



# 2022-23

---

## ANNUAL REPORT

*Celebrating a Year of  
Achievement, Progress,  
and Growth*





“

As we reflect on the past year's accomplishments, we look forward to a future filled with even greater promise. Our commitment to excellence and innovation remains unwavering, and we are excited to continue our journey of nurturing talent and shaping the leaders of tomorrow.

”

### INTERNATIONAL ACCREDITATION IN 2023

ASSOCIATION  
OF  
**AMBA**<sup>S</sup>

  
BUSINESS GRADUATES  
ASSOCIATION

# TABLE OF CONTENTS



|  |    |
|--|----|
| About GIM .....                          | 1  |
| Board of Governors.....                  | 3  |
| Admission Report .....                   | 4  |
| Placement Report.....                    | 5  |
| Fellow Program in Management .....       | 12 |
| Convocation 2023.....                    | 14 |
| Rankings and Awards .....                | 16 |
| Faculty Accolades.....                   | 18 |
| Distinguished Professor Series .....     | 20 |
| Sponsored Research Projects at GIM ..... | 24 |
| Library at GIM .....                     | 26 |
| Atal Incubation Center.....              | 28 |
| Give Goa .....                           | 30 |
| International Exchange .....             | 33 |
| Management Development Programs .....    | 38 |
| Centers of Excellence                    |    |
| CCIDT.....                               | 42 |
| CER .....                                | 43 |
| CSSA .....                               | 55 |
| CESD .....                               | 57 |
| CPPG .....                               | 60 |
| Accreditation Status at GIM .....        | 63 |
| Student Accolades .....                  | 65 |
| Student Club Activities .....            | 66 |
| Alumni Connect .....                     | 71 |
| Financial Report .....                   | 74 |
| Academic Advisory Council .....          | 81 |
| GIM Society .....                        | 82 |



# DIRECTORS MESSAGE



**Dr. Ajit Parulekar**

**Director, Goa Institute of Management**

I am thrilled to present the Goa Institute of Management (GIM) Annual Report for the academic year 2022-23. It is with immense pride that I share our outstanding achievements as a leading institution in the field of management education.

Since our establishment in 1993, GIM has consistently pushed the boundaries of management education, nurturing exceptional talent and molding future leaders. Our unwavering commitment to academic excellence and holistic development has firmly positioned us as a beacon of educational distinction.

I am delighted to announce that this year has seen a significant increase in admission applications, a testament to the growing recognition of GIM's academic programs and reputation. The heightened interest in our institution reaffirms the trust and confidence that aspiring students place in our faculty, curriculum, and industry partnerships.

Furthermore, this year has brought prestigious international and national accolades to GIM for our exceptional work in shaping responsible future leaders. GIM has earned joint accreditation from AMBA and BGA, two of the world's foremost authorities on business education, placing us among fewer than 300 business schools worldwide accredited by the Association of MBAs (AMBA) and among a select few accredited by the latest Business Graduates Association (BGA) standards in India.

In the NIRF 2023 ranking, GIM climbed to the 33rd position in the Management institutions category, marking a significant leap of three ranks from the previous year and 17 ranks in just four years.

Our commitment to sustainability and social responsibility has been recognized through the Positive Impact Rankings (PIR) 2023, where GIM achieved the highest (Level 5) rating as a "Pioneering School." We are also proud to join the cohort of PRME Champions for 2023, a group dedicated to collaborative efforts addressing shared barriers for the PRME community and delivering value for business and society.

Our esteemed faculty, renowned for their academic expertise and industry insights, continue to provide exceptional education and mentorship to our students, enabling them to secure coveted positions in leading national and international organizations.

As we move forward, we remain resolute in our pursuit of excellence, embracing emerging trends, fostering innovation, and advancing sustainable growth, entrepreneurship, and social impact.

I extend my heartfelt gratitude to our dedicated faculty, staff, students, alumni, industry partners, and all stakeholders who have been integral to our journey. Together, we will continue to shape the future of management education and make a lasting, positive impact on society.

With warm regards,





# ABOUT GOA INSTITUTE OF MANAGEMENT



**T**he Goa Institute of Management (GIM) is an autonomous body approved by the norms of AICTE (All India Council of Technical Education). It was established in 1993 by Fr. Romuald D'Souza, a visionary Jesuit priest, to provide world-class management education to students in India. The institute was founded on the principles of academic excellence, ethical values, and social responsibility.

Initially, GIM offered only a two-year full-time postgraduate diploma in management (PGDM) program. However, over the years, the institute has expanded its offerings to include a range of management programs, including two-year full-time residential PGDM programs in Healthcare Management, Big Data Analysis, Banking Insurance, and Financial Services, a two-year Hybrid PGDM programme for working professionals and a Fellow Programme in Management.

GIM's commitment to academic excellence and innovation has helped it to establish itself as one of the leading management institutes in India. In 2023, GIM was ranked 33rd among management institutes in India by the National Institutional Ranking Framework (NIRF).

In addition to its academic programs, GIM has established a reputation for its research activities. The institute's faculty members are actively engaged in research in various fields, including marketing, finance, and human resource management.

Today, GIM is home to a vibrant community of students, faculty, staff, and alums committed to upholding the institute's core values of academic excellence, ethical values, and social responsibility. The institute continues to evolve and adapt to the changing needs of the business world, and it remains dedicated to providing a world-class education to its students.

# VISION, MISSION & VALUES



## Our Vision

*To be a preeminent business school at the forefront of management education and research. We will create transformative leaders focused on responsible, ethical, and sustainable business practices.*

### Elaboration of Vision

- ✧ PRE-EMINENT: The institute will be a pre-eminent business school in management education and research in India and nurture ambitions of being a globally pre-eminent business school.
- ✧ TEACHING: Through our immersive & holistic learning experience, we will enable every student to realize their full potential in becoming responsible, passionate, agile, and transformative leaders who will positively impact business and society.
- ✧ RESEARCH: Through our research, we will create paradigms for successful and sustainable business practices and provide thought leadership for policymakers.
- ✧ SOCIETY/ OUTREACH: Through our outreach, we will help organizations, governments, and our expanding community to thrive and excel.

## Our Mission

*To create knowledge and develop responsible and agile leaders at the forefront of cutting-edge business practices.*

### Explanation of the terms

- ✧ CREATE KNOWLEDGE. GIM is a graduate institute. We focus on creating basic and applied knowledge in various business management disciplines. We believe the creation and dissemination of knowledge is a strong foundation for developing leaders and help us understand the latest development in business practices and strengthen our teaching.
- ✧ RESPONSIBLE is sensitivity to multiple stakeholders and an ability to balance their interests. It includes understanding ethical and sustainability issues related to business decisions while being mindful of long-term shareholder primacy.
- ✧ AGILE is the ability to swiftly respond to evolving technology, customers, competition, and society. To be agile is to be a lifelong learner.
- ✧ LEADERS identify business opportunities and define goals and strategies. They build organizational capabilities and teams. They empower and motivate people while communicating the corporate purpose within and outside the company.
- ✧ FOREFRONT OF CUTTING-EDGE BUSINESS PRACTICES refers to the ability to understand, study, create knowledge, research, and adopt emerging practices, ideas, models, and technologies in the world of business.

## Our Values

### We are committed to

- ✧ Academic excellence
- ✧ Innovation
- ✧ Ethics
- ✧ Collaboration
- ✧ Responsibility towards society and the environment
- ✧ Diversity of thought and opinion



# BOARD OF GOVERNORS



## CHAIRMAN

**Mr. Ashank Desai,**

Founder, Mastek Ltd., Mumbai

## SECRETARY

**Dr. Ajit Parulekar**

Director, Goa Institute of Management



## MEMBERS

**Ms. Kiran Dhingra. IAS,**

Former Chief Secretary, Govt. of Goa

**Dr. Puneet Kumar Goel, IAS,**

Chief Secretary, Government of Goa

**Mr. Dean Menezes,**

Director, Cosme Matias Menezes, Panaji, Goa

**Dr. T. V. Rao,**

Chairman, T.V.Rao Learning Systems Pvt. Ltd.  
Ahmedabad

**Prof Furqan Qamar,**

Professor of Management, Centre for  
Management Studies, Jamia Millia Islamia,  
New Delhi

**Ms. Swati Salgaocar,**

President, V.M. Salgaocar & Bro. Pvt. Ltd, Goa

**Mr. Arjun Deepak Gadre,**

Director, Gadre Marine Export Pvt.Ltd,  
Maharashtra.

**Mr. Sahil Barua,**

Managing Director/CEO/Co-Founder, Delhivery.

**Ms. Rituparna Chakraborty,**

GIM Alumnus, Co-founder and EVP of Team  
Lease Services Ltd, Bangalore

**Mr. Ketan Hajarnavis,**

GIM Alumnus, Founder & Managing Director,  
ScaleFactor Consulting Labs Pvt. Ltd., Pune

**Dr. Venkatesh Naga,**

Dean Academics, Goa Institute of  
Management, Sanquelim, Goa

**Dr. Allan Bird,**

Faculty, Goa Institute of Management,  
Sanquelim Campus, Poriem

# ADMISSIONS REPORT

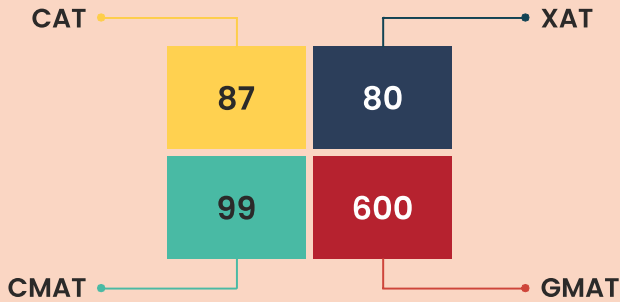
This year, the institute received an unprecedented number of 13,320 applications. The most sought-after program was PGDM, with 11,781 applicants choosing it as their first preference. The BDA program followed, with 673 applicants selecting it as their primary choice, while 605 applicants opted for BIFS and 268 for HCM as their first preference program. Notably, the number of first-preferred applications saw a significant increase compared to last year, with PGDM up by 51%, BIFS by 59%, BDA by 94%, and HCM by 81%.

The process commenced with the Achievers and ELITE round in January 2023, during which we expanded the scope to include all four programs. This year, interviews were conducted face-to-face in five cities: Delhi, Mumbai, Bangalore, Kolkata, and Goa. In addition to the Written Ability Test (WAT) and personal interviews, we introduced AI-based interviews for this round. We consciously decided to exclude group discussions from the process, as they were deemed to lack value. More than 1,000 candidates were interviewed during this round, leading to over 200 offers being extended.

The regular round was conducted online, and nearly 4,000 candidates were interviewed. To expedite the admission process, we implemented a system to provide early admission offers to PGDM regular candidates within five to six days from their interview date. Moreover, spot offers were made for the BDA, BIFS, and HCM programs. A supplementary round of personal interviews took place in the first week of June due to a delay in the CMAT results..

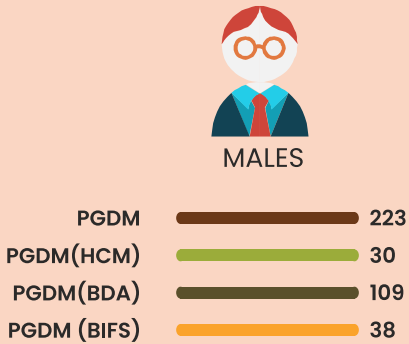
## PGDM CUT OFF

For the year 2023-25



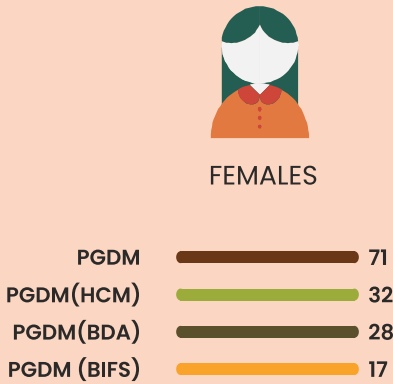
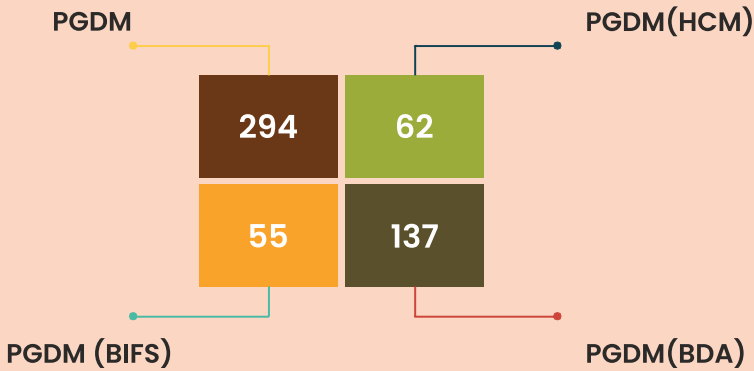
## Gender Diversity

Programme wise: 2023-25



## Total Admissions

For the year 2023-25





# PLACEMENT REPORT

Placements at the Goa Institute of Management (GIM) are a testament to its commitment to excellence. With a robust placement process, GIM consistently secures impressive opportunities for its students. Diverse industries, from finance and consulting to technology and FMCG, actively recruit from GIM. The institute's strong corporate relationships, coupled with a rigorous curriculum, empower students with sought-after skills. GIM's placements showcase a high percentage of students securing coveted roles, often with renowned multinational companies. This success underscores GIM's reputation as a premier business school that effectively bridges the gap between academia and industry, fostering the professional growth of its graduates.



