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Research Publications

Papers Published

Ali J. 'Use of quality information for decision-making among livestock farmers: Role of Information and Communication Technology', *Livestock Research for Rural Development*, 23(3), March 2011. ISSN 0121-3784



Abstract:

The rapid growth in the demand for high value agriculture of which livestock products constitute the major share, and fast changing livestock production system necessitate the provision of efficient flow of information to the livestock farmers for better decision-making. This paper analyses the use of information and communication technology (ICT) based services for livestock information delivery based on primary survey of 342 livestock farmers in of Uttar Pradesh. The differences in quality of decisions on various livestock practices between users and non-users of ICT driven information system have been assessed using analysis of variance (ANOVA) technique.

Results indicate that ICT users are making significantly better quality decisions as compared to non-users. Further, correlation analysis between frequency of ICT use and socio-demographic profile of livestock farmers indicate a significantly positive relationship with a number of factors, which provides practical insights for designing target based ICT driven information system for livestock sector development.

Priyadarshi, Pushpendra, 'Employer Brand Image as Predictor of Employee Satisfaction, Affective Commitment & Turnover', *Journal: Indian Journal of Industrial Relations*, 46 (3) January 2011: Pp: 510-22



Abstract:

The race for an employer to be seen differently has only intensified in recent years mainly due to the availability of multiple opportunities and scarcity of good quality talent in the emerging markets. Employer branding is fast emerging a potential tool not only to communicate the potential employees but also to the existing employees that the value proposition of the current employer supersedes their competitors.

Participated by 240 executives from various organisations the study shows the importance of managing employer brand image for existing employees through highlighting the difference between the existing and preferred levels of employer attributes. It further highlights the relationship between employer brand attributes and job related attitudes showing how these attributes impact them.

Research Publications

Conference/Seminar Publications

Raina, Roshan Lal, 'The Continuing Evolution of Library-Publisher Negotiations in India: A Consortium Initiative for Indian Management Schools'. Invited paper presented in the ASA Conference 2011 on 'Recession is the Mother of Invention', held in London during February 21-22, 2011.

Abstract:

The paper, while highlighting issues related to: (i) Recession in Indian Context; (ii) Indian Higher Education Scenario; (iii) Technical & Management Education; and (iv) Quantity vs Quality: Issues & Concerns, traced the genesis of Consortium Initiatives in India. Projecting (and illustrating) the document resource base; infrastructural facilities; professional manpower strength and the range of the services offered by the LICs of IIMs, areas of resource sharing and cooperation were outlined. In particular, an analysis of the data of the journals and periodicals subscribed to by the four IIMs and the expenditure involved therein had revealed that as against a total of 2072 paid subscriptions, IIMs were receiving only 1298 titles, a duplication of 773 subscriptions. The extent of duplication in subscriptions for foreign journals was of the order of 37 per cent (476 out of a total of 1297).

Giving such an illustrative background about resource sharing and cooperative activities among the IIMs, the paper outlined the approach and establishment of a consortium initiative - Electronic Resources for Indian Management Schools - (ERIMS) for electronic resource development at not only IIMs but also at other management education institutions in India. This was done under the INDEST - Indian Digital Library for Science and Technology project initiated and supported by the Ministry of Human Resource Development (MHRD) of the Government of India (GOI). The paper also outlined the evolution of Library-Publisher negotiations, as a win-win situation on growth in subscription of journals, e-resources and databases in IIMs during a ten-year period of 2000 and 2010



Raina, Roshan Lal, 'Marketing of Information Services'. Invited paper presented in the International conference on 'User Empowerment through Digital Technologies', organized by National Institute of Fashion Technology at IIC, New Delhi, during February 15-17, 2011

Abstract:

Justifying that the rich learning resource base, state-of-the-art facilities and services held by LICs remain grossly underutilized if not unused, the paper justified the absorption of marketing approaches in the LIC context as a means to help LICs achieve their basic objective of providing right information to right user at right time and at right cost.

It also advocated for bringing in marketing orientation in the LICs to ensure: (i) increased information awareness or consciousness among their clientele; (ii) optimal utility of the rich learning resources base of their LICs; and (iii) sustained development of their LICs, through revenue generation.

