software has a great track record, successfully being used in more than 800 campuses across more than 20 countries," said Mr. David Redden, General Manager - Asia Pacific Education Sector, Oracle Corporation. "We are proud to partner with IIM Shillong in their mission to usher in a technology adoption revolution to help drive the enhancement of education standards in India."

Excerpts from Mr David Redden's remarks during the Go live and Press Conference (Mr David Redden is the General Manager, Asia Pacific Education Sector, Oracle Corporation):

" I must say we are extraordinarily impressed with how quick this institution has moved to first of all to select this product and then to implement it and my belief is that, **this is the fastest implementation of this solution of any other customer in the world.** So I think that comes down to the strong leadership from the Professor (Prof. A. K. Dutta ) as well as his very capable team...

....Prof. Dutta, I know that you do a lot of work in U.S. I request you to change the thought of some universities there too. Some institutions carry on for years before taking any decision, and go on for one or two more years to implement the same.... Talking about educational institutions across the world, they face different business challenges. These business challenges are different in different parts of India, different in various types of institution, different in China, in Hong Kong. People are increasingly adopting IT solutions for this...."

- **Seminar on Export Potential of Mizoram**

A participant's feedback to Prof. Ashoke K. Dutta's speech during Seminar on Export Potential of Mizoram Organized by Exim Bank at AIZAWL on 3rd August, 2009:

"Your speech at the seminar held by EXIM bank & MEN inspired me a lot. First, thank you for your openness towards developing Mizoram.

As you see, Mizoram is a young state and all development activities are at its basic. Most of our potentials are yet to be tapped out...We need mass awareness and political will to succeed in this aspect. To have awareness among the people and press the Government small steps taken by MEN & EXIM Bank yesterday is an inspiring landmark in the history of Mizoram. As for your presence I would like to give you a special thanks to you as Mizo people could greatly benefit from your institution regarding your expertise, experience, knowledge, faculty, advice, recommendation and much more. I hope that you stick to what you are saying.

I on behalf of Mizo people thank you for your enthusiasm to help us. I see that Mizoram can greatly benefit from your help.

God Bless you."

J. Lalbiakthanga sailo

- **Workshop On Increasing Media Profitability**

IIM Shillong on July 31st, 2009 organized a workshop on Increasing Profitability of Media Organizations. The one day workshop, an initiation of the visionary leadership, is one of the many varieties of capsule programs organized by the Institute as part of its Corporate Social Responsibility effort.

Participation included CEOs, Senior Managers, Producers and decision makers of various media organizations of the region, wherein deliberation and thought was mainly built around topics such as Understanding Media Business, Revenue Earning Strategies, Cost Reduction Strategies, and New Media and its implications. Intellectual input from Prof. Ashoke Dutta, Director IIM Shillong, and Mr. Arijit Majumdar, stalwarts in the field of Media Management, and Dr. Basav Roychoudhury, IT Specialist was well appreciated by the participants.



- **Launch of Symphony Magazine**

T S Elliot wisely said “the experience of achievement, like any other experience, is partially translatable into words.” What started as a dream an year ago, has become a reality.

Symphony is a milestone in the journey of IIM Shillong and reflects its ethos in myriad senses. It is an attempt of the PGP participants to further enrich the potential of IIM Shillong to become the Mecca of Management Education. Symphony is a mission to reveal the obscurities of the management science with panacea. Right from its inception, IIM Shillong has focused on the concept of sustainable development. This theme is further reflected in the articles that adorn the pages of our experiences over the past year. The magazine presents the reader with articles covering a wide variety of topics ranging from finance to marketing and from strategy to HR.

The maiden issue of the magazine has been successful in bagging a sponsorship of more than 1 lakh from SBI, United Bank of India, including an international sponsor – the Tolaram Group of Singapore.

Maiden issue of Symphony was launched by Mr. V.K. Abbey Chairman & Managing Director NEEPCO in presence of Guest of Honour, Prof Satyajit Chakrabarti, who is Director of IEM, Kolkata and Prof. Ashoke K Dutta, founding Director, IIM Shillong.

Prof. Dutta stressed on more initiatives from participants of PGP for their overall



development. Mr. Abbey told that NEEPCO is ready to extend its support for the next issue of Symphony and would like to gain from the expertise of the students of IIM Shillong. Prof Chakrabarti stressed on the importance of 1st and 2nd batch of any Institute in building it. Editorial board told that this is a milestone in IIM Shillong in its quest for excellence.

Also present on the dais was Dr. Naliniprava Tripathy who extended the vote of thanks, and congratulated the Editorial Team for their remarkable effort.

Symphony depicts harmonious combination of sounds and colours which gives a true picture of Meghalaya where it is located. Situated in the serene environment of the North eastern part of the country, IIM Shillong aims to become a global Centre of Excellence for the 21st Century Management Education and Research.

- **Team Symphony comprises of:**

- **Mentor:** Prof. Ashoke K Dutta
- **Faculty Advisor:** Prof. Naliniprava Tripathy
- **Editorial Board:** Aditya Prakash Gore, Asit Jain, Kumar Abhishek, Pranab Talukdar, Rashi Agarwala, Saugat Das
- **Concept Team:** PNV Kannan, Manjunath M
- **Circulation Team:** Gaurav Arora, Sarvesh V Chowdhary, Tripurari Prasad
- **Website Team :** Harsha Jhunjhunwala, PNV Kannan

- **Foundation Course On Leading And Managing For Sustainability**

(IIM Shillong, Management PGP Class of 2011)

**Faculty:** Jamie Hendry, Ph.D. Management, Associate Professor, Bucknell University, Lewisburg, PA, USA.

**Goals for the seminar:** Participants in the seminar began by exploring how personal and organizational values are relevant to organizational functioning and how various types of cultures influence individuals' actions. And also explored on how to apply stakeholder theory to manage organizations in ways that benefit the organization, society, and the natural environment.