# PLACEMENT REPORT – PGDM

With great enthusiasm, the Goa Institute of Management (GIM) is proud to announce the successful culmination of the Final Placement Process for the Batch of 2021-23. With persistent efforts and the discipline of our team, we continued the legacy of 30 years of excellence with yet another set of bright managers set to make a mark in the industry. The highly capable batch consisted of 241 students from PGDM (Full Time program), who are all driven to thrive in their chosen fields. The diverse talent pool attracted 59 companies to recruit our students across different domains and roles, with 21 new recruiters joining the league. The highest package went up to 55 Lakhs against 27.84 (2020-22), and the median salary increased from 11lac to 14.70 Lakhs. Likewise, we are thrilled to share a climb of 22.48% rise in average salary, which went up from 12.14 Lakhs (2020-22 batch) to 14.87 Lakhs this year (2021-23 batch). We extend our deepest gratitude to all the stakeholders of GIM for their steady support and guidance in making this placement process a success.



## 60+

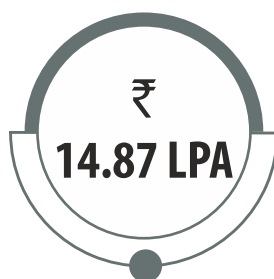
Number of  
Recruiters

## PGDM PLACEMENT STATS

For the batch 2021-23



Highest CTC



Average CTC



Median CTC



Average CTC top 20



Average CTC top 50



Average CTC top 100

## Top Recruiters

 Microsoft

 ADITYA BIRLA  
CAPITAL

 GEP  
Insight Drives Innovation

 CRIF  
Together to the next level

 ACT  
FIBERNET

 Signify

 SOCIETE  
GENERALE

 Arcesium

 BAIN  
& COMPANY

 Michael  
Page

 LOWE'S

 OPTUM



# PLACEMENT REPORT – PGDM

## Major Recruiters

For the batch 2021-23

|   |   |   |   |   |
|---|---|---|---|---|
|    |    |    |    |    |
|    |    |    |    |    |
|    |    |    |    |    |
|    |    |    |    |    |
|    |    |    |    |    |
|    |    |    |    |    |
|   |   |   |   |   |
|  |  |  |  |  |

## New Recruiters

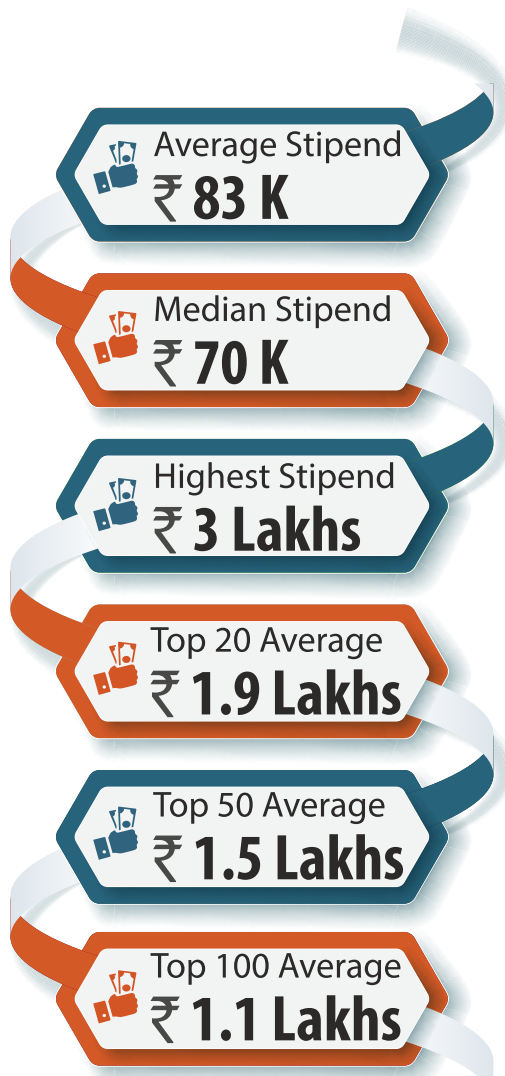
Recruiters for the first time

|   |   |   |   |
|---|---|---|---|
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

# PLACEMENT REPORT – PGDM

## INTERNSHIP REPORT

For the batch 2021-23



## TOP RECRUITERS

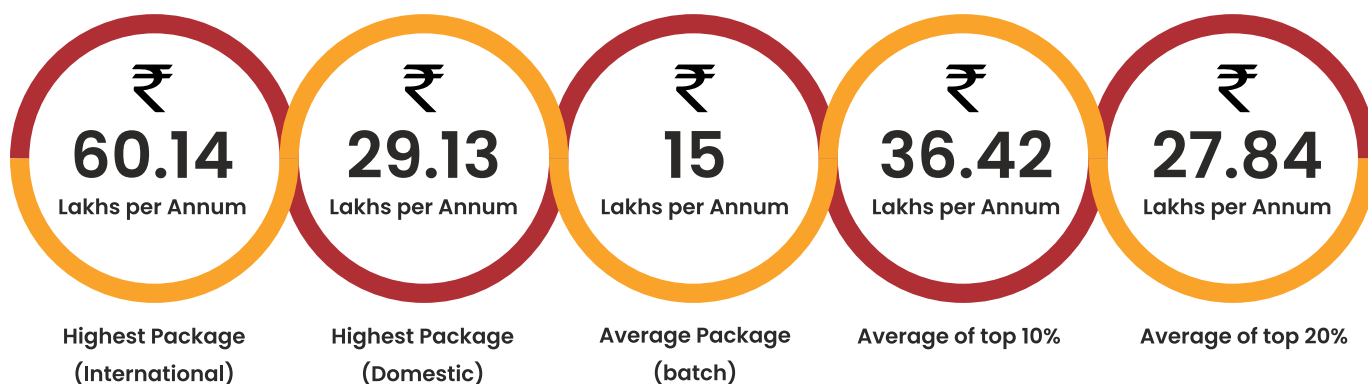




# PLACEMENT REPORT – PGDM (HCM)

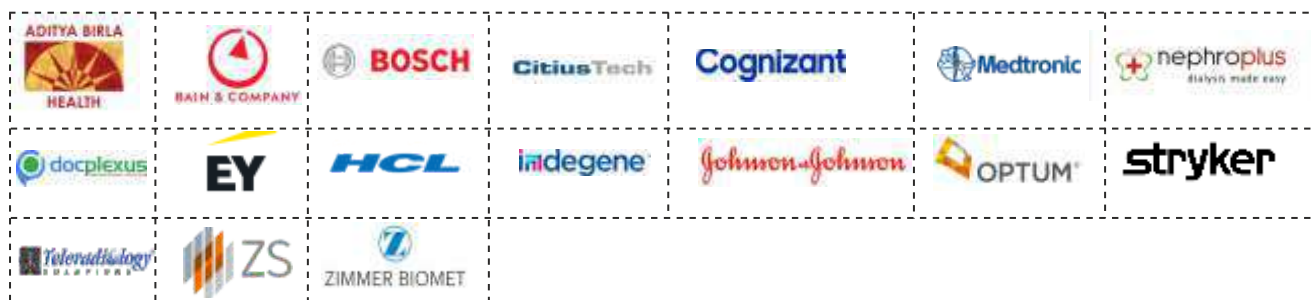


The final 2021-23 batch placements concluded impressively, achieving 100% placements by December 24, 2022. Notably, GIM earned its highest-ever international placement record. The Healthcare Management (HCM) domain also showcased remarkable progress, witnessing a 50% increase in average placements compared to the previous academic year. The batch recorded an impressive highest international package of 60.4 LPA and a domestic package of 29.13 LPA, contributing to an overall average of 15 LPA. Refer to Table 1 for comprehensive details.

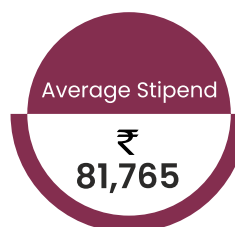


## Major Recruiters

For the batch 2021-23



## SUMMER INTERNSHIP 2023



## Major Recruiters

For Summer Internship Program



# PLACEMENT REPORT – PGDM (BDA)



The PGDM in Big Data Analytics (BDA) programme at our institution, initiated in 2018, has consistently demonstrated its excellence in preparing students for successful careers in the industry. With 100% of students securing placements for both final positions and summer internship projects, it is evident that our program has become a trusted source of skilled professionals in the field.

The final placements for the 2023 batch saw outstanding results, with 102 students participating. The highest offered annual salary stood at an impressive 40.2 LPA, significantly surpassing industry standards. The average and median annual salaries were equally commendable, at 17.2 LPA and 15 LPA, respectively. Moreover, the batch received 37 Pre-Placement Offers (PPOs), reflecting the strong industry demand for our graduates.

This impeccable record of 100% final placement is a testament to the quality education and rigorous training provided by the BDA program, cementing our reputation as a premier institution for future leaders in the field of business analytics.



## Major Recruiters

For the batch 2021-23



## Summer Internship Program

For the batch 2021-23



STUDENTS  
PLACED  
**119**



NO. OF  
COMPANIES  
**37**



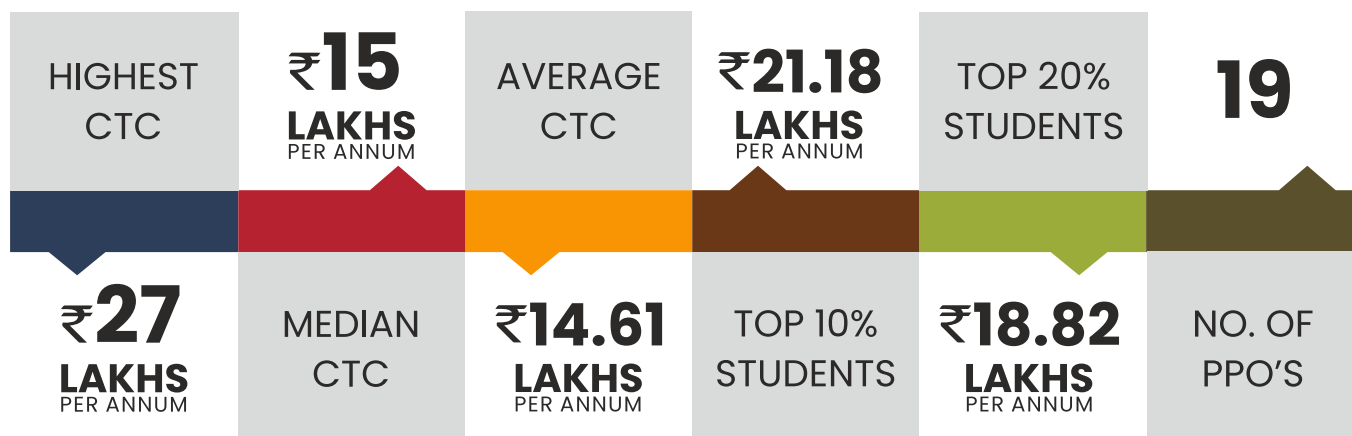
SIP  
PLACEMENT  
**100%**



# PLACEMENT REPORT – PGDM (BIFS)



The BIFS batch achieved a remarkable milestone in final placements, boasting a 100% placement rate for all 57 students. The highest annual salary offered was Rs. 27 Lakhs, highlighting the program's value. The average and median salaries were Rs. 14.61 Lakhs and Rs. 15 Lakhs. Notably, prestigious firms like Wells Fargo, Bank of America, Bajaj Finserv Health, PwC, HCL Tech, EXL, and EY GDS joined as recruiters, enhancing the program's industry recognition. Additionally, 19 students secured Pre-Placement Offers (PPOs). The top 10% and top 20% of students earned average CTCs of Rs. 21.18 Lakhs and Rs. 18.82 Lakhs, respectively.



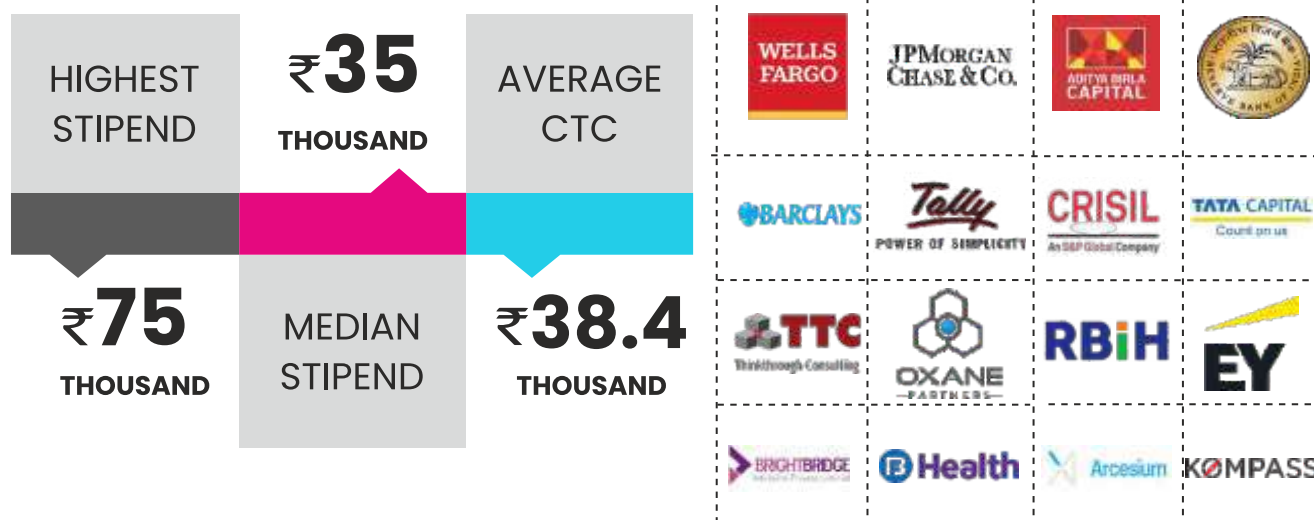
## Major Recruiters

For the batch 2021-23



## Summer Internship Program

For the batch 2021-23





# Fellow Programme in Management



## Academic Year 2022–2023: Highlights and Achievements



**A**s we reflect on the academic year 2022–2023, we are pleased to present a comprehensive report detailing the notable accomplishments, special activities, and scholarly achievements that have defined this year for our esteemed institution.