Case Papers

Payal Mehra (2010) "Communicating in a crisis: The Case of Jet Airways" in Emerging Markets: Case Studies Collections Excel Publications

Abstract :

The case is presented in a narrative format of a real life scenario involving Jet Airways, a private airline operating from India. The central idea of the case is communicating in a crisis and the role of the business leader as communicator. The case presents the organizational communication issues faced by Jet Airways during the retrenchment crisis and the call to strike given by its pilots in the year 2009. The overriding issues the protagonists face in this case are: Could communication with the pilots and the staff have been different than what it was? Could the crisis been averted if effective internal communication strategies were in place?

Finally, what is the best way to communicate to media as well as employees in a crisis?

The teaching note includes: (1) the abstract; (2) the learning outcomes; (3) target audience; (3) use in instructional sequence; (4) Functions of the students in the case study and assignment questions; (5) teaching themes and lessons from the case; and (6) readings and references. It does not contain an analysis of the case.



Articles in Magazines



Samir K Srivastava, 'Full of Promise', Logistics Times, Volume 1, Number 10, February 2011, pp. 28-30

Abstract :

The last few years have been defining years for supply chain management (SCM) in India. SCM growth is influenced by regulatory and economic environment as well as by existing and upcoming resources and infrastructure. Foreign companies are keen to explore in India, as it is a great place for outsourcing, licensing, franchising, joint ventures, and tax benefits like R&D credits and income tax exemptions in special economic zones. Our infrastructure comprising roads, railways, airports, seaports, information & communications technologies (ICT) and energy production is growing rapidly to match that of the developed countries.

The growing Indian economy and expanding supply chains have started positively reinforcing each other. Gradually, economies of scale/ scope for supply chain entities to experience win-win scenarios are showing up. Implementation of GST (Goods and Services Tax) is likely to make supply chains in India more responsive and cost-effective. On basis of these emergent trends, the year 2011 promises to provide a further impetus to the growth and development of SCM.

The full article is available at: http://issuu.com/rajmisra/docs/lt_february_2011/28.

Other Assignments

Prof.S.B.Dash was invited for, and participated in a roundtable workshop on "Researching Rural Market & Consumer" organised by MART Knowledge Centre, on February 09, 2011 at India International Centre, New Delhi. The purpose of the roundtable was to explore innovative approaches to research rural markets and applying appropriate tools & techniques. The roundtable provided a valuable forum for discussion and debate on how to best decipher the rural marketplace and map the consumer mind sets to design relevant product and marketing strategies in emerging rural market.. 30 to 40 members from research and marketing fraternity and academicians across country participated in this exploratory dialogue.

Prof. Payal Mehra is currently serving as the Program Committee Member for the Information Management track of ICISTM-2011, to be held at MDI Gurgaon in March 2011

Prof Roshan Lal Raina, Chaired Technical Session 4C in the International Conference on Digital Libraries and Knowledge Organisation, organised by MDI Gurgaon, during February 14-16, 2011. Also acted as a panelist in the panel discussion session on 'Knowledge Organization, Access and Promoting Sustainable Development, organised as part of the Conference on February 16, 2011.

Prof Yasmeen Rizvi, participated as a panelist at IIT Kharagpur in the flagship event 'B-Plan- IIT Kharagpur' Business Plan Competition on 29th January 2011, during 'Kshitij 2011', the annual techno-management symposium of IIT Kharagpur.

Prof Yasmeen Rizvi, was invited at 'Kshitij 2011' the annual techno-management symposium of IIT Kharagpur, as a panelist in the panel discussion named "Conflux" on 28th January, 2011.