Participants identified some of the most significant socio-economic and (separately) environmental challenges facing humanity and India in specific, looked at ways some organizations are addressing these challenges, and will be prepared to begin thinking about how their own future organizations might take action.

Participants were able to develop an introductory understanding of sustainability (whether viewed in a personal, community / social, organizational, national, or global context), saw why acting sustainably is vital to the future flourishing of human society, and understood how various types of organizations have roles to play in creating a more sustainable world.

**Areas covered in this seminar:**

- History of Organizing and Managing, Values and Cultures
- Managing for Stakeholders, Leading and Managing for Sustainability



- General questions about sustainability, Social Challenges, Environmental Challenges

**Seminar Resources:** In order to model sustainable behaviors and life-long learning activities, the seminar avoided paper handouts whenever possible, instead employing videos, readings, and cases.

**Seminar Pedagogy :** Years of educational research have demonstrated that people learn best when they are actively engaged in the learning process; further, more often than not, peers learn and retain information gleaned from their peers better than from those whom they do not consider peers. Thus, participants in this seminar were involved their active engagement in conversations about topics relevant to sustainable management. The professors only did minimal lecturing; they helped stimulate discussion, refocus the class as needed, correct misinformation when appropriate, and otherwise mentored the conversation.

- **SPANDAN – 1st Cultural Nite for the academic season 2009-10**

The 1st Cultural program for the academic session 2009-10 called “Spandan” was organized on 22nd July, 2009 by the Cultural Committee of IIM Shillong at the Institute auditorium. It was an evening filled with the traditional colours of Indian Culture as well as the exhibition of the profound talent of the newly arrived 2011 batch.

The evening started off with a welcome address by the Director of the Institute, Prof. Ashoke. K. Dutta. A Rajasthani troupe of Folk Music & Dance had been invited from SPIC MACAY (Society for the Promotion of Indian Classical Music and Culture Amongst Youth). The troupe led by Shri Roze Khan Mangiar is internationally renowned for their portrayal of the rich cultural heritage of the Folk music & dance of the vibrant land of Rajasthan. The group consisting of 7 male singers & musicians and 2 female dancers has performed in Germany, France, Holland, UK, Russia, USA, Japan, among more than 50 different countries. The group has also been featured several times on Television by various channels. The far-famed artistes enthralled the audience with a host of song & dance sequences. The music was primarily played with traditional Rajasthani instruments hand made by craftsmen and the two dancers displayed one of the finest forms of dance prevalent today – the Rajasthani folk consisting of dancers balancing up to 7-9 brass pots on their head while showcasing their graceful dance moves, dancing on top of sharp-edged swords and glasses. The male singers, on the other hand, kept the audience’s excitement high with famous numbers like “Nimbuda”, “Padharo Maro Des” and “Damadam Mast Kalandar”.

After an entertaining performance by the troupe, it was time for some local action. The newly arrived PGP batch of 2011 got an opportunity to show what they had in them in terms of their cultural talent. And the performances they gave to the crowd were indeed show-stopping. Be it the sizzling dancers, the rocking singers & musicians, the innate stage actors, they had them all. The scintillating act by a world-class pianist among them is worth a special mention here. The PGP ’11 batch, with their brilliant entertainment, kept the crowd on its feet from start till the end.

“Spandan”, an evening of Indian cultural grandeur and the talent exhibition of IIM Shillong, finally came to an end, with the images of the pulsating evening etched in the minds of the audience for eternity!



- **Video conferencing with SAP**

On July 22nd, The Operations and Systems club IIM-Shillong (OASIS) organized a video conference session for the PGP 2010 and PGP 2009 batches of IIM-Shillong with Mr. Ramakrishna Potluri, Head of SRM Regional Group, SAP Asia-Pacific & Japan at SAP Labs.

The session was for about 70 minutes and Mr. Ramakrishna explained the various career opportunities available for MBA Graduates in the Information Technology sector, he also explained in detail about the various aspects of IT Project/Product Management. This included the roles and scope available with each career opening for the management students of B-schools like an IIM. He related the discussion to his experiences in the industry and the kind of growth and skill sets required for different roles. This was followed by an interactive Question and Answer session.

Mr. Ramakrishna was appreciative of the various topics and ideas that came up during the course of the session. The students too were very appreciative of the discussion and OASIS efforts.

- **Vision To Victory Research Agenda for Sports**

The Indian Institute of Management, Shillong (IIM-S) and the International Sports Tourism Research co-Laboratory (i-Team) of Drexel University, Philadelphia, USA have jointly proposed a research project on the Commonwealth Games to be hosted in New Delhi in 2010. As a part of the exploratory discussions, a round table conference on the proposed project was organised by IIM, Shillong here on 20th July, 2009 at the India International Centre, New Delhi. The IIM Shillong and Drexel University's i-Team will join hands to plan and execute an international research programme for scholars and graduate students titled 'Sports India'. The objective of the project is to expand know-how on professional management in sports through field and case studies as well as allied research in India. This research project on 2010 Commonwealth Games is a part of this contrive. Another notable aspect of this research project is to expand local experiences globally by sharing the experience of the 2010 Commonwealth Games to other sports organizations and academic institutions in India and abroad. The medium of sharing this experience will be through presentation of research findings, website postings, reports and scholarly in-depth articles in relevant journals. There are four research components in the 2010 Commonwealth Games project. These will include resident perceptions study, consumer profiles and economic impacts, social-cultural impacts and an analysis of the organizing committee's function. The one day program was initiated under the leadership of Prof Ashoke K Dutta, Director IIM Shillong and Prof Douglas Turco of Drexel University.