### Admissions and Student Engagement

The year commenced with a remarkable surge in interest, with 45 applications received for admission. From this competitive pool, 11 outstanding candidates were selected, and three more were placed on the waiting list. We are delighted to report that six candidates successfully enrolled, demonstrating the allure of our institution and the quality of our academic programs. However, it is worth noting that two students withdrew during the year.

For Batch 22–26, we proudly welcomed four new students, each poised to embark on a transformative educational journey. Their presence enriches the academic tapestry of our institution.

### Special Activities and Workshops

The academic year was marked by enriching workshops and training sessions to foster pedagogical excellence and holistic development. Our esteemed faculty led a workshop on "Pedagogy Training," offering diverse perspectives on effective teaching methodologies:

- ✧ Prof. Pravat Surya Kar illuminated the power of active learning through Peer Instruction, Activities, and Interactive Lectures.
- ✧ Prof. Kanupriya Katyal introduced the concept of Simulation Games & Exercises as engaging pedagogical tools.
- ✧ Prof. Ajit Parulekar expounded on various Pedagogical Approaches, enhancing participants' instructional repertoire.

- ✧ Prof. Kapil Khandeparkar delved into the intricacies of the Case Method, emphasizing its value in developing critical thinking skills.
- ✧ Prof. Allan Bird shared insights into Meaningful Experiential Learning, underscoring its role in cultivating real-world competencies.
- ✧ Prof. Arpita Amarnani explored Student Learning Styles and Engagement, fostering a deeper understanding of diverse learners.
- ✧ Prof. Divya Singhal addressed the design and execution of new courses, utilizing online tools for enhanced student engagement. The workshop also included "In situ, Micro Teaching" to refine teaching prowess.
- ✧ A Teaching Training session also empowered scholars to lead instructional sessions under faculty supervision, facilitating a dynamic exchange of knowledge and pedagogical insights.

## Research and Scholarly Endeavors

Prof. Yukti Sharma's "Experimental Research Design" course equipped participants from Batch 20-24 and 21-25 with the tools and knowledge to conduct and interpret experimental research, fostering a culture of independent inquiry. We introduced an Internal Research Seminar, providing a platform for scholars across all FPM batches to present and discuss their ongoing research, promoting interdisciplinary dialogue and intellectual growth.

## Guest Lectures and Publications

Distinguished scholars worldwide graced our institution with their insights and expertise. Guest lectures on topics such as "Ethics in Research," "Research Planning and Publishing Insights," and the transformative "Journey from Research to Publication" kindled profound discussions and expanded horizons.

Our scholars' dedication to research yielded notable publications:

- ✧ Mr. Jeevan Lawrence (Batch 2020-24) and Dr. Nandakumar Mekoth's publication on "Demarketing for Sustainability" showcased in the prestigious "International Journal of Consumer Studies" underscored our commitment to impactful research.
- ✧ Ms. Stacy Menezes (Batch 2020-24) and Prof. Vinit Ghosh's systematic review on "Talent Identification and Talent Development in the Sports Industry" contributed valuable insights to the International Journal of Sport Management.
- ✧ Ms. Tanaya Saha (Batch 2020-24) and Prof. Prakash Singh's "Political and Institutional Dynamics of Global Female Labor Force Participation" article enriched the Journal of Economic Behavior & Organization discourse.

## Conferences and Workshops

The year was further punctuated by enlightening conferences and workshops that nurtured scholarly exchange and collaboration. These events provided our scholars and faculty a platform to showcase their research, engage in thought-provoking discussions, and foster connections with peers and experts.

In conclusion, the academic year 2022-2023 has been a resounding success, marked by intellectual exploration, pedagogical innovation, and scholarly achievement. As we look ahead, we remain committed to nurturing an environment that inspires continuous learning, empowers our scholars, and drives the frontiers of knowledge.

This report serves as a testament to the collective efforts and unwavering dedication of our faculty, scholars, and staff, who have made this academic year truly exceptional.

# CONVOCATION 2023



**T**he Goa Institute of Management (GIM) radiated with the aura of academic accomplishment during its annual convocation ceremony held at the splendid Big Bee Banquet hall in Mardol, near Sanquelim. The event was a pivotal moment for 460 students who successfully completed their Post Graduate Diploma in Management across five diverse programs.

Distinguished guests graced the occasion, with Mr. Kris Gopalakrishnan, co-founder of Infosys, as the chief guest, and Mr. Ashank Desai, Chairman of the GIM Governing Board, inaugurating the ceremony. The OxyGIM band's invocation song set an inspiring tone.

Dr. Ajit Parulekar, GIM's Director, congratulated the graduates and highlighted the institution's exceptional achievements in placements, research, sustainability, rankings, and international partnerships.

In his presidential address, Mr. Ashank Desai praised GIM's accomplishments and expressed optimism for its future. Mr. Kris Gopalakrishnan commended GIM's academic pursuits, sustainability initiatives, and state-of-the-art campus facilities, sharing insights about thriving in corporate careers.

The ceremony's pinnacle was the diploma conferral, with Dean-Academics Dr. N. Venkatesh presenting the coveted symbols of achievement to the proud graduates. Gold and Silver Medals were awarded to students who excelled academically and in extracurricular activities.

The convocation ceremony epitomized GIM's commitment to holistic excellence and future leadership. As these graduates embark on new horizons, they carry with them the values and knowledge imparted by the institution





| Award/Medal  | Category   | Awardee                      |
|--|--|------------------------------|
| <b>PGDM 2021 -23 batch</b>                                       |  |                              |
| Shri. Damodar Sripad Borkar Gold Medal                           | Best Academic Performance                          | Sundeeep Kamath S            |
| Goa Institute of Management Silver Medal                         | Best Academic Performance                          | Naman Maheshwari             |
| Shri. Nirmal Goswami Gold Medal                                  | Best performance in Communications                 | Redij Aditya Kailas          |
| Fr. Romuald D'souza Gold Medal                                   | Best Student of the Year                           | Naman Maheshwari             |
| <b>PGDM HCM 2021 -23 batch</b>                                   |  |                              |
| Goa Institute of Management Gold Medal                           | Best Academic Performance                          | Bhanupriya                   |
| Dr. Francis and Chantal Pinto Gold Medal                         | Best Student of the Year                           | G Pooja Chowdhary            |
| <b>PGDM BDA 2021 -23 batch</b>                                   |  |                              |
| SAS Gold Medal   | Best Academic Performance                          | Bist Laxman                  |
| Goa Institute of Management Gold Medal                           | Best Student of the Year                           | Bist Laxman                  |
| <b>PGDM BIFS 2021 -23 batch</b>                                  |  |                              |
| Goa Institute of Management Gold Medal                           | Best Academic Performance                          | Modi Manasvi Satish          |
| Goa Institute of Management Gold Medal                           | Best Student of the Year                           | Mayank Kishore Sharma        |
| <b>PGDM PT 2020 -23 batch</b>                                    |  |                              |
| Goa Institute of Management Gold Medal                           | Best Academic Performance                          | Nunes Rodley Sebastiao Carmo |
| Goa Institute of Management Silver Medal                         | Best Academic Performance (BDA)                    | Farahad Banu Gaffar          |
| <b>Common across Programmes 2021 -23 batch</b>                   |  |                              |
| GIM Alumni Association Gold Medal                                | Best Summer Project                                | Aman Ramanand Sharma         |
| Dr. Deepa Martins Memorial Gold Medal                            | Recognition of Extra -Curricular Activities (PGDM) | Shyam Sundar S               |
| Shri. Pratapsingh Raoji Rane and Mrs. Vijayadevi Rane Gold Medal | Best Goan Student                                  | Laxman Bist                  |



## IN FOND MEMORY

Goa Institute of Management mourns the loss of the dear Prof. Dr. Hemant Padhiari, Associate Professor, General Management & Economics, and student Akshipt Upadhyay (PGDM 2021-23). Our thoughts go out to the bereaved families.

## RANKINGS AND AWARDS

### AIMS Best Director Award '23

Dr Ajit Parulekar, Director of Goa Institute of Management (GIM) continues to shine in the realm of academic excellence by clinching the coveted Association of Indian Management Schools Best B-School Director Award for 2023.

The AIMS Award recognizes Dr. Parulekar's outstanding contributions to the field of management education.



### ACE Award 2023

GIM was honored with an award at the Awards in Circular Economy (ACE) 2023 event at India Circular Economic Forum (ICEF) 2023 hosted by International Council for Circular Economy (ICCE) held at the India Habitat Center in New Delhi.

The award recognizes the GIM's efforts in promoting sustainability and implementing circular economy practices on its campus.



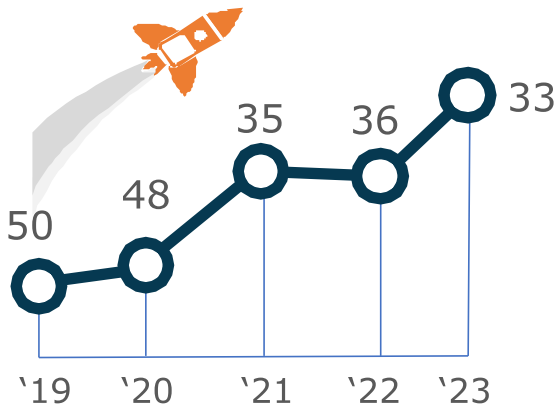


## AIMS Best Young Teacher Award 2023

Dr. Kapil Khandeparkar, faculty at GIM was awarded the AIMS Ramaswamy P Aiyar 'Best Young Teacher Award' at their annual convention in Coimbatore.

## Positive Impact Ratings

Goa Institute of Management (GIM) is elated to announce that it has once again achieved the prestigious Level 5 of the Positive Impact Rating (PIR) 2023.



## Leap in NIRF Rankings

Goa Institute of Management (GIM) has achieved a remarkable milestone, garnering well-deserved recognition from the National Institutional Ranking Framework (NIRF). Elevated by an astounding leap of 17 positions in just four years, GIM now stands proudly at an impressive rank of 33 among India's most esteemed educational institutions.

| S.No. | Survey                     | Category                           | 2022    | 2021    | 2020    | 2019    |
|-------|----------------------------|------------------------------------|---------|---------|---------|---------|
| 1     | Outlook                    | Best Private B-School              | 11      | 11      | 34      | 34      |
|       |                            | Best Private Standalone B-School   | 6       | NA      | NA      | NA      |
|       |                            | Best B-School in West Zone (India) | 2       | NA      | NA      | NA      |
| 2     | Business Today/India Today | Best B-School in India (Overall)   | 30      | NA      | 26      | 26      |
| 3     | The Week                   | Best Private B-School in India     | 15      | 13      | 12      |         |
|       |                            | Best B-School in India (Overall)   | 18      | 20      | 21      | 23      |
| 4     | Fortune India              | Best Private B-School in India     | 9       | 9       | 9       |         |
|       |                            | Best B-School in India (Overall)   | 27      |         |         |         |
|       |                            | Best Private B-School in India     | 8       |         |         |         |
| 5     | GHRDC-CSR (Private)        | Best Private B-School              | 5###    | 5###    | 6###    | 4###    |
| 6     | MBA Universe               | Best B-School (India)              | 25      | 23      | 23      | 23      |
| 7     | Business World/India Today | Best B-School in India (Overall)   | NA      | 28      | 28      | 30      |
|       |                            | Best Private B-School (India)      | 15      | NA      | 13      | 14      |
|       |                            | Best Private B-School (West India) | 6       | 9       | NA      | NA      |
| 8     | Analytics India Magazine   |                                    | 9\$\$\$ | 7\$\$\$ | 4\$\$\$ | 6\$\$\$ |



# FACULTY ACCOLADES

Prof. Kheya completed the Jamnalal Kaniram Bajaj Visiting Research fellowship award by Mittal institute at Harvard University starting in the Spring 2023 term.



GIM Faculty team Dr. Divya Singhal, Dr. Padhmanabhan Vijayaraghavan, and their international collaborator Dr. Hinrich Voss won first prize in the GBSN-Capsim Microsimulation Development competition 2022 for Faculty members across the globe.



Prof. Allan Bird was elected as a Fellow of the Academy of International Business (AIB) and Reviewing Editor at the Journal of International Business Studies (JIBS).



Prof. Avik Sinha was recognized as one of the top 1% of researchers worldwide. This ranking is released by Clarivate (Web of Science group).



Prof. Morris accepted the editing assignment of the India Infrastructure Report (IIR) 2022, with the theme of urban infrastructure\* from IDECK.



Prof. Divya Singhal was acknowledged as one of the Top 20 thinkers on the "#ThinklistImpact." This prestigious list highlights academics with significant influence on social media, translating their expertise into real-world impact. The recognition was conferred at the virtual event held by the Centre for Business, Organisations & Society at the University of Bath, UK.



Prof. Divya Singhal: Under her guidance, GIM students crafted a compelling narrative titled "Access For All," aligned with Sustainable Development Goal (SDG) 10, which won GIM the Flourish Award 2023. The award acknowledges her dedication to fostering inclusive practices and highlighting the significance of equal access..

## FACULTY ACCOLADES



Prof. Manas Mayur was invited as a guest speaker and shared his insights at the ESG and Sustainability Seminar organized by the Goa Chapter of WIRC-ICSI Goa. This engaging discourse fostered a deeper understanding of the intersection between financial behavior and sustainable practices.



Prof. Shelly Pandey, presented a compelling study titled "Organizational Practices to Navigate Communal Relationships at Virtual Workplace: Lessons from Two Waves of COVID-19 Pandemic in India." Her insightful work earned her the Best Paper Award at the INDAM 2022 Conference at NMIMS Mumbai.