Forthcoming

Management Development Programs

S.No	Program Title	Program Director	Dates	Venue
1	Strategy for Effective People Management for Public Prosecutors of U P Govt.	Prof. R L Raina & Prof. Yamini P Sahay	March 3-5, 2011	Lucknow
2	Strategic Corporate Communication	Prof. R L Raina	March 7-9, 2011	Lucknow
3	Strategy for Effective People Management for Public Prosecutors of U P Govt.	Prof. R L Raina & Prof. Yamini P Sahay	March 7-9, 2011	Lucknow
4	Strategy for Effective People Management for Public Prosecutors of U P Govt.	Prof. Payal Mehra & Prof. Yasmeen Rizvi	March 10-12, 2011	Lucknow
5	Strategy for Effective People Management for Public Prosecutors of U P Govt.	Prof. Payal Mehra & Prof. Yasmeen Rizvi	March 13-15, 2011	Lucknow
6	Coaching and Mentoring for High Performance	Prof. Pankaj Kumar	March 14-16, 2011	Lucknow
7	Agribusiness Supply Chain Management	Prof. Jabir Ali	March 14-18, 2011	Lucknow
8	Managerial Effectiveness for RES Executives	Prof. Himanshu Rai & Prof. Atanu Chaudhuri	March 14-18, 2011	Lucknow
9	Strategy for Effective People Management for Public Prosecutors of U P Govt.	Prof. R L Raina & Prof. Yamini P Sahay	March 16-18, 2011	Lucknow
10	Conceiving and Delivering Business Value for Ambuja Aasman Dealers	Prof. Manoj Kumar & Prof. Anita Goyal	March 24-25, 2011	Lucknow
11	Conceiving and Delivering Business Value for Ambuja Aasman Dealers	Prof. Manoj Kumar & Prof. Anita Goyal	March 28--29, 2011	Lucknow
12	Advanced Management Proqramme for RBI Executives	Prof. Pankaj Kumar & Prof. A Vinay Kumar	March 28 - April 9, 2011	Lucknow & Sydney
13	Data Mining and GIS for Decision Support in Agriculture (NAIP)	Prof. Jabir Ali & Prof. Ashwani Kumar	March 28 - April 8, 2011	Lucknow

Concluded

Management Development Programs

S.No	Program Title	Program Director	Dates	Venue
1	Conceiving and Delivering Business Value for Ambuja Aasman Dealers	Prof. A Vinay Kumar & Prof. Ashish Dubey	February 3-4, 2011	Lucknow
2	Finance for HR Managers	Prof. Prakash Singh	February 4-6, 2011	Noida
3	Conceiving and Delivering Business Value for Ambuja Aasman Dealers	Prof. A Vinay Kumar & Prof. Ashish Dubey	February 7-8, 2011	Lucknow
4	Conceiving and Delivering Business Value for Ambuja Aasman Dealers	Prof. A Vinay Kumar & Prof. Ashish Dubey	February 14-15, 2011	Lucknow
5	Personal Growth through Self Exploration	Prof. Shailendra Singh	February 14-18, 2011	Lucknow
6	Project Management	Prof. Sushil Kumar (OM) & Prof. K N Singh	February 14-18, 2011	Lucknow
7	Advanced Management Programme for the Executives of Reserve Bank of India	Prof. Pankaj Kumar & Prof. A Vinay Kumar	February 14-26, 2011	Lucknow, Melbourne & Sydney
8	Managing Livestock Sector for Economic Development	Prof. Jabir Ali & Prof. Sushil Kumar (CFAM)	February 17-19, 2011	Noida
9	Advanced Selling and Sales Force Management Systems	Prof. Rajeev Kumra	February 19-21, 2011	Noida
10	Strategy for Effective People Management for Public Prosecutors of Govt. of U P	Prof. Payal Mehra & Prof. Yasmeen Rizvi	February 21-23, 2011	Lucknow
11	Leadership for Innovation in Agriculture	Prof. Sushil Kumar (CFAM)	February 21-25, 2011	Lucknow
12	Managerial Effectiveness for RES Executives	Prof. Samir K Srivastava & Prof. Payal Mehra	February 21-25, 2011	Lucknow
13	Strategy for Effective People Management for Public Prosecutors of Govt. of U P	Prof. Samir K Srivastava & Prof. Payal Mehra	February 24-26, 2011	Lucknow
14	Strategy for Effective People Management for Public Prosecutors of Govt. of U P	Prof. Payal Mehra & Prof. Yasmeen Rizvi	February 28 -March 2, 2011	Lucknow

Name of the Publication : The Statesman
Edition : New Delhi
Date : 01/2/11

From the Press

Boosting agricultural marketing

II-M, Lucknow has taken the lead

THE Indian Institute of Management, Lucknow, organised a two-day training seminar on 'Commodity Futures Market' on 27-28 January, sponsored by the Forward Market Commission, ministry of consumer affairs, food and public distribution, for Senior state government officials of the departments of civil supplies, agriculture, agricultural marketing, IT and those associated with the State Agricultural Marketing Boards.