- **Orientation Programme on Microsoft Dynamics**

The Institute has tied up with Microsoft to participate in Microsoft Dynamics Academic Alliance. With this alliance, the Institute will use Microsoft Dynamics (the ERP solution from Microsoft) for teaching purposes. The entire Microsoft Dynamics package is now available with the Institute.

In this regard, an Orientation Program was conducted from 15th to 17th July 2009 by Shri S Tiwari, a consultant from one of the Microsoft's Gold Partners. The idea behind this program was to provide an overview of the package and the ways of configuring the same for different businesses.

The orientation program was attended by Prof. B Roychoudhury, Shri Shankar Purbey, Shri Achyanta Sarmah, Shri Zicco Shira and Shri Banteilang Syiemiong.

Prof. Ashoke K Dutta and Shri A Mazumdar attended the inaugural session

- **Sports Sponsorship Management**

Douglas Michele Turco, Ph.D., an associate professor from Drexel University's Sport Management program. Prior to arriving at Drexel University, Turco taught sport and tourism courses at Illinois State University, where he was named the University's Outstanding Teacher in 2002, and at DeSales University, where he received two teaching awards. Turco is also a faculty at IMC FH-Krems (Austria) and IESE Madrid. He has advised more than 50 students on research projects, thesis, and dissertation committees.

Turco teaches courses on sport event marketing, international sport management, sport tourism, and sport management research. He has authored more than 40 research articles in journals including Sport Marketing Quarterly, International Journal of Sport Management, Journal of Travel Research, and the Journal of Sport and Tourism. In addition, he has also authored several books, including Sport Tourism (2002, with R. Riley and K. Swart - 2nd Ed. in 2009) and Sport and Event Marketing (2001, with N. Pope), and presented at research



conferences in Canada, South Korea, South Africa, Taiwan, Germany, Cyprus, Spain, Poland, Hungary, and Portugal. His current and most recent studies involve the impact of sport tourism at the 2010 FIFA World Cup, 2009 U.S. Open Golf Championship, 2008 Beijing Olympic Games, 2007 Cricket World Cup, 2006 Torino Olympic Games, 2005 Little League World Series, and Highland Athletic Games National Championship.

The course is an attempt to equip the participants with necessary Sports Sponsorship Management concepts and tools for developing an appreciation of the function and the value which it can add to the achievement of organizational goals. Participants will learn to expand upon the skills learned in the program and ultimately develop the ability to:

- Apply the fundamentals of business to sport sponsorship management.
- Integrate principles of sports sponsorship management to organize people and resources to get results in the sport industry.
- Use existing and emerging technologies in the sport sponsorship management field.
- Forecast new developments and adapt to the rapidly changing sports sponsorship environment.
- Effectively organize, evaluate, improve, and utilize new innovations in the sport sponsorship industry.

Apart from students of IIM Shillong, also keenly present was Mr. Larsing Sawian, General Secretary of Meghalaya Football Association and promoter of Lajong Football Club, the first football outfit from the Northeast to make it to the big league of Indian football — the I-League. Mr. Larsing expressed his excitement on being given an opportunity to learn from Mr. Turco, an expert in the field of Sports Management.

- **Video conferencing with Hero Honda Motors Limited**

The students of IIM-Shillong, had an interactive video conferencing session with the Director-Operations (Mr. V.Khasbekar) and the Senior Manager-Planning (Mr.Amit Agarwal) of Hero Honda Motors Limited (HHML).

The video conference was arranged by the Operations and Systems club IIM-Shillong (OASIS). In a video conference that lasted 35minutes in the board room, with one of the top management person in HHML. The students gained invaluable insight on operational strategy in the face of recession, supply chain issues, vendor management, consulting, business processes and the utility of ERP in the real world applications of an auto-maker that has showed 30% growth in sales despite recession.

The Hero Honda team was happy with the new ideas and perspectives that came up in the course of the discussion. The session ended with a note that the event is a predecessor for more important interactions between companies and IIM-Shillong.

- **Sports As An Agenda For Employment Generation (Organized by IIM Shillong in association with Assam Sports and Youth Welfare Department) - Venue: Assam Administrative Staff College, Assam**

With sports and its related activities being identified as a potential area for employment generation, RGIIM Shillong has roped in Prof Douglas Michele Turco, a sports management specialist from Drexel University, USA to discuss and chalk out a framework for generation of employment through sports gauging the potential available in the North East of India. The conference organized by IIM Shillong in



association with Assam Sports and Youth Welfare Department was attended by sports department officials of the northeastern states of India, viz., Meghalaya, Mizoram, Tripura, Nagaland and Assam.

During an interactive session, Prof Turco suggested involvement of other stakeholders including chambers of commerce and tourism department. He added entrepreneurship in sports has increased manifold with non-competitive and recreational sports becoming overwhelmingly popular across the world. Prof Ashoke K Dutta, Director IIM Shillong also elaborated on the potential of the region and said that proper marketing of sporting events, whether professional or indigenous, by roping in competent expertise could draw attention and help create tourist friendly atmosphere.

- **Induction Ceremony of II Batch Students and celebration of the Institute's First Anniversary**

The induction ceremony, which was graced by Dr. D. D. Lapang, Chief Minister of Meghalaya as Chief Guest was an event where the bright- faced future managers and leaders of the country were blessed with words of encouragement and counsel.