Prof. Vilasini Devi Nair's significant contributions to the field of HIV advocacy have been acknowledged with the prestigious Red Ribbon Award. Her dedication to this critical cause was celebrated at the Human Touch Foundation Goa conference.



# DISTINGUISHED PROFESSOR SERIES



The Distinguished Professor Program is designed to advance research at GIM, promote an exchange of ideas, mentor and collaborate with GIM faculty, to act as a window of exposure to students and other stakeholders. A distinguished Professor/scholar signifies excellence and eminence in their role-specific skill, knowledge, and behaviour.

The following professors and researchers interacted with GIM faculty members and other stakeholders in 2022–2023.



Dr. Naresh K. Malhotra is Senior Fellow, Georgia Tech CIBER and Regents' Professor Emeritus, Scheller College of Business, Georgia Institute of Technology, USA. In 2010, he was selected as a Marketing Legend, and his refereed journal articles were published in nine volumes by Sage with tributes by other leading scholars in the field.

| Sr No | Engagement                                   | Dates    |
|-------|--|----------|
| 1     | Research Paper Series                        | 04-07-22 |
| 2     | One-on-One Sessions – October                | 18-08-22 |
| 3     | Workshop 5– Basic Research Methodologies     | 21-11-22 |
| 4     | Workshop 6 – Advanced Research Methodologies | 23-11-22 |

The one-on-one sessions with the faculty were beneficial, with more than 20 faculty having multiple sessions with Dr Malhotra. The one-on-one sessions aimed to advance research in GIM, promote exchanging ideas, mentor and collaborate with GIM faculty. This academic year two workshops were conducted for the faculty and FPM scholars. Each workshop had about 20 participants.

## Feedback

Below is some of the feedback received from the faculty and FPM students from the workshops and one-on-one session.

- ✧ “The design of the workshop with the practice/assignment component. Significant learning happened during group work, and in 8 hours of work, our group could put together a new theoretical integrative framework presented the next day; this reminded me/us of the power of collaborative work. And I could also get to know some of my new colleagues.”
- ✧ “I really liked the methodology of crafting research that was explained, and since actual research papers supported the concepts, it could be quickly understood. I understood what makes up a good paper and the reviewer’s perspective. It gave me a unique chance to present our on-going piece of work and get it validated. Working in groups helped me network with other faculty and understand things I had not known or observed.”
- ✧ “I liked the theory integration and the structure of research heading by heading. Explanations, illustrations, and delivery were excellent.”
- ✧ “Combining theories in tabular as well as diagram form. Also, practically testing them using quantitative and qualitative approaches. Adding incremental models to the base model and reaching the final model was good. Also testing for order bias.”
- ✧ “The workshops were instrumental and gave a lot of new knowledge and a new approach. They were enjoyable too. The group works were useful too.”



# DISTINGUISHED VISITING SCHOLARS



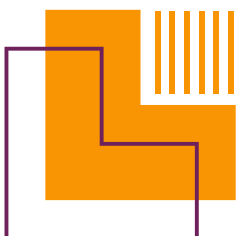
Smt. Shubha Mudgal and Dr. Aneesh Pradhan



We welcomed distinguished Music Personalities, Ms. Shubha Mudgal and Dr. Aneesh Pradhan, as 'Visiting Scholars', aligning with our goal of nurturing compassionate future leaders through an empathy lens. With extensive expertise in Hindustani Classical music, Ms. Shubha Mudgal's diverse musical background includes Indi-pop and composition. Her accolades include the Padma Shri and international recognition. An eminent Tabla Player, Dr. Aneesh Pradhan boasts awards like Aditya Birla Kala Kiran and vast teaching experience.

During their engagement in August, both scholars interacted with students, participated in a Music-a-thon, a joint lecture with International Centre, Goa, and engaged in sessions on Pedagogy. The Music-a-thon involved GIN students proposing solutions for preserving Goa's heritage instrument Ghumot. Their ideas were evaluated by a panel comprising Ms. Mudgal, Dr. Pradhan, and local artist Shri Kanta Gaude ji. A case study by Dr. Yukti Sharma is in progress.

The initiative involved management students, faculty, folk artists, and music experts in mainstreaming Goa's traditional instrument, Ghumot. A public lecture on music's socio-cultural and eco-political contexts was held at the International Centre Goa. A Hackathon further discussed strategies for the Ghumot and its practitioners, with 12 teams participating and four presenting to the panel.



# DISTINGUISHED VISITING SCHOLARS



## Prof. Brad K. Blitz

Prof. Brad K. Blitz, Ph.D. from Stanford, is a renowned international politics and policy scholar. He's a Professor at University College London, a former Director of the British Academy/DFID Program on Slavery and Human Trafficking, and a Senior Fellow at Geneva's Global Migration Centre. A Visiting Professor at the London School of Economics, he's a leading expert in refugees, migration, human rights, and international politics. With a background in comparative political science, he's advised UN agencies, the World Bank, and NGOs, displaying a commitment to addressing global challenges. His remarkable career reflects his dedication to research, teaching, and advisory contributions.



Prof. Brad K. Blitz's week-long engagement at GIM from June 25th to July 1st, 2023, encompassed a diverse range of activities:

- ✧ **Interaction on Communicating Research Impact:** Prof. Blitz engaged with faculty to discuss effective strategies for communicating the impact of research, fostering a better understanding of how scholarly work can contribute to various stakeholders.
- ✧ **Research Proposal and Funding Workshop:** The CER team hosted a workshop to guide participants in developing research proposals and securing funding. This aimed to enhance the research capabilities of the attendees.
- ✧ **Public Lecture at ICG:** Prof. Blitz delivered a public lecture at the International Centre Goa (ICG) on rethinking governance and labor issues within the global economy, contributing to informed discussions on these critical topics.
- ✧ **Research Publication Training:** A training session targeted HCM faculty involved in sponsored research, equipping them with skills to enhance research publication and dissemination.
- ✧ **One-on-One Sessions with Faculty:** Prof. Blitz conducted insightful one-on-one sessions with seven faculty members, covering various subjects, including placements, research, and attracting international faculty to GIM.
- ✧ **Engagement with Admissions Team:** Prof. Blitz interacted with the Admissions team, focusing on strategies to attract international students and enrich the institution's global diversity.
- ✧ **Interaction with Ranking Team:** Discussions with the Ranking team involved an analysis of NIRF (National Institutional Ranking Framework) results and exploring pathways for continuous improvement.
- ✧ **Interaction with CESD and CSSA Chairs:** Prof. Blitz engaged with the chairs of CESD (Centre for Excellence in Sustainable Development) and CSSA (Centre for Social Sensitivity and Action), fostering collaborative discussions on pertinent academic and social issues.

The one-on-one sessions proved particularly beneficial, with Prof. Brad interacting with esteemed faculty members, including Prof. Shawnn Coutinho, Prof. Anamika Sinha, Prof. Neeraj Amarnani, Prof. Diya Roy, Prof. Kingshuk Sarkar, Prof. Andy Silveira, and Prof. Israel Fortin. Their discussions ranged from research to faculty attraction, contributing to a vibrant exchange of ideas.



# EMINENT GUEST SPEAKERS AT GIM

| Name of the Speaker                  | Designation of the speaker   |
|--------------------------------------|--|
| <b>Captain Shivani Kalra</b>         | Airline Pilot with Air India Ltd.   Influencer                                 |
| <b>Ms. Sarrah Kapasi</b>             | Forbes Asia Under 30 - Class of 2022  <br>Co-Founder at D-Alive Health Pvt Ltd |
| <b>Ms. Sargam Koushal</b>            | Mrs. World 2022 - 23   |
| <b>Ms. Kshitiz Aneja</b>             | Traveller   Diversity & Inclusion   Motivational Speaker                       |
| <b>Mr. Ninad Daithankar</b>          | Santoor Player   Musician  |
| <b>Mr. Sudip Chakraborty</b>         | Kathak Dancer   Choreographer   Writer   Storyteller                           |
| <b>Mr. Satish Pradhan</b>            | Ex Executive Vice President, TATA Sons   |
| <b>Mr. Birender Ahluwalia</b>        | Chief Executive Officer, The Positivity Co.                                    |
| <b>Mr. R Srinivasan</b>              | PGP Chair, IIM - Bangalore   |
| <b>Mr. Sharad Vivek Sagar</b>        | Founder and CEO, The Dexterity Global Group                                    |
| <b>Mr. Dan LeClair</b>               | Chief Executive Officer, Global Business School Network                        |
| <b>Mr. Rajesh Srivastava</b>         | Corporate Trainer  |
| <b>Mr. Siddhant Shah</b>             | Founder, Access for all  |
| <b>Mr. Satish C Mehta</b>            | Former Indian Foreign Service Officer  |
| <b>Mr. Mathew Pell</b>               | Senior Applied Sports Scientist at Catapult Sports USA                         |
| <b>Ms. Poorna Veturi</b>             | Regional Sales Manager Key Accounts - PhonePe                                  |
| <b>Mr. Vivek Saha</b>                | Lead Talent Management and OD - Thermo Fisher Scientific India                 |
| <b>Mr. Anagh Agrawal</b>             | Senior Product & Customer Insights Manager - Amazon                            |
| <b>Mr. Rutul Mehta</b>               | Senior Lead - Fidelity Investments   |
| <b>Mr. Shankar Pednekar</b>          | Technical Architect - Widas Group  |
| <b>Ms. Debjani Ghosh</b>             | Associate Marketing Director - Johnson & Johnson                               |
| <b>Mr. Chitresh Sinha</b>            | Founder - The Plated Project   |
| <b>Mr. Alok Tiwari</b>               | Analytics Director - Ola   |
| <b>Ms. Sheena Pathak</b>             | Manager - IDBI Bank  |
| <b>Mr. Rohit Barve</b>               | Senior Product Manager - Zinrelo   |
| <b>Ms. Deepa Upadhyay</b>            | Practice Lead HR - Infosys   |
| <b>Mr. Paritosh Shenai</b>           | Entrepreneur   |
| <b>Ms. Neha Kulkarni</b>             | Principal Vice President - THB   |
| <b>Mr. Ashish Mukherjee</b>          | Chief Marketing Manager - Volkswagen   |
| <b>Mr. Vikas Nair</b>                | Head of Marketing - Century Real Estate  |
| <b>Mr. Vineet</b>                    | Philip Senior HRBP - Microsoft   |
| <b>Ms. Kritika Vijay</b>             | Digital Product Manager - Aditya Birla Capital                                 |
| <b>Mr. Nandagopal</b>                | Brand Manager - Asian Paints   |
| <b>Mr. Aakash Singh</b>              | Senior Analyst - Arcesium  |
| <b>Ms. Shikha Sevlani</b>            | Analytics Consultant - Tiger Analytics   |
| <b>Mr. Jason Braganza</b>            | Senior Business Analyst - Flipkart   |
| <b>Ms. Vyoma Kesharwala</b>          | Assistant Manager CHRO's Office - ABFRL  |
| <b>Ms. Jessica Roy</b>               | Business Analyst - Cognizant   |
| <b>Ms. Nancy Srivastava</b>          | Associate - Morgan Stanley   |
| <b>Dr. Akshita Nadkarni</b>          | Senior Associate Global PM - Novo Nordisk                                      |
| <b>Dr. Bhargav Narasimhan</b>        | Market Access Manager - Pfizer   |
| <b>Mr. Srinivas N B</b>              | Business Consultant Manager - Ernst & Young                                    |
| <b>Ms. Aastha Deshpande</b>          | Writer, Designer, Founder - Proseterity  |
| <b>Ms. Roopa Tanti</b>               | Founder & CEO - Indiaspark Ventures  |
| <b>Ms. Biswapriya (BP) Mukherjee</b> | CEO - Oroprise Solutions Pvt. Ltd.   |
| <b>Dr. Raj Padhiyar</b>              | Founder & CEO - Digital Gurukul  |
| <b>Mr. Ramesh Shrikonda</b>          | General Manager -<br>Growth & Partnership (Middle East & Asia at Coinstore)    |
| <b>Ms. Aishi Sengupta</b>            | Founder - Soulcrafted Pvt. Ltd.  |



# SPONSORED RESEARCH PROJECTS AT GIM



| Faculty Name  | Title of Project   | Date of Award Letter | Funding Organisation  | Total Funds (Amount)  |
|---|--|----------------------|---|---|
| <b>Prof.Divya Singh</b>                                     | Cottons Hidden Voices: Stories from the makers of your clothes   | 01-11-2021           | Arts and Humanities Research Council (AHRC), UK                         | INR 45 lakh approx. (44419 British pounds)  |
| <b>Prof.Vithal Sukhathankar<br/>Prof. Padmavathi Shenoy</b> | Entrepreneurial empowerment support for the 'MY PAD MY RIGHT' initiative in the state of Goa                       | 18-11-2021           | National Bank of Agriculture and Rural Development                      | Fund allotted – Rs. 3,65,000/- + Rs.65,700/- (GST @18%) = Rs.4,30,700 (total sanctioned fund including 18% GST) |
| <b>Prof.Kheya Furtado &amp; Prof. Arif Raza</b>             | Integration of Health Insurance Schemes for Universal Health Coverage: a guide for low and middle-income countries |                      | World Health Organization   | INR 78,59,725   |
| <b>Prof.Kheya Furtado</b>                                   | Learning Case Study on Digital Financial Payments to Health Workers in India                                       |                      | Harvard University (sub-award of the Bill and Melinda Gates Foundation) | 111,652 USD (INR 85 lakhs approx.)  |
| <b>Prof. Prakash Singh &amp; Prof. Sreerupa Sengupta</b>    | Skilling Youth of Goa: An Assessment of the Short-Term Training under PMKVY 2.0                                    | March 2021           | Azim Premji University, India   | INR 6 lakhs   |
| <b>Prof. Shawnn Coutinho</b>                                | Project Sandhan  |                      | IKP   | INR 3,54,000  |