The programme aims at enhancing basic understanding of commodity markets among participants. Experts from NCDEX, MCX and IIM, Lucknow, faculty members explain commodity market operations and market dynamics, future market instruments and trading system in futures market, and various price risk management strategies. The programme is co-ordinated by Professor Sushil Kumar and Professor Jabir Ali of IIM, Lucknow.

India's market for agricultural commodities, particularly food grains, is highly regulated by the government. Economic liberalisation and privatisation called for reforms and regulations in agriculture.

The Khuro Committee (1980)

recommended reintroduction of futures trading in most commodities. Subsequently, the government constituted another committee headed by Professor KN Kabra in June 1993 on Forward Markets, which also emphasised the introduction of futures trading in 17 commodity groups, covering a wide range of agricultural commodities. It also recommended strengthening the Forward Market Commission and suggested various amendments in the Forward Contracts (Regulation) Act 1952, to ensure fairness and efficiency in future trading operations.

The National Agriculture Policy, announced in July 2000, envisaged external and domestic market reforms by putting in mechanisms of future trade/market/dismantling of all control and regulation in the agricultural commodity market. As the result of which, the government issued notifications on 1 April 2003, and permitted futures trading in a wide range of agricultural commodities, except options trading.

There are now four national commodities exchanges — the National Multi-Commodity Exchange of India, National Commodity and Derivatives Exchange Ltd, Multi-Commodity Exchange of India Ltd and the Indian Commodity Exchange — and 21 regional exchanges allowed for derivatives trading of agricultural commodities. But, within four years of its introduction, future trading was banned again in February 2007, for a number of agricultural commodities considering that future trading was triggering inflation.

In such a context, senior state government officials need to understand the nuances of commodity futures market in agricultural commodities and appreciate its role in a liberalised market economy. The literature on futures market suggests that the commodity futures market enhances market efficiency in terms of price discovery and risk management, on one hand, and diversification of agricultural production, due to proper dissemination of futures price and market information.

"Considering inefficiencies in the existing marketing system for agricultural commodities, the role of futures market needs to be explored for the benefit of the farming community," says Professor Sushil Kumar, programme coordinator of the Indian Institute of Management, Lucknow.



Commodity futures is, arguably, one of the most complex components of investment.

Name of the Publication : Financial Express
Edition : New Delhi
Date : 14/2/11

SUCCESS ALLEY

How Kerala became God's country

FN-11 (A)

A POPULAR advertising campaign communicates the benefits and projects a positive perceived value for the customer. In India, Kerala—"God's Own Country" and Goa—"God's Own Holiday Destination"—have been popular campaigns used to promote and demonstrate the customer benefits associated with the location. Advertising did the trick for these two tourist destinations. Kerala was a relatively unknown destination, as most tourist circles focused on North India, especially Agra and Rajasthan. After the early

1980s, Kerala Tourism Development Corporation, the government agency that oversees tourism prospects of the state, laid the foundation for the growth of the tourism industry. Through upland marketing strategy, within a few decades, Kerala's image got transformed as one of the top holiday destinations in India. The tagline "Kerala—God's Own Country", originally coined by Dr Vipin Gopal, who created the first Web page on Kerala, has been widely used in Kerala's tourism promotions and soon became synonymous with

the state. Marketing is, indeed, alive and well in the world of tourism. In fact, it is on the upswing, and more and more states in India are leveraging advertising to attract tourists. Relevant Web sites are created and promoted. The Web sites provide easy access and, hence, a convenient medium for getting information on the attributes and features of the offerings.

Excerpts from 'Tourism Marketing' by Devashish Dasgupta, associate professor, IIM, Lucknow



ART SOURCE

Name of the Publication : Hindustan Times
Edition : New Delhi
Date : 02/2/11

IIM Lucknow's Ocumen 2011 mentors 17 schools from all over India

After the success of Ocumen 2010, IIM Lucknow's student committee Oculus again played host to 17 schools selected from all across India.

Ocumen provides a platform for class XI and XII school children selected from all over India to get a first hand feel of management. IIM Lucknow played management mentors to students representing India's best schools.

With more than 170 schools participating in the prelims of OCUMEN 2011, the latest edition saw 17 schools on the IIM Lucknow campus with 12 outstation schools and 5 local schools.