"It has been a long struggle and now dreams have emerged into reality. Meghalaya is proud to have facilitated the start up of a world class IIM in this part of the country. Determination to succeed is your right and no one can take that away from you," were expressions of Dr. D.D. Lapang during his address, wherein he accredited praise to the visionary leadership of the Institute.

Success and accomplishments should not be our only source of contention. Instead, we should learn to appreciate the unseen activities done by others which leads to a result, were the words of Prof. Ashoke K Dutta, founding Director of the Rajiv Gandhi Indian Institute of Management, Shillong during a stirring gathering on the eve of the Institute's first anniversary on July 3rd, 2009. Prof Dutta during his address recounted the contributions of past colleagues and friends who urged him forward by able support work.



Earlier during the occasion, the new batch of students were administered a pledge by Prof D K Agarwal, Dean Academic Affairs. Other significant dignitaries present were Shri Rathindranath Datta, Chairman of IIM Shillong, Shri Ranjan Chatterjee, Chief Secretary and Member of the Board of Governors, and Shri Falguni Rajkumar, former Secretary NEC.

## STATEMENT OF ACCOUNTS

2009 - 2010

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## BALANCE SHEET AS ON 31-03-2010

## Capital Fund and Liabilities

Liabilities	Schedule	Amount in Rupees	
		Current Year	Previous Year
Capital Fund	1	27,67,86,981.00	9,41,76,547.00
Corpus Fund	2	59,94,068.00	42,56,661.00
Current Liabilities & Provisions	3	1,56,66,334.00	91,34,360.00
<b>Total</b>		<b>29,84,47,383.00</b>	<b>10,75,67,568.00</b>

Assets	Schedule	Amount in Rupees	
		Current Year	Previous Year
Fixed Assets (Net Block)	4	12,31,88,733.00	4,02,19,125.00
Current Assets	5	17,52,58,650.00	6,73,48,443.00
<b>Total</b>		<b>29,84,47,383.00</b>	<b>10,75,67,568.00</b>

## Income and Expenditure Account for the Year Ended 31-03-2010

Amount in Rupees				
	Schedule	Current Year	Previous Year	
<b>A</b>	<b>INCOME:</b>			
i.	Grant in Aid/Subsidies	6	24,99,00,000.00	10, 00, 00,000.00
ii.	Fees/Subscription	7	3,05,23,048.00	1, 23, 24,925.00
iii.	Income Overhead	8	2,30,911.00	8, 66,991.00
iv.	Interest Earned	9	15,06,496.00	33, 89,670.00
v.	Electricity Charges (Student)		32,25,000.00	16, 00,000.00
vi.	License Fee (Employees)		46,361.00	20,698.00
vii.	License Fee for Laptop		2,58,000.00	64,000.00
viii.	Miscellaneous Receipts		3,33,369.00	1,09,099.00
ix.	Application Fee (Recruitment)		26,900.00	1, 23,400.00
	<b>Total (A)</b>		<b>28,60,50,085.00</b>	<b>11, 84, 98,783.00</b>
<b>B</b>	<b>EXPENDITURE:</b>			
i.	Establishment Expenses	10	2,67,66,083.00	1, 08, 63,820.00
ii.	Other Administrative Expenses	11	6,95,08,026.53	2, 77, 67,756.00
iii.	Academic Expenses	12	41,28,066.00	48, 92,964.00
iv.	Furnishing		4,65,864.00	12,09,192.00
v.	Medical Expenses (Staff)		7,39,601.00	1, 45,840.00
vi.	Paper & Periodicals		94,603.00	63,900.00
	<b>Total (B)</b>		<b>10,17,02,243.53</b>	<b>4, 49,43,473.00</b>
	<b>Balance being Surplus / deficit</b>			
	<b>Carried to</b>			
	<b>Capital Fund</b>		<b>18,26,10,434.47</b>	<b>6, 92,986.00</b>
	<b>Corpus Fund (Income Overhead and Interest Earned)</b>		<b>17,37,407.00</b>	<b>42, 56,661.00</b>