# SPONSORED RESEARCH PROJECTS AT GIM

| Faculty Name                                  | Title of Project   | Date of Award Letter | Funding Organisation  | Total Funds (Amount)     |
|---|--|----------------------|---|--------------------------|
| <b>Prof. Nafisa Vaz &amp; Prof. Arif Raza</b> | Process Evaluation of the adoption and use of standard treatment guidelines under PMJAY(Consultancy) | 01-07-2022           | WHO   | Rs.34,92,500             |
| <b>Prof. Anamika Sinha</b>                    | Purpose-driven organizations: role of women entrepreneurs.   |                      | Gargi Research Foundation, B R Ambedkar University, Ahmedabad.        | INR 25,000               |
| <b>Prof. Anamika Sinha</b>                    | Salary restructure,  |                      | Sangath Trust,  | INR 6 Lakhs plus taxes.  |
| <b>Prof.Chinmaya Behera</b>                   | Causal Link between Food Inflation and Supply Chain Management Practices in India                    | 2021                 | MHRD, IOE, UOH  | Rs 35 Lakhs              |
| <b>Prof.Chinmaya Behera</b>                   | Trade Openness, COVID-19 Shock, and Macroeconomic Volatility in case of ASEAN-6                      | 22-07-2022           | ERIA-Monash University  | AUD 8600                 |
| <b>Prof.Sreerupa Sengupta</b>                 | Livelihood Opportunities for Women SHGs in Goa: Assessing Trends, Opportunities, and Challenges      | Nov-22               | Goa Institute of Public Administration and Rural Development (GIPARD) | INR 4 lakhs              |
| <b>Prof Prakash Singh</b>                     | International Trade, Uneven gains, and the role of ICTs  |                      | CSSR-JSPS (JAPAN Govt)  | INR 30 lakhs             |
| <b>Prof Prakash Singh</b>                     | The Impact of Covid-19 on the Tourism Sector in the Case of Pacific Islands                          | Nov 2021             | Massey University, New Zealand  | 5000 NZD (INR 2.5 lakhs) |



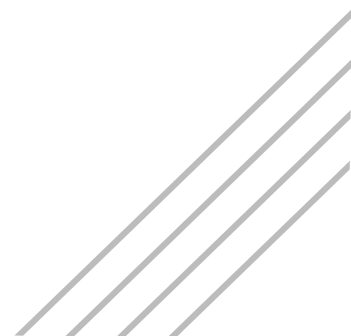
# LIBRARY AT GIM



**L**ibrary @ Goa Institute of Management is a one-stop place for meeting information needs. Resources for learning and knowledge, both in print and digital form, are well-equipped and stocked in the library. The resources are provided with the most recent editions of databases, books, journals, periodicals, e-journals, and publications from well-known international publishers. The library's main focus areas are online and digital learning resources, which may be accessed 24/7. The library is fully automated with the help of the KOHA – Integrated Library Management System, which includes RFID smart cards, self-check-in and self-check-out, and security gates.

Over the past year, the library focused on expanding and diversifying its collection of resources. We added 360 new books (Total 27612), 23965 e-books, 25095 e-journals, and 98 journals to our collection, covering various subjects in management and related disciplines. Additionally, we subscribed to several online databases, providing users access to many scholarly articles and research materials.

In line with our commitment to information literacy, the library conducted orientations and training sessions on research skills, academic writing, and effective use of library resources. These sessions were well attended by students equipping them with the necessary tools to enhance their research capabilities and critical thinking skills.





## Library Facilities

- ✧ 24x7 Access
- ✧ Fully Automated Library
- ✧ Self-Supported RFID Transactions
- ✧ Remote Access to E-Resources
- ✧ Web OPAC for Book Search
- ✧ Turnitin – Plagiarism Check Service
- ✧ Photocopy Service etc.

The past year has been fruitful and productive for the GIM library. We have made significant strides in expanding our collection, enhancing user experience, and promoting information literacy. We remain committed to providing exceptional services and resources to support the academic and research needs of the GIM community, and we look forward to another year of growth and collaboration.



# ATAL INCUBATION CENTRE (AIC) AT GIM

FOSTERING INNOVATION AND IMPACT



**A**IC-GIM Foundation, an Atal Innovation Mission initiative supported by NITI Aayog, drives innovation at the Goa Institute of Management (GIM). This sector-agnostic startup incubator provides a nurturing environment through physical, virtual, and on-demand incubation models.

In 2022-23, AIC-GIM successfully incubated 30+ startups. Its impactful activities include disbursing over INR 70 lakhs via the Startup India Seed Fund Scheme, aiding CleanTech, HealthTech, and SaaS startups. It also partnered with MeitY Startup Hub for the SAMRIDH scheme, offering selected startups mentoring, finance, and network access.

AIC-GIM's engagements spanned various dimensions, such as participation in Digital India Week and hosting the Atal New India Challenge and iDEX Challenge roadshows, encouraging startups in defense sectors. The pioneering Web 3.0 Conference and Single Use Plastic (SUP) challenge garnered national and international recognition, driving sustainability and tech innovation.

The second FIERCE KITCHEN cohort, representation at Startup20 events, and an Accessibility Hackathon for Persons with Disability further showcase AIC-GIM's dynamic approach. Notably, the "Hack-A-Cashew" initiative, in collaboration with CII, aims to innovate in the cashew industry while ecosystem-building workshops and mentorship sessions foster growth.

AIC-GIM's vibrant ecosystem contributes significantly to Goa's startup landscape, empowering startups with resources, mentorship, and avenues for impactful solutions.

# ATAL INCUBATION CENTRE (AIC) AT GIM

## AIC GIM's Dynamic Ecosystem Activities (2022-2023)

|   |                                |  |   |
|---|--------------------------------|--|---|
|    | <b>Startup India Seed Fund</b> | As a disbursing partner, AIC GIM facilitated over INR 70 lakhs in funding to pioneering startups. Focus areas included CleanTech, HealthTech, and SaaS, fostering innovation across sectors.                 |    |
|    | <b>SAMRIDH Scheme</b>          | Chosen as a MeitY Startup Hub partner, AIC GIM empowered eight startups with mentoring, financial backing, and networking opportunities matching funds up to INR 40 lakhs.                                   |    |
|    | <b>Digital India Week</b>      | AIC GIM actively participated in Government initiatives like Digital India Week. Discussions centered around bolstering the digital economy and contributing to national progress through startup ecosystem. |    |
|    | <b>Roadshow</b>                | AIC GIM orchestrated a successful roadshow for Atal New India & iDEX Challenge, encouraging startups to participate, explore defense sector opportunities  |    |
|   | <b>Web 3.0</b>                 | AIC GIM organized this landmark event. It attracted Web 3.0 developers, enthusiasts, and industry professionals.   |   |
|  | <b>Single Use Plastic</b>      | Collaborating with Climate Collective Foundation and Taj Hotels India, AIC GIM launched the SUP challenge for sustainable startups. Recognized by national and international media.                          |  |
|  | <b>FIERCE KITCHEN</b>          | Partnering with culinary-based startups, AIC GIM's FIERCE KITCHEN launched its second cohort.  |  |



**SAMRIDH**  
INNOVATE | EMPOWER | ACCELERATE

AIC-GIM INVITES APPLICATIONS FOR THE FLAGSHIP SCHEME BY MEITY STARTUP HUB

- KNOWLEDGE SUPPORT
- LEGAL ASSISTANCE
- NETWORKING OPPORTUNITIES
- SUPPORT TO SCALE
- ACCESS TO INVESTORS
- FUNDING UPTO ₹40L

APPLY NOW  
[www.aicgm.in/samridh](http://www.aicgm.in/samridh)

For further information kindly E-mail: [startup@aicgm.in](mailto:startup@aicgm.in) | [www.aicgm.in](http://www.aicgm.in)



**Goan start-up to receive funding from AIC-GIM**

**STARTUP**

GOAN start-up, **GOAN STARTUP**, has been selected to receive funding from AIC-GIM. The start-up is focused on developing sustainable food products. The funding will be used to support the start-up's growth and expansion. The start-up is currently in the early stages of development and is looking for experienced entrepreneurs to join the team. The start-up is also looking for investors to support its growth. The start-up is currently in the early stages of development and is looking for experienced entrepreneurs to join the team. The start-up is also looking for investors to support its growth.







### About GIVEGOA.

GiveGoa is a program created to encourage social responsibility in GIM students by providing service to underserved populations, furthering the objective of a more inclusive society. It is implemented as a 4-credit requirement for the first year of the PGDM programme. The course consists of a one-credit classroom learning experience and a three-credit experiential project with partner organizations (such as banks and NGOs).

### Process

At the outset, the Coordination Team crafts 40-50 projects for students' selection. The students are then assigned projects in groups based on their preferences. An academic advisor and a client organization mentor back each group. Over 20 days during the academic year, five to six-member teams work on projects addressing local societal issues in education, social welfare, agriculture, and public health. These projects are shaped through inputs from the Coordination Team, client partners, and GIM students, aligning with real-world needs for a meaningful learning experience.

## BECOMING RESPONSIVE AND RESPONSIBLE LEADERS

### Sourcing of Projects

This year we had sourced 35 projects from 18 clients for PGDM, 10 projects from 5 clients for PGDM(HCM) and 20 projects from 10 different clients for PGDM(BDA).

Some of the notable projects for this year were

#### i) Accessibility Audits on

- a) Private & Public Bank ATMs
- b) Public Bus stands in Goa
- c) Public utility websites of the Government

#### ii) Understanding the employment opportunity for the differently abled people

1. The above projects received the attention of the media and social welfare department.

iii) We experimented by taking an outstation project in Bengaluru. The project was a campaign on lake conservation and sensitizing the public on using it as an essential public space. The students got sensitized on the project and studied one of the lakes in Goa.

### Achievements:

1. Accessibility projects have received the attention of the Goa State Disability Commission. The State disability commissioner Mr. Pawaskar has shown interest in collaborating with GIM to conduct Purple Fest, a National level case study competition, and a few other studies.

2. The following projects are invited to present at stakeholders' conferences and panel discussions.

3. A project on Repair café project on circular economy has been invited to Conference on Circular Economy in New Delhi hosted by ICCE. Prof. Vishwesh Singhal and the student have made a presentation.

4. A project team of "Black spot identification for Road Safety" was invited to a panel discussion on Road Safety hosted by the Centre for Public Policy;

5. Projects on "Conservation of Rivers in Goa" and "Study on the employment opportunities for the disabled people in Goa" has been invited to present their finding in the panel discussions.



## List of projects and clients for the current year.

| Group No | Project  | Client                   |
|----------|--|--------------------------|
| 1        | Elimination of Rabies disease -South   | Mission Rabies           |
| 2        | To visit the Lakes in Bengaluru to learn cleaning methods/techniques and apply them to Lakes in Goa                            | Ugly Indian              |
| 3        | CII-Masoom   | CII                      |
| 4        | Functioning of Internal Complaint Committee formed under the PoSH Act, 2013  | GIPARD                   |
| 5        | Evaluation of government websites in terms of accessibility to the disabled individuals  | Center for Public Policy |
| 6        | Queering Goa   | Queering Goa             |
| 7        | From Scribbles to Strokes  | SPACE                    |
| 8        | Zoning and Mapping for effective door -to-door waste collection  | GSUDA                    |
| 9        | DOSTI – Developing Opportunities for Socialization, Togetherness & Inclusion   | TIES                     |
| 10       | CII – Health-Menstrual Hygiene   | CII                      |
| 11       | CII-Climate Change -Awareness, Advocacy for children in school n colleges about climate change                                 | CII                      |
| 12       | To understand textile reusability  | ICCE                     |
| 13       | Green Industries Goa Campaign: Towards greener MSMEs in Goa  | CESD                     |
| 14       | Impact of Self-help groups on socio -economic development  | GIPARD                   |
| 15       | Accessibility Audit  | Center for Public Policy |
| 16       | Gamified Learning  | Fun Minds Learning       |
| 17       | English Language Club  | SPACE                    |
| 18       | Organic Farming in Goa   | ZAO Bicholim             |
| 19       | Waste Management in GIM  | Lila Digital             |
| 20       | The primary objective was to have practical learning outcomes -later fundamentals of Maths, Science, and English conversation. | GHS Morlem               |
| 21       | To understand electronics usability  | ICCE                     |
| 22       | CII – Finance  | CII                      |
| 23       | Community Kitchens for the Urban Poor  | Flycatcher               |
| 24       | Provide digital and health education to the people of Poriem village   | CSSA                     |
| 25       | Queering Goa   | Queering Goa             |
| 26       | To understand the difficulties faced by the migrant workers in Goa   | Center for Public Policy |
| 27       | CII – Accessibility-Audit  | CII                      |
| 28       | CII – Road Safety-Awareness ( Farishtey and Chota Cop)   | CII                      |
| 29       | CII – Road Safety-Black Spot Identification  | CII                      |
| 30       | CII – Tourism  | CII                      |
| 31       | CII-Accessibility(employability)   | CII                      |
| 32       | CII – Vocal For Local  | CII                      |
| 33       | Elimination of Rabies disease -North   | Mission Rabies           |
| 34       | Segregation of Waste / Garbage Management at Panchayats  | GIPARD                   |
| 35       | Energy Water & Electricity Conservation  | GIM -Water Conservation  |



# INTERNATIONAL EXCHANGE



## About

The international linkages are designed to provide GIM students and faculty members an opportunity to get global exposure and facilitate international students and faculty members to experience GIM and India. The international linkages are greatly valued by faculty and students alike and are built on solid and enduring relationships that allow partner institutes to share and learn from each other. Students and faculty enthusiastically participate in innovative programs like the Joint International Internship Seminar and other International Exchange Programs.