Name of the Publication : Financial Chronicle
 Edition : New Delhi
 Date : 21/2/11

Companies go for IIM lateral placements to drive growth

SEERUPA MITRA
 Kolkata

COMPANIES are on the lookout for management students with full-time work experience across different sectors, to fuel their growth in a buoyant economy.

The lateral placements, or the hiring sessions for students having prior work experience, at the Indian Institutes of Management (IIMs) are witnessing a 50 per cent increase in the number of offers made to students this year. While the total number of companies visiting the campus has risen marginally, the number of offers made by

company has shot up. "Post recession, till last year, the companies were adopting a conservative approach when it came to hiring from campuses. This year, they are a lot more aggressive as they wish to ramp up their manpower portfolio," said Prasenjit Gopalakrishnan of the student media cell at IIM-Bangalore.

"There is a big market opportunity as firms are looking to recruit these candidates to fill middle management positions," says E Balaji, MD and CEO, Ma Fin Randstad.

An IIM-B, over 35 companies have hired so far and have made 98 offers as compared to 66 offers made by



Aggressive hiring

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— E Balaji, MD & CEO, Ma Fin Randstad

■ We have a bias towards lateral. We custom-build the job to the candidate's profile and aspirations.

— Arvind Agrawal, president, corporate development & HR, RPG

30 firms last academic year. The placement process is expected to close in a couple of days, giving way to the fi-

nal placements for the entry-level hires.

Similarly, at IIM-Calcutta, the total number of

offers received so far has touched around 225, an increase of 75 per cent over last year. According to placement chairperson Amit Dhiman, more than 50 firms have taken part in the lateral process such as Barclays Bank, Olam International, Google, Microsoft and Amazon, who have hired in unprecedented numbers.

The story is quite the same at IIM-Lucknow. The institute saw 70 companies make 300 offers this year as against 150 offers made by 30 firms last year. "The economy is on the rise and companies are looking for people with prior work experience. Demands for mid-

and senior level people are increasing," said Apoorva Gupta, member, placement committee at IIM Lucknow. At IIM-L, about 154 students are eligible for lateral placements out of a batch of 370 students.

The highest salary offered in the lateral process this year is Rs 70 lakh being given to a student at the IIM-Kozhikode. The institute has seen a 20-25 per cent rise in the average salary being offered by companies across sectors such as consulting, FMCG, financial services and IT, IIM-B, on the other hand, has seen a 10-25 per cent rise in salaries for experienced candidates this year with

salaries ranging between Rs 10 lakh and Rs 25 lakh.

"We have a bias towards lateral. We custom-build the job to the candidate's profile and aspirations," says Arvind Agrawal, president, corporate development & HR, RPG Enterprises.

The lateral placements are seen as a precursor to the final placements that will begin by the first week of March. Said Gopalakrishnan of IIM-B that if the hiring for the mid and senior level has witnessed such a positive response, the finals are also expected to get off to a good start.

seerupamitra
 @myglobe.com

Name of the Publication : Times of India
 Edition : Ahmedabad
 Date : 19/2/11

Win a contest, get a job!

Corporates Use Competitions To Hire From Top B-Schools

Chitra Unnithan | TNN

Ahmedabad: Move over prize money, these contests can win you jobs. The process of hiring the best talent from business schools has got innovative with companies floating case study competitions and offering jobs as rewards. Companies are using competitions to hire the best performers without going through the rigorous process of recruiting from different institutes.

Top companies and regular recruiters at the Indian Institutes of Management (IIMs) such as Nomura, JP Morgan, Schneider Electric, Reckitt Benckiser among others have already initiated the new human resource practice.

Rashmi Gupta, a graduating student

from IIM-Kozhikode, has secured a job with Citi group even without participating in the final placements. Gupta won a contest organised by the company and was subsequently offered a position. Karthik Regunathan, an IIM-Lucknow student, was called for a final interview with AC Neilson after winning a brand management case study competition this year.

Schneider Electric, for instance, held a marketing competition for its new product. The winners were called for pre-placement interviews. "These competitions provide companies like us with a platform to identify high potential talent. Post-identification, students are offered an opportunity to be considered for exciting roles with global companies like ours," says Shalini Sarin, di-

rector (HR), Schneider Electric.

Vikram Lambhate, a student of Jammalal Bajaj Institute of Management Studies always wanted to work with an FMCG firm and is now placed with Reckitt Benckiser after winning a marketing campaign for one of its leading brands.