## Receipts and Payments Account for the Year Ended on 31-03-2010

Receipts	Amount	Amount	Payments	Amount	Amount
<b>Opening Balances:</b>			<b>Fixed Assets:</b>		
a. Cash in Hand (Including Imprest Cash)	5,000.00		Computer	12,47,444.00	
b. Bank Balance (SBI)			Equipment	20,81,328.00	
SB a/c no: 30276148008	26,28,883.00		Furniture & Fixture	79,30,789.00	
SB a/c no: 30417949667)	5,55,950.00		I.T. Implementation (Web Dev.)	1,28,37,384.00	
			Library Books	84,49,812.00	
			Glow Sign Board	2,26,493.00	
					3,27,73,250.00
d. STDR (MOD)	5,73,21,850.00		Permanent Campus		6,07,23,941.00
		6,05,11,683.00	<b>Loans and Advances:</b>		
<b>Grants-in-Aids:</b>			Festival Advance	21,000.00	
(Govt. of India, Ministry of HRD)		24,99,00,000.00	K.R. Pillai	1,25,730.00	
					1,46,730.00
<b>Academic Income</b>			<b>Establishment Advances:</b>		
Application Fee	26,900.00		Salaries, Wages and Allowances	2,27,90,678.00	
PGP Fees	2,84,70,001.00		Security Expenses	19,44,352.00	
Hostel/Mess Charges	38,70,000.00		House Keeping Expenses	19,90,525.00	
Software License Fee	2,58,000.00		Staff Mess Expenses	40,528.00	
Electricity Charges	32,25,000.00				2,67,66,083.00
Student Welfare Charges	2,58,000.00		<b>Payments against Projects:</b>		
		3,61,07,901.00	Chinese Language Course	28,141.00	
<b>Other Miscellaneous Receipts:</b>			CRM Projects	6,600.00	
License Fee (Employees)	46,361.00		Director Postal Services	1,50,000.00	
Income Over head	2,30,911.00		Hospitality Management	94,535.00	
Interest on STDR	12,95,103.00		Managerial Effectiveness Prog.	9,00,000.00	
Other Miscellaneous Receipts	3,33,369.00		MDP (N. Tripathy)	1,00,000.00	
	2,11,393.00		MDP on Managing Human Resource	37,500.00	
Donation (SGEeM)	1,21,500.00		NREG Project	4,59,000.00	
Earnest Money Receipts	35,000.00		Mid Term Revenue Programme	1,68,988.00	
Faculty Sponsor	1,34,550.00		Senior Official Postal (NER) Prog.	1,00,000.00	
Gold Medal Sponsorship	4,50,000.00		SGEeM Project Programme	14,00,833.00	
Golf Cup Sponsorship	9,07,000.00		Small Business Management Proj.	66,000.00	
Sports Management	2,00,750.00		Workshop on Effective Management	62,156.00	
Tender Fee Receipts	2,04,247.00		Workshop on NER Image Processing	69,290.00	
		41,70,184.00			36,43,043.00
			<b>Academic Expenses:</b>		
			Student Welfare Expenses	2,31,952.00	
			Expenses on PGP	28,72,825.00	
			Faculty Development Expenses	6,83,698.00	
			Library Expenses	5,41,272.00	
			I T Implementation Expenses	30,271.00	
					43,60,018.00
<b>Carried Over</b>		<b>35,06,89,768.00</b>	<b>Carried Over</b>		<b>12,84,13,065.00</b>

B.F	35,06,89,768.00	B.F	12,84,13,065.00
<b><u>Receipts against Projects:</u></b>		<b><u>Administrative Expenses:</u></b>	
Chinese Language Course	0.00	Accounting Charges	3,00,000.00
CRM Projects	0.00	Advertisement	13,34,012.00
Director Postal Services	1,50,000.00	Bank Charges and Commission	26,585.00
Hospitality Mangement	1,29,000.00	Board Meeting Expenses	22,340.00
Managerial Effectiveness Prog.	9,00,000.00	Board of Governor Meeting Expenses	2,22,916.00
MDP (N. Tripathy)	1,00,000.00	Children Education Allowance	98,109.00
MDP on ERP	36,555.00	Conference Fees	8,157.00
MDP on Managing Human Res.	37,500.00	Contingencies and Miscellaneous	26,87,499.00
MDP on Quality Medical Care	41,000.00	Convocation	4,21,500.00
Management Prog. On Local Entrepreneur	19,660.00	Electricity and Power	23,11,992.00
Mid Term Revenue Prog.	2,54,000.00	Furnishing	4,65,864.00
Senior Official Postal (NER)	1,00,000.00	Games and Sports	29,36,135.00
SGEeM Project Programme	15,30,000.00	Honorarium	93,000.00
Small Business Management	66,000.00	Insurance and Taxes	41,029.00
Workshop on Effective Magt.	1,62,000.00	Internal Audit Fee	1,70,000.00
Workshop on NER Image Processing	1,80,000.00	Land Development Expenses	39,497.00
	<hr/>	Legal/Professional Expenses	58,000.00
	37,05,715.00	LTC	2,78,143.00
		Magazine	1,11,800.00
<b><u>Current Liabilities:</u></b>		Maintenance Charges	46,483.00
Sundry Creditors	51,94,300.00	Maintenance of Building	6,93,106.00
Computer Advance	2,400.00	Maintenance of Campus	7,46,836.00
Forest Royalty	2,56,582.00	Medical Expenses	7,39,601.00
GPF	2,16,040.00	Oil & Fuel	55,000.00
GSLIS	4,100.00	Paper & Periodicals	94,603.00
LIC	19,375.00	Placement TA	82,813.00
Licence Fee (Keya Sengupta)	6,080.00	Postage/Telephone/Telex	14,76,995.00
Licence Fee (Mathew Thomas)	1,750.00	Printing & Stationery	9,43,370.00
Other Advances	11,691.00	Professional Development Allow.	6,64,513.00
Pension Scheme	11,64,929.00	Recruitment (Domestic)	1,93,390.00
Professional Tax	69,425.00	Registration Fees	12,150.00
Security Deposit (Furniture)	2,33,138.00	Relocation Expenses	68,180.00
Security Deposit (Maint./Reno.)	98,45,719.00	Rent	24,06,000.00
Bank of America (Suspense)	6,40,000.00	Repairs/Maint/Renovation Building	
Bank of Maharashtra (Susp.)	10,00,000.00	(Temp. Campus)	4,62,75,515.00
TDS	31,75,936.00	Seminar/Conference	1,99,500.00
VAT Payable	94,87,118.00	Subscription	11,400.00
	<hr/>	TA/DA for Building & Works	
	3,13,28,583.00	Committee	14,268.00
M/S Godrej & Boyce Mfg. Co. Ltd.	30,10,572.00	Training Fees	48,000.00
Furniture in Transit	60,21,144.00	Travel (Board & Society)	6,22,573.00
		Travel (Miscellaneous)	51,286.00
<b><u>Loans and Advances:</u></b>		Travel (Recruitment/Domestic)	30,825.00
Festival Advance	6,300.00	Travel (Seminar/Conference)	21,324.00
K.R. Pillai	2,808.00	Travel (Staff)	16,02,198.00
	<hr/>	Travel (Visiting Faculty, PGP)	13,45,200.00
	9108.00	Vehicle Hiring Charges	4,58,798.00
		Vehicle Running Expenses	2,77,589.00
			<hr/>
			7,08,08,094.00
<b>Carried Over</b>	<b>39,47,64,890.00</b>	<b>Carried Over</b>	<b>19,92,21,159.00</b>