## Committee Members

- ✧ Dr. Supriya Phadnis Assistant Professor & Chair- International Exchange
- ✧ Dr. Vishwesh Singhbal Assistant Professor & Member, International Exchange
- ✧ Dr.. Nafisa Vaz (Faculty, Healthcare Management), Member, International Exchange
- ✧ Dr.. Deepali Kalia (Senior Lecturer, BIFS), Member, International Exchange

| Sr no | Name   | Month    | Year |
|-------|--|----------|------|
| 1     | Universiteit Antwerpen, Antwerp, Belgium                             | July     | 2006 |
| 2     | CLSBE (Catolica Lisboa School of Business & Economics), Lisbon       | Apr      | 2009 |
| 3     | Kansas University School of Business, Kansas, USA                    | Aug      | 2012 |
| 4     | Warsaw University Technology Business School (WUTBS), Warsaw, Poland | Aug      | 2016 |
| 5     | Lappeenranta University of Technology, Lappeenranta, Finland         | Dec      | 2017 |
| 6     | ISCTE, Lisbon, Portugal  | Feb      | 2019 |
| 7     | Sapir College, Israel  | Sep      | 2019 |
| 8     | CUNEF, Madrid, Spain   | Nov      | 2019 |
| 9     | NSU, Dhaka, Bangladesh   | Dec      | 2020 |
| 10    | HEM, Morocco   | Feb      | 2021 |
| 11    | Jimma University, Ethiopia   | July     | 2021 |
| 12    | KUSOM, Nepal   | July     | 2021 |
| 13    | American International University - Bangladesh                       | October  | 2021 |
| 14    | ALBA, Greece   | November | 2021 |
| 15    | Mondragon University, Spain  | November | 2021 |
| 16    | FGV Brazil   | December | 2021 |

## International Consulting Bootcamp 2022

About:

The annual International Consulting Bootcamp, conducted in September, is a collaborative effort between the University of Antwerp, Belgium, and GIM. This two-week intensive program offers a distinctive learning opportunity to students from both institutions. Participating students and professors from the University of Antwerp journey to India for this seminar. Together with GIM students, they engage in live projects spanning diverse industries. This cross-cultural collaboration challenges participants to collaboratively address authentic management issues encountered by organizations in Goa, enhancing their practical problem-solving skills.

# INTERNATIONAL EXCHANGE

The 2022 International Consulting Bootcamp, a collaboration with the University of Antwerp, has concluded successfully. The program engaged 20 students, ten each from GIM and Antwerp, in five sourced projects:

- ✧Taj Vivanta Panaji/Miramar
- ✧DeSouza Group
- ✧El Shaddai
- ✧Zarhak Moulders
- ✧Goa Tourism Development Corporation



The two-week initiative commenced with a welcome dinner and project orientation. Over ten days, students received guidance from Professors Supriya, Vishwesh, Rohit, Kanupriya, and Nafisa while working on the projects.

Final presentations were delivered internally and to industry partners, showcasing the outcomes. All projects were completed, with industry partners expressing satisfaction over the teams' involvement and outputs.

| Year      | GIM Students | Antwerp Students |
|-----------|--------------|------------------|
| 2017-2018 | 24           | 12               |
| 2018-2019 | 18           | 14               |
| 2019-2020 | 27           | 16               |
| 2020-2021 | 22           | 13               |
| 2021-2022 | 0            | 0                |
| 2022-23   | 10           | 10               |



## Country Immersion Program 2023

About:

The Country Immersion Program offers students insights into diverse facets of conducting business in the host nation. By exploring trade, politics, and society, participants gain comprehensive perspectives. The program features industrial visits, fostering interactions with business leaders. Experiencing the host country's cultural heritage is integral, enhancing understanding of its ethos. Driven by classroom lectures and artistic exploration, this initiative prioritizes business dynamics and cultural immersion. Partner institutions, like Kansas University (USA) and Warsaw University of Technology Business School (Poland), collaborate to enrich students' international learning journey.

| Year      | WUTBS + Mondragon |
|-----------|-------------------|
| 2018-2019 | 7                 |
| 2019-2020 | 4                 |
| 2020-2021 | NA                |
| 2021-2022 | 32                |
| 2022-2023 | 41                |

### WUTBS Country Immersion Program:

GIM recently hosted 12 Executive MBA students from Warsaw's WUTBS during the Country Immersion Program. This diverse team of professionals included alumni from various backgrounds, such as consulting, health & safety, FMCG, IT, and renewable energy. Their educational spectrum encompassed Management, Engineering, IT, and Social Science.

# INTERNATIONAL EXCHANGE



During the WUTBS Country Immersion Program, GIM hosted 12 Executive MBA students from Warsaw, Poland, led by the international exchange chair and Prof. Kanupriya Katyal. The visiting team comprised diverse profiles:

- ✧ 10 Executive MBA and MBA Finance & Technology alumni
- ✧ One alumnus from the Academy of Leadership Psychology
- ✧ Two alumni from postgraduate studies in Renewables in Business
- ✧ Industries ranged from consulting to renewable energy
- ✧ Varied educational backgrounds, including Management, Engineering, IT, and Social Science
- ✧ Aged 42 on average, encompassing middle managers, entrepreneurs, and experts
- ✧ Representing Polish and Ukrainian nationalities, with a gender split of five females and eight males

Besides classroom sessions and industry visits, two enriching panel discussions took place:

- ✧ Indian Culture Panel: Chaired by Prof. Supriya Phadnis, this panel explored building 'Brand India' through cultural and creative economy. Diverse perspectives celebrated Chattisgarh's tribal women, Tanjore artists, and India's hospitality philosophy. The participants also enjoyed the B'Live Divar Island Tour.
- ✧ Indian Business Panel: Moderated by Prof. Kanupriya Katyal, this panel discussed India's improving ease of business. It highlighted GST implementation, the Single Window project, contract enforcement, and insolvency resolution efforts.

The immersive program provided invaluable insights into India's culture and business landscape, fostering cross-cultural exchanges and enriching experiences.





# INTERNATIONAL EXCHANGE



## Country Immersion Program at Alba, Greece (March 2023)

International Exchange has selected and sent 18 students for the Alba Immersion program in Greece this year. GIM has offered differential scholarships depending on the CGPA of each student. The duration of this program is from 26th March to 1st April 2023. Students have been divided into four teams working with four start-ups from Greece to solve the business problem. Prof Kiran K is accompanying the student team for this program.

## Term Exchange Program

The Term Exchange program at GIM allows students to embrace diverse cultural and educational settings, fostering globally-minded, culturally sensitive managers. Collaborating with partners such as the University of Catolica & ISCTE Business School (Portugal), University of Antwerp (Belgium), Lappeenranta University of Technology (Finland), and CUNEF Spain, the program has facilitated valuable exchanges.

| Data: Year | Term Exchange Program |
|------------|-----------------------|
| 2017-2018  | 7                     |
| 2018-2019  | 5                     |
| 2019-2020  | 0                     |
| 2020-2021  | 6                     |
| 2021-2022  | 10                    |
| 2022-2023  | 4                     |

Despite challenges in the current academic year, GIM sent students to five universities. However, two couldn't proceed due to company joining commitments and two-faced visa delays for LUT Finland. Only two students went to Antwerp, Belgium. Additionally, two BIFS students are exchanging with ISCTE and Catolica, Portugal, in the summer term. A survey revealed students' preference for summer internships over exchanges.



# INTERNATIONAL EXCHANGE



## Faculty Exchange Programs

GIM has fostered faculty exchange initiatives with partner institutions, enriching academic collaboration and international perspectives. Collaborating with the University of Antwerp, faculty members from both institutions deliver international marketing courses reciprocally. Similarly, GIM exchanges faculty with Universidade Catolica Portugal for their MBA program and Warsaw University of Technology Business School, Poland.

In February 2023, GIM welcomed Prof Antonio Robalo, a seasoned professor and Associate Dean from ISCTE Business School, Portugal. Over four days, he engaged PGDM Year I, Year II, and FPM students through sessions on Organizational Structure and Design, Managing People through Humor, and transitioning from research to publication. This initiative reflects GIM's commitment to cross-border knowledge exchange and academic growth.



## X culture Program

GIM will be a part of the X-culture organization for the first time. The X-culture program offers a global platform for management students and professors to apply theoretical knowledge in real-world scenarios. This 8-week initiative connects participants from 102 countries into teams, collaborating with international companies to address business challenges. Participants gain practical experience, apply classroom concepts, and receive recommendation letters based on their performance. In the academic year 2022-23, GIM joined X-culture, registering around 15 students. This partnership enhances practical learning and cross-cultural collaboration, aligning with GIM's commitment to holistic education.



## Incoming International Student from LUT Finland:

GIM also hosted an incoming student from LUT Finland, further enhancing cross-cultural interactions. The student is studying in the Bachelor's program in LUT and has taken a few courses from term III and a few from term VI. The student completed her term in GIM and headed to LUT.

# MANAGEMENT DEVELOPMENT PROGRAMS

## About

GIM recognizes the need for lifelong learning to succeed in the competitive business world. That's why they offer various executive programs each year to help professionals at all levels sharpen their leadership skills and become more effective communicators and growth drivers.

Our Management Development Programme cell is an integral part of this commitment, offering a range of programs designed to help professionals upskill and advance their careers. Our programs are led by experienced faculty members and industry experts who bring real-world experience and insights to the classroom.

## Major Clients in AY 22-23



## List of Consultancy Projects in AY 2022-23

|    | Name of the Faculty         | Nature of Assignment | Details of the Programme   | Organization                                   |
|----|-----------------------------|----------------------|--|--|
| 1  | Dr. Avinash Ghalke          | Consulting           | Consulting on OD Intervention for HPCL   | HPCL   |
| 2  | Dr. Avinash Ghalke          | Consulting           | Consulting on OD Intervention for HPCL   | HPCL   |
| 3  | Dr. Avinash Ghalke          | Teaching             | Financial markets and institutions   | IIM Raipur                                     |
| 4  | Dr. Ajay Vamadevan          | Consulting           | Developing a Digital Health - enabled Intervention to tackle Multimorbidity in Primary Care in India | Centre for Chronic Disease Control, UKRI - MRC |
| 5  | Dr. Arpita & Dr. Sukhtankar | Research Project     | Rise Project: Responsibility and Innovation via Sustainable and Social Entrepreneurship              | LAB University of Applied Sciences             |
| 6  | Prof. Shawnn                | Consulting           | Consultancy fee for the Project Sandhan  | IKP Knowledge Park                             |
| 7  | Dr. Shelly P.               | Teaching             | Prevention of Sexual Harassment at the Workplace   | Delhi Metro                                    |
| 8  | Dr. Padmavathi Shenoy       | Consulting           | My pad is my right   | NABARD   |
| 9  | Dr. Divya Singhal           | Project              | India & Australia Industry Partnership   | Deakin University                              |
| 10 | Dr. Anamika Sinha           | Consulting           | Salary restructure   | Sangath NGO                                    |



|           | <b>Name of the Client</b>   | <b>MDP Title</b>  | <b>No. of Participants</b> | <b>Days</b> |
|-----------|---|---|----------------------------|-------------|
| <b>1</b>  | Goa Institute of Public Administration & Rural Development (GIPARD) | Financial Statement and Analysis  | 42                         | 1 day       |
| <b>2</b>  | Goa Institute of Public Administration & Rural Development (GIPARD) | Foundation Programme in Management  | 15                         | 2 days      |
| <b>3</b>  | Open MDP  | Learning Leadership, Team Building, and Resilience from Nature              | 11                         | 2.5 days    |
| <b>4</b>  | Open MDP  | Introduction of New Labour Codes: Implications for Labour Regulation        | 6                          | 2 days      |
| <b>5</b>  | Arun Jaitley National Institute of Financial Management (AJNIFM)    | Public Policy and Financial Management                                      | 33                         | 3 days      |
| <b>6</b>  | Wishtree Technologies Pvt. Ltd, Pune                                | Soft Skills Training for Business Analysts                                  | 8                          | 4 days      |
| <b>7</b>  | Open MDP  | Timing Market using Technical Charts  | 4                          | 7 days      |
| <b>8</b>  | Johnson & Johnson   | Patient Pathway Excellence  |                            |             |
| <b>9</b>  | Johnson & Johnson   | State Managers Leadership Development Program                               | 11                         | 3 days      |
| <b>10</b> | PNB-Metlife   | one-day training on Effective Team Building                                 | 200                        | 1 day       |
| <b>11</b> | MetLife Global Operations Support Center (GOSC)                     | 3-Day Conference on Advanced Accounting & Finance 2022                      | 31                         | 2 days      |
| <b>12</b> | Open MDP  | Level Up to Lead: Designed to accelerate your career                        | 16                         | 5 days      |
| <b>13</b> | Task initiatives Limited  | Skillsir bootcamp   | 8                          | 3 days      |
| <b>14</b> | MetLife Global Operations Support Center (GOSC)                     | 2 Day MDP on Advanced Accounting and Finance                                | 6                          | 3 days      |
| <b>15</b> | Goa Institute of Public Administration & Rural Development (GIPARD) | Foundation Programme in Management  | 9                          | 2 days      |
| <b>16</b> | British High Commission   | Interpersonal effectiveness and team building for organizational excellence | 5                          | 2 days      |
| <b>17</b> | Powergrid Corporation of India Limited                              | Mastering the art of staying happy  | 28                         | 1 day       |
| <b>18</b> | Warsaw University Technology Business School (WUTBS)                | India Immersion Program   | 13                         | 7 days      |
| <b>19</b> | Ideck and Icap trusts   | Writers workshop  | 14                         | 2 days      |
| <b>20</b> | Goa Institute of Public Administration & Rural Development (GIPARD) | Chief Minister's fellowship program   | 10                         | 3 days      |
| <b>21</b> | Embecta   | Training needs analysis   |                            |             |
| <b>22</b> | Embecta   | Selling and coaching skills   | 34                         | 2 days      |
| <b>23</b> | Mondragon University  | India Immersion Program   | 28                         | 14 days     |
| <b>24</b> | Arun Jaitley National Institute of Financial Management (AJNIFM)    | Research methods and techniques   | 23                         | 3 days      |
| <b>25</b> | Arun Jaitley National Institute of Financial Management (AJNIFM)    | Public Policy and Financial Management                                      | 38                         | 3 days      |
| <b>26</b> | MetLife Global Operations Support Center (GOSC)                     | Procurement and Finance   | 50                         | 2 days      |
|           |   |   | 643                        |             |





# CENTRES OF EXCELLENCE





# CENTRE FOR CREATIVITY, INNOVATION, AND DESIGN-THINKING (CCIDT)



## External Engagements:

- ✧ We have signed an MoU with Goan startup, Vanillakart for collaboration in teaching, research, and live projects for students. The partnership focuses on paid live projects for PGDM students and projects within the "Creativity and Marketing for Social Change" course.
- ✧ Prof. Amiya Sahu participated in a "Shipbuilding & Defence" panel organized by CII Goa. He's drafting an MoU proposal between GIM and a Credit Rating Agency.
- ✧ In progress: Developing an MoU with the National Co-operative Union of India (NCUI), focusing on training programs, research, and consulting projects for Goan self-help groups (SHGs).