Leading financial services group No-

Siddhartha

mura invited 15 business schools for its case study competition this year. "Three months and multiple submissions later I bagged the profile of an analyst with Nomura," says Sumit Agarwal, a student of Gurgaon-based Management Development Institute.

IIM-A also had many similar companies coming down on campus and conduct competitions, says Atreyi Bose, member, student placement committee.



Name of the Publication : Times of India
Edition : Mumbai
Date : 21/2/11

Win a contest, get a job

Top Cos Float Case Study Competitions To Hire IIM Grads

Chitra Unnithan | TNN

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Top companies and regular recruiters at the IIMs, such as Nomura, JP Morgan, Schneider Electric, Reckitt Benckiser, have already initiated the new human resource practice. Rashmi Gupta, a graduating student from IIM-Kozhikode, has secured a job with Citi group even without participating in the final placements.

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Guj engg colleges run with only 25% faculty

Government engineering colleges in Gujarat are running on only 25% of the staff. An ex-academician filed a RTI plea that revealed that nearly 75% of the sanctioned posts were vacant in 16 state-run colleges. "In the past decade, 10 new colleges were set up. But the number of teachers is abysmally low. It is a serious issue as it directly impacts the quality of education in the institutions as well as the quality of engineers produced in the state," said J R Dave, former chairman of the state technical examination board.

Dave was perturbed by government's demand to increase colleges without reciprocal recruitment of teachers. TNN

tion for its new product. The winners were called for pre-placement interviews.

"These competitions provide companies like us with a platform to identify high potential talent. Post identification, students are offered an opportunity to be considered for exciting roles with global companies like ours," says Shalini Sarin, director (HR), Schneider Electric.

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Name of the Publication : The Tribune
Edition : New Delhi
Date : 18/2/11

'Faulty' IIM admission process has CAT toppers at losing end

Aam Tandon/TNS

New Delhi, February 17
Over 60 Common Admission Test (CAT) 2010 toppers are planning to move the Supreme Court against the IIMs for allegedly using selection criteria that were kept hidden until the test results were declared and which resulted in some of the top scorers getting eliminated from the race.

About half of the prospective petitioners got over 99

percentile in the CAT and the rest between 98 and 99 percentiles but got no calls from IIMs for the second round of admission.

"None of us would have got a call even if we had scored a 100 percentile — the highest score," says Aditya Narang, who scored 99.46 percentile. He explains why: "Because the IIMs used undergraduate (UG), Class XII and Class X scores in a manner that was only disclosed after the CAT results came out and whereby

none of us stood a chance to be eligible."

Three new IIMs — Rohtak, Shillong and Trichy — haven't looked at CAT scores unless the students have obtained a certain cut-off mark in their UG, Class X and Class XII performances. The IIMs in Ahmedabad, Bangalore, Lucknow, Indore and Kozhikode have calculated a weighted score for each candidate, using specific weightages for Class

Plan to move SC over 'discrepancies'; IIMs say allegations 'entirely baseless'

X, XII and UG marks

The students say the IIMs disclosed only one eligibility criteria in the CAT bulletin — 50 per cent marks in UG whereas IIM Rohtak and Trichy are now considering CAT scores of those whose UG marks are over 65 per

cent. And IIM Shillong is using UG marks ranging from 71 to 90 per cent based on the subjects as a minimum qualification to consider CAT scores. "IIMs should have disclosed the cut-off calculation criteria earlier," the students say.

When contacted, the IIMs rubbished these allegations and said the cut-offs based on the marks of Class X, XII and UG were in use for years.

Prof Himanshu Rai, CAT

coordinator, 2010, told IANS: "These allegations are bunkum. Except the three new IIMs at Shillong, Trichy and Rohtak, which didn't declare the cut-off criteria in their admission policy document on the websites at the time of CAT registrations as they were in the process of appointing directors, all the other IIMs made the disclosures on their websites at the time of registration. IIM Lucknow even reduced the cut-offs this year."

The complaining students, however, insist they would not have even applied had they known of these cut-offs. "We would have known we did not stand a chance even with a 100 percentile. This would have saved our year, money and preparation time," says Delhi-based Dinesh Kaur, who squeezed time between helping his hospitalised parents (both suffering from cancer) and studying for CAT, securing 99.27 percentile.

Team Samavaya

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