<b>B.F</b>	<b>39,47,64,890.00</b>	<b>B.F</b>	<b>19,92,21,159.00</b>
		<b><u>Current Liabilities:</u></b>	
		Accounting Charges	1,00,000.00
		Computer Advance	2,200.00
		Forest Royalty	2,56,582.00
		GPF	1,96,840.00
		GSLIS	3,800.00
		Hostel Mess	45,91,176.00
		LIC	18,510.00
		License Fee (Keya Sengupta)	5,650.00
		Professional Tax	69,425.00
		Security Deposit (Maint./Renovation)	12,95,220.00
		Sundry Creditors	1,10,14,936.00
		Suspense	17,266.00
		TDS	21,38,558.00
		VAT Payable	94,86,726.00
			2,91,96,889.00
		<b><u>Closing Balances:</u></b>	
		Imprest Fund	66,817.00
		<b><u>Bank Balances:</u></b>	
		SBI (S/B-30276148008)	3,96,26,410.00
		SBI (S/B-30417949667)	7,65,324.00
			4,03,91,734.00
		S.T.D.R. (MOD)	12,50,21,300.00
		S.T.D.T. (CORPUS FUND)	8,66,991.00
<b>GRAND TOTAL</b>	<b>39,47,64,890.00</b>	<b>GRAND TOTAL</b>	<b>39,47,64,890.00</b>



**SCHEDULES FORMING PART  
OF  
BALANCE SHEET  
AS ON  
31-03-2010**

**Schedule 1 – Capital Fund**

<b>Particulars</b>	<b>Amount in Rupees</b>	
	<b>Current Year</b>	<b>Previous Year</b>
Opening Balance as on 01-04-2009	9,41,76,547.00	2,48,77,898.00
Add: Excess of Income over Expenditure (Transferred from Income & Expenditure a/c)	18,26,10,433.00	6,92,98,649.00
<b>TOTAL</b>	<b>27,67,86,981.00</b>	<b>9,41,76,547.00</b>

**Schedule 2 – Corpus Fund**

<b>Particulars</b>	<b>Amount in Rupees</b>	
	<b>Current Year</b>	<b>Previous Year</b>
<b>Opening Balance as on 01-04-2008</b>	<b>42,56,661.00</b>	
<b>Add: Transferred from Income &amp; Expenditure a/c</b>	<b>17,37,407.00</b>	<b>42,56,661.00</b>
<b>TOTAL</b>	<b>59,94,068.00</b>	<b>42,56,661.00</b>

## Schedule 3 – Current Liabilities and Provisions

		Amount in Rupees	
A	Current Liabilities	Current Year	Previous Year
1)	<b>Sundry Creditors</b>	<b>2,93,114.20</b>	<b>61,13,750.01</b>
2)	<b><u>Advance Received (Projects):</u></b>		
a)	Chinese Language Course	20,909.00	49,050.00
b)	CRM Programme Project	48,075.00	54,675.00
c)	SERM Project	32,215.00	32,215.00
d)	Hostel Mess		6,29,616.00
e)	National Rural Employment Guarantee Project		1,09,000.00
f)	Students Welfare	99,948.00	73,900.00
g)	Hospitality Management	34,465.00	
h)	MDP on ERP	36,555.00	
i)	MDP on Quality Medical Care	41,000.00	
j)	Management Prop. On Local Entrepreneur	19,660.00	
k)	Mid Term Review Programme	85,012.00	
l)	SGEeM Project Programme	1,29,167.00	
m)	Workshop on Effective Management	99,844.00	
n)	Workshop on NER Image Processing	1,10,710.00	
3)	<b><u>Statutory Liabilities:</u></b>		
	OverDue		
	Others	34,436.00	
	Pension Scheme	11,64,929.00	
	TDS (Income Tax)	10,37,378.00	
	VAT Payable	392.00	
4)	<b><u>Other Current Liabilities:</u></b>		
	Accounting Charges		1,00,000.00
	CPF (Mr. Velanand)	2,865.00	2,865.00
	Security Deposit (Maintenance/Renovation)	1,05,02,521.92	19,52,022.92
	Security Deposit (Furniture)	2,33,138.00	
	Bank of America (Suspense)	6,40,000.00	
	Bank of Maharashtra (Suspense)	10,00,000.00	
5)	<b>Others (Suspense)</b>		<b>17,266.00</b>
	<b>TOTAL (A)</b>	<b>1,56,66,334.12</b>	<b>91,34,359.93</b>