## Research:

- ✧ A funded research project funded by NABARD, Goa, to study challenges related to consumers and entrepreneurs and suggest empowerment strategies for SHGs manufacturing biodegradable sanitary pads.
- ✧ Publication in progress: A case study of social innovation in public space restoration collaborating with India Rising Trust.
- ✧ We are conducting three MDP sessions in collaboration with CSSA for not-for-profit sectors, NABARD-funded farmer-producer organizations, and an individual NGO.

## Institute Innovation Council (IIC):

- ✧ CCIDT established an Institute Innovation Council (IIC) as part of the Ministry of Education's Innovation Cell (MIC).
- ✧ Organized an Innovation Boot Camp in collaboration with Forum for Innovation Incubation Research and Entrepreneurship (FiIRE) and Goa State Innovation Council (GSInC) for PGP students, focusing on assessing innovation quotient and promoting collaboration with startups.
- ✧ Collaboration discussions with AIC-GIM and FiIRE for hackathons and live projects mentoring to enhance innovation among students.
- ✧ The CCIDT's diverse engagements and partnerships demonstrate its commitment to fostering creativity, innovation, and practical problem-solving skills among students while contributing to social impact and entrepreneurship development.

## Advisory Board for the Centre for Creativity, Innovation, and Design-Thinking (CCIDT)

The CCIDT's advisory board is a diverse group of professionals and faculty members who contribute their expertise to guide and support the center's initiatives:

### Faculty Members (GIM):

- |                                 |                                |
|---------------------------------|--------------------------------|
| ✧ Dr. Padmavathi Shenoy (Chair) | ✧ Prof. Karman Khanna          |
| ✧ Dr. Amiya Sahu                | ✧ Prof. Muneeb Ul Lateef Bandy |
| ✧ Prof. Andy Silveira           | ✧ Prof. Israel Fortin          |
|                                 | ✧ Prof. Purvendu Sharma        |

# CENTRE FOR EXCELLENCE IN RESEARCH (CER)

## Total Publication details over the last five academic years

| Year    | Peer-Reviewed Journals |          | Cases              |                       | Books |               | Conference Proceedings |          | Papers presented at the conference | Magazines/ Newspapers/ Others |
|---------|------------------------|----------|--------------------|-----------------------|-------|---------------|------------------------|----------|------------------------------------|-------------------------------|
|         | International          | National | With teaching Note | Without Teaching Note | Books | Book chapters | International          | National |                                    |                               |
| 2022-23 | 68                     | 3        | 8                  | 0                     | 3     | 5             | 2                      | 0        | 65                                 | 21                            |
| 2021-22 | 101                    | 2        | 13                 | 2                     | 7     | 10            | 30                     | 2        | 37                                 | 26                            |
| 2020-21 | 69                     | 0        | 5                  | 1                     | 0     | 5             | 0                      | 0        | 10                                 | 4                             |
| 2019-20 | 63                     | 2        | 4                  | 0                     | 4     | 6             | 9                      | 0        | 11                                 | 11                            |
| 2018-19 | 67                     | 0        | 4                  | 0                     | 0     | 2             | 9                      | 0        | 9                                  | 14                            |

## Quality of Publications Over the Last Four Academic Years (As Per Impact Factor Journals and ABDC Categories)

| Year    | ABDC Ranking |    |    |    | Total |
|---------|--------------|----|----|----|-------|
|         | A*           | A  | B  | C  |       |
| 2022-23 | 4            | 15 | 14 | 16 | 49    |
| 2021-22 | 4            | 23 | 22 | 14 | 63    |
| 2020-21 | 2            | 31 | 7  | 6  | 46    |
| 2019-20 | 4            | 14 | 8  | 8  | 32    |
| 2018-19 | 2            | 5  | 17 | 17 | 41    |

## RESEARCH PAPERS

### Prof. Abhishek Ranga

- Ranga, A., & Pathak, R. (2022). Determinants Of Goodwill Impairment Disclosure: The Role Of Audit Quality And Analysts Following. Managerial Finance, 49(1), 88-109.

### Prof. Alekh Gour

- 'Upadhyay, S., Upadhyay, N., Gour, A., & Mehra, P. (2022). Examining Who's Crisis Communication In Issue Arenas During Covid-19: A Socio-Semantic Network Analysis. International.

### Prof. Allan Bird

- Richter, N. F., Schlaegel, C., Taras, V., Alon, I., & Bird, A. (2023). Reviewing Half A Century Of Measuring Cross-Cultural Competence: Aligning Theoretical Constructs And Empirical Measures. International Business Review, 102122

### Prof. Andy Silveira

- Silveira, A. (2022). Pursuing The Sacred: Discovering The Profane. Journal Of Autoethnography, 3(4), 445-458.

### **Prof. Arif Raza**

- Furtado, K. M., Raza, A., Mathur, D., Vaz, N., Agrawal, R., & Shroff, Z. C. (2022). The Trust And Insurance Models Of Healthcare Purchasing In The Ayushman Bharat Pradhan Mantri Jan Arogya Yojana In India: Early Findings From Case Studies Of Two States. *Bmc Health Services Research*, 1–18. <https://doi.org/10.1186/s12913-022-08407-2> Non Abdc

### **Prof. Ashay Kadam**

- Kadam, A., Singh., & Chatterjee, J., (2023): Does The Owner's Caste Affect Access To Credit For Enterprises In India's Unorganized Sector? *Applied Economics Letters*, *Doi: 10.1080/13504851.2023.2186346*

### **Prof. Avik Sinha**

- Chishti, M.Z., Sinha, A., Zaman, U., Shahzad, U., 2023. Exploring The Dynamic Connectedness Among Energy Transition And Its Drivers: Understanding The Moderating Role Of Global Geopolitical Risk. *Energy Economics*, 119, 106570.
- Elavarasan, R. M., Nadarajah, M., Pugazhendhi, R., Sinha, A., Gangatharan, S., Chiaramonti, D., Abou Houran, M., 2023. The Untold Subtlety Of Energy Consumption And Its Influence On Policy Drive Towards Sustainable Development Goal 7. *Applied Energy*, 334, 120698.
- Ahmed, Z., Can, M., Sinha, A., Ahmad, M., Alvarado, R., Rjoub, H., 2022. Investigating The Role Of Economic Complexity In Sustainable Development And Environmental Sustainability. *International Journal Of Sustainable Development & World Ecology*, 29(8), 771–783.
- Liu, H., Zafar, M. W., Sinha, A., Khan, I., 2023. The Path To Sustainable Environment: Do Environmental Taxes And Governance Matter? *Sustainable Development (Forthcoming)*.
- Liu, H., Sinha, A., Destek, M.A., Alharthi, M., Zafar, M.W., 2022. Moving Toward Sustainable Environmental Development For Sub-Saharan Countries: Investigating The Effect Of Financial Inclusion On Environmental Quality. *Sustainable Development (Forthcoming)*.
- Hu, K., Sinha, A., Tan, Z., Shah, M.I., Abbas, S., 2022. Achieving Energy Transition In Oecd Economies: Discovering The Moderating Roles Of Environmental Governance. *Renewable And Sustainable Energy Reviews*, 168, 112808.
- Siddiqui, A., Kautish, P., Sharma, R., Sinha, A., Siddiqui, M., 2022. Evolving A Policy Framework Discovering The Dynamic Association Between Determinants Of Oil Consumption In India. *Energy Policy*, 169, 113179.
- Barut, A., Citil, M., Ahmed, Z., Sinha, A., Abbas, S., 2023. How Do Economic And Financial Factors Influence Green Logistics? A Comparative Analysis Of E7 And G7 Nations. *Environmental Science And Pollution Research*, 30, 1011–1022.
- Ahmed, Z., Ahmad, M., Alvarado, R., Sinha, A., Shah, M.I., Abbas, S., 2022. Towards Environmental Sustainability: Do Financial Risk And External Conflicts Matter? *Journal Of Cleaner Production*, 371, 133721.
- Abbas, S., Shah, M.I., Sinha, A., Olayinka, O.A., 2022. A Gender Differentiated Analysis Of Healthy Life Expectancy In South Asia: The Role Of Greenhouse Gas Emission. *Evaluation Review (Forthcoming)*.
- Saha, T., Sinha, A., Abbas, S., 2022. Green Financing Of Eco-Innovations: Is The Gender Inclusivity Taken Care Of? *Economic Research-Ekonomska Istraživanja*, 35(1), 5514–5535.
- Shah, M.I., Abbas, S., Olayinka, O.A., Sinha, A., 2022. The Impacts Of Land Use Change On Biodiversity And Ecosystem Services: An Empirical Investigation From Highly Fragile Countries. *Sustainable Development (Forthcoming)*.
- Sureka, R., Bamel, U., Kumar, S., Sinha, A., 2023. Twenty-Five Years Of Gondwana Research: A Scientometric Analysis. *Gondwana Research*, 116, 61–72.



- Abbas, S., Ahmed, Z., Sinha, A., Mahmood, F., 2023. Toward Fostering Environmental Innovation In Oecd Countries: Do Fiscal Decentralization, Carbon Pricing, And Renewable Energy Investments Matter? Gondwana Research (Forthcoming).
- Bakry, W., Mallik, G., Nghiem, X.H., Sinha, A., Vo, X.V., 2023. Is Green Finance Really “Green”? Examining The Long-Run Relationship Between Green Finance, Renewable Energy And Environmental Performance In Developing Countries. Renewable Energy.
- Sinha, A., Bekiros, S., Hussain, N., Nguyen, D.K., Khan, S.A., 2023. How Social Imbalance And Governance Quality Shape Policy Directives For Energy Transition In The Oecd Countries? Energy Economics (Forthcoming).
- Dai, J., Ahmed, Z., Sinha, A., Pata, U.K., Alvarado, R., 2023. Sustainable Green Electricity, Technological Innovation, And Ecological Footprint: Does Democratic Accountability Moderate The Nexus? Utilities Policy.

#### **Prof. Avinash Ghalke**

- Ghalke, A., Sensarma, R., Chakraborty, S., & Kakani, R. K. (2022). Stock Markets And Economic Uncertainty: Roles Of Legislative Sessions And Coalition Strength. *European Journal Of Political Economy*, 102353.
- Jادیyappa, N, Shrivastava, S, & Ghalke, A, (2023), “Social Responsibility, Moral Hazard, And Collateral Requirement: Evidence From A Quasi-Natural Experiment In India,” *International Review Of Finance*, 23 (1), 27–36
- Ghalke, A., Haldar, A. & Kumar, S. (2023) Family Firm Ownership And Its Impact On Performance: Evidence From An Emerging Market. *Rev Manag Sci* 17, 493–512
- Ghalke, A., Kumar, S., Kakani, R., & Rao, K., 2022, “New Moon Day Anomalies Of Amavasya And Muhurat Trading: Gestalting The Role Of Culture And Institutions,” *Iimb Review* (Forthcoming)
- Ghalke, A., Kumar, S. And Rao, S.V.D.N. (2022), “Sme Financing Through Public Equity: Review Of The Indian Sme Exchanges,” *Indian Growth And Development Review*, Vol. 15 No. 1, Pp. 85–97.

#### **Mr. Chandra Shekar(Ph.D)**

- Shekar, K.C. And Nataraj, M. (2023), “Subcontracting And Enterprise Development In India's Informal Manufacturing Sector,” *Journal Of Small Business And Enterprise Development*, Vol. 30 No. 3, Pp. 448–474. <https://doi.org/10.1108/Jsbed-02-2022-0106>

#### **Prof. Chinmaya Behera**

- Behera, C. (2023). The Crude Oil Price–Stock Return Connectedness And The Impact Of The Russian–Ukraine War On Stock Returns In East Asian Countries. *Buletin Ekonomi Moneter Dan Perbankan*, 26, 97–110.
- Behera, C., & Rath, B. N. (2023). The Interconnectedness Between Covid-19 Uncertainty And Stock Market Returns In Selected ASEAN Countries. *Emerging Markets Finance And Trade*, 59(2), 515–527.
- Mishra, P., Kumar, Behera, C, P Kumar. Jena, B. Shekar.R(2023). Predicting And Validating The Impact Of Energy Price On Food Price Inflation—A Machine Learning (ML)Based Approach Iup *Journal Of Applied Economics*.