## Schedule 4 – Fixed Assets

Amount in Rupees

Sl. No.	Assets Heads	Gross Block		Total	Depreciation for the year 2009-10	Net Block
		Opening Balance	Additions During 2009-10		Depreciation for the year	31-03-2010
1	Computer	8,68,634.00	12,47,444.00	21,16,078.00	12,69,647.00	8,46,431.00
2	Equipments	37,67,103.00	20,81,327.84	58,48,430.84	8,77,264.84	49,71,166.00
3	Furniture	1,27,89,694.00	79,30,788.36	2,07,20,482.36	20,72,048.36	1,86,48,434.00
4	I.T. Implementation (Web Development)	1,15,43,762.00	1,28,37,384.00	2,43,81,146.00	---	2,43,81,146.00
5	Vehicle (Tata Safari)	10,06,273.00	---	10,06,273.00	1,50,941.00	8,55,332.00
6	Vehicle (Maruti SX-4)	6,83,752.00	---	6,83,752.00	1,02,563.00	5,81,189.00
7	Library Books	28,34,225.00	84,49,812.00	1,12,84,037.00		1,12,84,037.00
8	Polycon Video Conference System	7,04,538.00	---	7,04,538.00	---	7,04,538.00
9	Glow Sign Board	---	2,26,493.00	2,26,493.00	33,974.00	1,92,519.00
10	Permanent Campus	---	6,07,23,941.00	6,07,23,941.00	---	6,07,23,941.00
11	Furniture in Transit	60,21,144.00	---	---	---	---
	<b>TOTAL</b>	<b>4,02,19,125.00</b>	<b>9,34,97,190.20</b>	<b>12,76,95,171.20</b>	<b>45,06,438.20</b>	<b>12,31,88,733.00</b>

Note: Depreciation Transferred to Depreciation Reserve Fund

Note: Furniture in transit shown in 31-03-2009 transferred to Furniture account, hence Opening Balance shown as NIL.



## Schedule 5 – Current Assets/Advances/Reserves

A.	PARTICULARS	Amount in Rupees	
		Current Year	Previous Year
1	<b><u>Cash and Bank Balances:</u></b>		
a)	Cash in Hand (including stamps, imprest cash and Cheques/Drafts)	66,817.00	5,000.00
b)	<b><u>Bank Balances with Scheduled Banks: With State Bank of India:</u></b>		
	i. (S/B A/c No – 30276148008)	3,96,26,409.92	26, 28,883.00
	ii. (S/B A/C No- 30417949667)	7,65,324.00	5, 55,950.00
	iii. Special Term Deposit Receipts (MOD A/c)	12,50,21,300.00	5,73,21,850.00
c)	<b><u>Advances to Parties:</u></b>		
	i. M/S Godrej & Boyce Mfg. Co. Ltd.		30, 10,572.00
	ii. Shri K.R. Pillai	2,61,507.00	1,38,585.00
	iii. M/S Taste	552.00	552.00
	iv. Hostel Mess	91,560.00	—
	v. National Rural Employment Guarantee Proj.	3,50,000.00	—
d)	<b><u>Depreciation Reserve Fund</u></b>	81,93,489.57	36, 87,051.00
e)	<b><u>Corpus Fund (FDR)</u></b>	8,66,991.00	
f)	<b><u>Festival Advance</u></b>	14,700.00	
	<b>Total (A)</b>	<b>17,52,58,650.49</b>	<b>6, 73, 48,443.00</b>

**SCHEDULE FORMING PART  
OF  
INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED  
31-03-2010**

**Schedule 6 – Grants/Subsidies (Irrevocable grants and subsidies received)**

PARTICULARS	Amount in Rupees	
	Current Year	Previous Year
Grant in Aid Received during the Year (Govt. of India Ministry of HRD, New Delhi)	24,99,00,000	10, 00, 00,000
<b>TOTAL</b>	<b>24,99,00,000</b>	<b>10, 00, 00,000</b>

**Schedule 7 – Fees and Subscription**

PARTICULARS	Amount in Rupees	
	Current Year	Previous Year
Application Fee	_____	1,64,925.00
Annual Fee Subscription for Post Graduate Programme	2,84,70,001.00	1,21,60,000.00
Donation (SGEeM)	1,21,500.00	
Earnest Money	35,000.00	
Tender Fee	2,04,247.00	
Faculty Sponsor	1,34,550.00	
Gold Medal Sponsor	4,50,000.00	
Golf Sponsor	9,07,000.00	
Sports Management	2,00,750.00	
<b>Total</b>	<b>3,05,23,048.00</b>	<b>1,23,24,925.00</b>

**Schedule 8 – Income Over Head**

PARTICULARS	Amount in Rupees	
	Current Year	Previous Year
1. <u>Over Head Income</u> :	2,30,911.00	8,66,991.00
<b>Total</b>	<b>2,30,911.00</b>	<b>8,66,991.00</b>

**Note: Over Head Income Transferred to Corpus Fund**



**Schedule 9 – Interest Earned**

PARTICULARS	Amount in Rupees	
	Current Year	Previous Year
Interest Received	2,11,393.00	18,45,899.00
Accrued Interest on STDR	12,95,103.00	15,43,771.00
<b>Total</b>	<b>15,06,496.00</b>	<b>33,89,670.00</b>

**Schedule 10 – Establishment Expenses**

PARTICULARS	Amount in Rupees	
	Current Year	Previous Year
A. Salaries, Wages and Allowances	2,27,90,678.00	84,23,044.00
B. Security Expenses	19,44,352.00	15,38,099.00
C. House Keeping Expenses	19,90,525.00	7,68,934.00
D. Staff Mess Expenses	40,528.00	1,33,743.00
<b>Total</b>	<b>2,67,66,083.00</b>	<b>1,08,63,820.00</b>

**Schedule 11 – Other Administrative Expenses**

PARTICULARS	Amount in Rupees	
	Current Year	Previous Year
1 Transportation Charges	—	1,500.00
2 Electricity and Power	23,11,992.00	13, 98,375.00
3 Rates & Taxes (Insurance)	41,029.00	32,444.00
4 Repairs/Maintenances and Renovation (Building Temporary Campus)	4,62,75,515.00	1, 68, 95,967.00
5 Rent	24,06,000.00	11, 92,167.00
6 Contingency and Miscellaneous Expenses	26,87,499.00	8, 41,697.00
7 Postage/Telephone/Telex	14,76,995.00	4, 11,114.00
8 Vehicle Running Expenses	2,77,589.00	57,166.00
9 Vehicle Hire Charges	4,58,798.00	3, 48,095.00
10 Advertisement	13,34,012.00	15, 59,152.00
11 Other Miscellaneous Expenses (Bank Charges)	26,585.00	5,756.00
12 Printing and Stationery	9,43,370.00	5, 84,711.00
13 TA/DA Boarding Society (Including Director)	6,22,573.00	16, 76,837.00
14 TA/DA (Miscellaneous)	51,286.00	36,484.00
15 TA/DA (Recruitment, Domestic)	30,825.00	1, 87,375.00
16 TA/DA (Staff)	16,02,198.00	9,266.00
17 TA/DA (Visiting Faculty, PGP)	13,45,200.00	10, 70,567.00
18 TA (Seminar/Conference)	21,324.00	
<b>Total C.O</b>	<b>6,19,12,790.00</b>	<b>2,63,08,673.00</b>

Contd:

**Schedule 11 – Other Administrative Expenses**

PARTICULARS		Amount in Rupees	
		Current Year	Previous Year
<b>B.F</b>		<b>6,19,12,790.00</b>	<b>2,63,08,673.00</b>
19	Hospitality Expenses	—	6,583.00
20	Accounting Charges	3,00,000.00	2,66,667.00
21	Internal Auditor Remuneration	1,70,000.00	40,000.00
22	Legal/Professional Expenses	58,000.00	5,37,668.00
23	Land Development Expenses (Permanent Campus)	39,497.00	2,97,703.00
24	Recruitment (Domestic) Expenses	1,93,390.00	3,10,462.00
25	Board Meeting Expenses	22,340.00	
26	Board of Governor Meeting Expenses	2,22,916.00	
27	Children Education Allowance	98,109.00	
28	Conference Fees	8,157.00	
29	Convocation	4,21,500.00	
30	Discount & Commission	0.53	
31	Games & Sports Expenses	29,36,135.00	
32	Honorarium	93,000.00	
33	LTC	2,78,143.00	
<b>Total</b>		<b>6,67,53,977.53</b>	<b>2,77,67,756.00</b>

**Schedule 11 – Other Administrative Expenses**

PARTICULARS		Amount in Rupees	
		Current Year	Previous Year
<b>B.F</b>		<b>6,67,53,977.53</b>	<b>2,77,67,756.00</b>
34	Magazine	1,11,800.00	
35	Maintenance Charges	46,483.00	
36	Maintenance of Building	6,93,106.00	
37	Maintenance of Campus	7,46,836.00	
38	Oil & Fuel	55,000.00	
39	Placement (TA)	82,813.00	
40	Professional Development Allow.	6,64,513.00	
41	Registration Fees	12,150.00	
42	Relocation Expenses	68,180.00	
43	Subscription	11,400.00	
44	TA/DA for Building & Works Committee	14,268.00	
45	Training Fees	48,000.00	
46	Seminar/Conference	1,99,500.00	
<b>Total</b>		<b>6,95,08,026.53</b>	<b>2,77,67,756.00</b>

**Schedule 12 – Academic Expenses**

PARTICULARS		Amount in Rupees	
		Current Year	Previous Year
1	Post Graduate Programme	_____	4,01,152.00
2	Admission Expenses	_____	6,17,779.00
3	Expenses on P G Programme	28,72,825.00	26,39,086.00
4	Expenses for Designing LOGO	_____	5,61,800.00
5	Management Development Programme	_____	54,265.00
6	Faculty Development Expenses	6,83,698.00	64,285.00
7	I T Implementation Expenses	30,271.00	99,171.00
8	Library Expenses	5,41,272.00	4,52,926.00
9	Computer Hire Charges	_____	2,500.00
<b>Total</b>		<b>41,28,066.00</b>	<b>48,92,964.00</b>



**SCHEDULE FORMING PART  
OF  
THE ACCOUNTS  
FOR THE YEAR ENDED  
31-03-2010**

**Schedule 14 – 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 Accrued Method of Accounting.

**2. REVENUE RECOGNITION:**

Fees from Students and other fee per schedule are accounted on cash basis.

**3. FIXED ASSETS AND DEPRECIATION:**

Fixed Assets are stated at cost of acquisition.

3.2 Depreciation has been provided for the whole year on straight line method at the following rates.

a) Computer	60%
b) Equipments	15%
c) Furniture	10%
d) I.T Implementation (Web Development)	0%
e) Vehicle	15%
f) Library Books	0%
g) Poly con Video Conference Systems	0%
h) Glow Sign Board	15%

**3.3 DEPRECIATION RESERVE FUND**

During the year Depreciation Reserve Fund has been created out of Depreciation charged on Fixed Assets and hence the Depreciation has not been charged in Income and Expenditure account.

**4. CORPUS FUND:**

A Corpus Fund has been created during the year out of Institute's Overhead Income and Interest on Bank Deposits.

**5. INCOME – TAX:**

**5.1** The Income of the Institute is exempted from Income-tax Under Section 10(23C)(VI) & VIa of the Income-tax Act, 1961 and hence no provision for tax is made in the accounts.

**5.2** Schedules annexed to form an integral part of the Balance Sheet as at **31<sup>st</sup> March, 2010** and Income and Expenditure Account for the year ended on that date.