#### **Prof. Devasheesh Mathur**

- Furtado, K. M., Raza, A., Mathur, D., Vaz, N., Agrawal, R., & Shroff, Z. C. (2022). The Trust And Insurance Models Of Healthcare Purchasing In The Ayushman Bharat Pradhan Mantri Jan Arogya Yojana In India: Early Findings From Case Studies Of Two States. *Bmc Health Services Research*, 1–18. <https://doi.org/10.1186/s12913-022-08407-2>

### **Prof D.N Venkatesh**

- Sarkar, K., Venkatesh., D.N Future Of Work And Its Implications On The Labour Market, Mainstream, Vol 61 No 25 & 26 June 17 & June 24, 2023

### **Prof Divya Singhal**

- Davis, M. C., Voss, H., Sumner, M. P., & Singhal, D. (2023). Sorting It Out Identifying and Addressing Conflicts And Business Ethics In Global Value Networks. *Management Teaching Review*, 8(2), 128–151. <https://doi.org/10.1177/23792981211054848>

### **Prof. Diya Guha Roy**

- Bhattacharya, S., & Roy, D. G. (2022). Assessing Environmental Performance Of Service Supply Chain Using Fuzzy Topsis Method. *Health Services And Outcomes Research Methodology*. [Doi:https://www.springer.com/journal/10742](https://www.springer.com/journal/10742)

### **Prof. Israel Fortin**

- Fortin, I. (2022). Logic Plasticity And Bounded Custodial Work In Inter-Institutional Projects. *Journal Of Management Inquiry*. (Forthcoming).
- Fortin, I., & Söderlund, J. (2023). The Self-Perpetuating Cycle Of Inter-Institutional Projects. *International Journal Of Project Management*, 41(4):102–478.

### **Prof. Kanupriya Katyal**

- Katyal, K., & Dawra, J., & Soni, N., 2022. The Posh, The Paradoxical And The Phony: Are There Individual Differences Between Consumers Of Luxury, Masstige And Counterfeit Brands?,"
- Soni, N., Dawra, J. And Katyal, K. (2023), "Maximization, Internal Reference Price And Consumers' Response To Promotions," *Marketing Intelligence & Planning*, Vol. Ahead-Of-Print No. Ahead-Of-Print. <https://doi.org/10.1108/Mip-02-2022-0073>

### **Prof. Kheya Melo Furtado**

- Furtado, K. M., Raza, A., Mathur, D., Vaz, N., Agrawal, R., & Shroff, Z. C. (2022). The Trust And Insurance Models Of Healthcare Purchasing In The Ayushman Bharat Pradhan Mantri Jan Arogya Yojana In India: Early Findings From Case Studies Of Two States. *Bmc Health Services Research*, 1–18. <https://doi.org/10.1186/s12913-022-08407-2>

### **Prof. Kingshuk Sarkar**

- Ghatak, A., Sarkar, K. (2022). Status Of Domestic Workers In India: A Tale Of Two Cities. *Indian Journal Of. Labour Economics*, 65, 863–879. <https://doi.org/10.1007/s41027-022-00395-5>
- Ghatak, A., Sarkar K, Legal Protection For Domestic Workers In Covid-19 Pandemic Times In India: Employers' Perspectives, *Indian Journal Of Industrial Relation*, Vol. 58, No. 3, January 2023.
- Sarkar, K. (2023, Jan – Mar). The Status Of Gig And Platform Workers In India". *Imi Konnect – An International Journal*, Imi Konnect, Volume 12 (1) 2023, 39–53.
- Sarkar .K., & Samantroy, E., New Labour Codes And Implications For Women Workers *Economic & Political Weekly*, Vol. 58, Issue No. 5, 04 Feb 2023
- Sarkar, K., Venkatesh., D.N Future Of Work And Its Implications On The Labour Market, Mainstream, Vol 61 No 25 & 26 June 17 & June 24, 2023
- Prof. Kiran K
- Krishnan, T. S., Gangwani, K. K., & Reddy, A. R K. Kiran. (N.D.). Barriers To Sustainable Waste Management In Mountain Tourism: Evidence From India. *Tourism: An International Interdisciplinary Journal*.
- Arora, S., Jain, T., & Kiran, K. Cost Reduction Collaboration Between Firm And Social Planner: An Economic Analysis. *International Transactions In Operational Research*, Accepted June 2023.

**Prof Manas Mayur**

- Mayur, M.Th. Experts Versus Inexpert Versus Dartboard And The Efficient Market Hypothesis, Empirical Economics Letters(2023)

**Prof. Muneeb Ul Lateef Bandy**

- Anukriti Dixit & Muneeb Ul Lateef Bandy (2022) Problematising The Digital Gender Gap: Invoking Decoloniality And Intersectionality For Inclusive Policymaking, Gender & Development, 30:3, 437-457, Doi: 10.1080/13552074.2022.2117930

**Prof. Nafisa Vaz**

- Vaz, N., & Venkatesh, R. (2022). Hospital Online Branding During The Pandemic: A Healthy Change. Asia Pacific Journal Of Health Management, Vol. 17, No. 2. Doi: <https://doi.org/10.24083/apjhm.v17i2.1569>
- Furtado, K. M., Raza, A., Mathur, D., Vaz, N., Agrawal, R., & Shroff, Z. C. (2022). The Trust And Insurance Models Of Healthcare Purchasing In The Ayushman Bharat Pradhan Mantri Jan Arogya Yojana In India: Early Findings From Case Studies Of Two States. BMC Health Services Research, 1-18. <https://doi.org/10.1186/s12913-022-08407-2>

**Prof. Nandakumar Mekoth**

- Lawrence, J., & Mekoth, N. (2023). Demarketing For Sustainability: A Review And Future Research Agenda. International Journal Of Consumer Studies, 1- 24. <https://doi.org/10.1111/ijcs.12904>
- Thomson, A. R., & Mekoth, N. (2023). Covid-19 And The Suspension, Relapse And Continuation Of Casino Gambling: Learning Theories At Work. Journal Of Gambling Issues.

**Prof. P Balasubramanyam**

- Murthy, D., & Balasubramanyam, D. P. (N.D.). Few Theoretical Approaches To The Problems Of Supply Chain Management Based On Analytics. Pacific Business Review International. Retrieved From <http://www.pbr.co.in>.
- Murthy, D. S., Balasubramanyam, D., Talpaga, K. K., & Singh, S. (N.D.). Impact Of Soil Minerals And Other Factors On The Paddy. Vol. 38 (1) 2023 2399. Doi: 10.5281/zenodo.7764395 Journal Data Acquisition And Processing.

**Prof. Prakash Singh**

- Maiti, D., & Singh.,(2023). Foreign Capital Inflow, Exportability, And The Indian Economy. The Indian Economic Journal, 0(0). <https://doi.org/10.1177/00194662221137838>
- Kadam, A. Singh., & Jayati Chatterjee (2023) Does The Owner's Caste Affect Access To Credit For Enterprises In India's Unorganized Sector? Applied Economics Letters, Doi: 10.1080/13504851.2023.2186346

**Prof. Purvendu Sharma**

- Sharma, P. (2023). Destination Evangelism And Engagement: Investigation From Social Media-Based Travel Community. Electronic Commerce Research And Applications, 57, 101228.

**Prof Ranjan Das Gupta**

- R Das Gupta, Sg Deb (2022), Role Of Corporate Governance In Moderating The Risk-Return Paradox: Cross Country Evidence, Journal Of Contemporary Accounting & Economics

**Prof. Rohit Prabhudesai**

- Sinha, A. K., Mishra, A. K., Manogna, R., & Prabhudesai Rohit, R. (2023, Jan 11). Determinants Of Sustainable Financial And Innovation Performance: A Panel Data Analysis Of Indian Manufacturing SMEs. International Journal Of Business And Globalisation, Vol. 33, No.1-2.Retrieved from <https://www.inderscienceonline.com/doi/epdf/10.1504/ijbg.2023.128325>



- Sinha, A. K., Mishra, A. K., Manogna, R. L., & Prabhudesai, R. (2023). Determinants Of Sustainable Financial And Innovation Performance: A Panel Data Analysis Of Indian Manufacturing SMEs. *International Journal Of Business And Globalisation*, 33(1-2), 113-129.
- Pangarkar, N., & Prabhudesai, R. (2023). Countering Disruptive Technologies And Entrants: Fujifilm Prevails—*Journal Of Business Strategy*.

#### **Prof. Saswata Barpanda**

- Saswat Barpanda & Greeshma Saraswathy (2023) The Impact Of Covid 19 Pandemic On Fatigue, Sleeping Disorders, And Quality Of Work-Life Among Healthcare Workers, *International Journal Of Healthcare Management*, Doi: 10.1080/20479700.2022.2157931
- Barpanda, S. & Athira S. (2022). Cause Of Attrition In An Information Technology-Enabled Services Company: A Triangulation Approach. *International Journal Of Human Capital And Information Technology Professionals (Ijhcitp)*, 13(1), 1-22. <http://doi.org/10.4018/Ijhcitp.296691>
- Barpanda, S., & Dwivedi, S. (2022). Job Titles And Job Satisfaction: An Ethno-Phenomenological Inquiry With Reference To A Transportation And Utility Firm. *International Journal Of Business Anthropology*, 12(1). <https://doi.org/10.33423/Ijba.v12i1.5259>
- Barpanda, S., & Saraswathy, G., The Impact Of Excessive Workload On Job Performance Of Healthcare Workers During Pandemic: A Conceptual Mediation - Moderation Model, *International Journal Of Management And Applied Research (Ijmar)*

#### **Prof. Shantanu Prasad**

- Prasad Shantanu And Prasad, S. S. (2023), "Conviction And Online Purchase Intention Towards Apparel In Online Environment," *International Journal Of Retail & Distribution Management*.
- Prasad, S., Bakhshi, P., Verma, A., Prasad, S. (2023) Global Stock Market Volatility And Its Spillover On The Indian Stock Market: A Study Before And During Covid-19 Period, *Fiib Business Review*.

#### **Prof. Shawn Coutinho**

- Coutinho S, Prasad Chvvsnv. Is Hospital Service Quality Relevant During Covid-19 Pandemic? *Journal Of Health Management*. 2022;24(3):440-454. Doi:10.1177/09720634221109312

#### **Prof. Shelly Pandey**

- Kataria, P., & Pandey, S. (2022). We Need To Be Gender Inclusive Not Gender Neutral: Locating Empathy Gap In Organizational Practices During Pandemic. *Imi Konnect*, *Imi Konnect Volume 11* (3) 2022. Retrieved from <https://Imikonnect.Imik.edu.in/current.php>.

#### **Prof Shikha Agarwal**

- Mukherjee, A., Raj, A., & Aggarwal, A., (2022) Identification Of Barriers And Their Mitigation Strategies For Industry 5.0 Implementation In Emerging Economies, *International Journal Of Production Economics*.

#### **Prof. Siddhartha Kushwaha**

- Siddhartha Kushwaha, Felix T.S. Chan, Kaustov Chakraborty & Saurabh Pratap (2022) Collection And Remanufacturing Channels Selection Under A Product Take-Back Regulation With Remanufacturing Target, *International Journal Of Production Research*, 60:24, 7384-7410, Doi: 10.1080/00207543.2022.2072786

#### **Prof Suman Sanyal**

- Yang, J., Huang, H., Sanyal, S., Khan, S., Alam, M. M., & Murshed, M. (2023). Heterogeneous Effects Of Energy Productivity Improvement On Consumption-Based Carbon Footprints In Developed And Developing Countries: The Relevance Of Improving Institutional Quality. *Gondwana Research*.

### **Prof. Vilasini Devi Nair**

- Nair, V. D., Suresh, A., & Raveendran, K. U. (2022). Palliative Care Development In India: New Who Conceptual Model. *Bmj Support Palliative Care*. Doi: Doi:10.1136/spcare-2022-004062.
- Nair. V.D., Old Age Economic Dependency India, Nsso Analysis (2023).

### **Prof. Vinit Ghosh**

- V Ghosh, G Kabra, Hs Mukerjee (2022), Influence Of Knowledge Leadership On Project Performance And Quality Practices: Examining The Role Of Leader Risk-Mitigation Efforts.

### **Prof. Vishwesh Singhbal**

- Singbal V. And Adil G. K. (2023) Development Of An Open-Source Data-Driven Simulator For The Unit-Load Multi-Aisle Automated Storage And Retrieval Systems. *Journal Of Simulation* (Forthcoming).

### **Prof. Yukti Sharma**

- Sharma, Y. And Jaikumar, S. (2023), "Educational Approaches To Enable Marketplace Metacognition And Social Intelligence In Subsistence Consumers," *Journal Of Consumer Marketing*, Vol. 40 No. 1, Pp. 44-55
- Eesley, D., Sharma, Y., Singh, R., And Sindhav, B. (Accepted: Forthcoming), "Customer Development-Product Development Dilemmas In Startup Firms: A Qualitative Investigation Into Founder's Involvement," *Journal Of Research In Marketing And Entrepreneurship*
- Sharma, Y. And Silal, P. (2023), "Mapping The Effect Of Healthy And Unhealthy Food And Beverages Marketing: Two Decades Of Bibliometric Analysis," *European Journal Of Marketing*, Vol. 57 No. 1, Pp. 149-184. <https://doi.org/10.1108/ejm-09-2021-0717>

### **Mr. Jeevan Lawrence (FPM Scholar)**

- Lawrence, J. & Mekoth, N. (2023). Demarketing For Sustainability: A Review And Future Research Agenda. *International Journal Of Consumer Studies*, 1– 24. <https://doi.org/10.1111/ijcs.12904>

### **Ms. Priya Kataria (FPM Scholar)**

- Kataria, P. & Pandey, S. (2022). We Need To Be Gender Inclusive Not Gender Neutral: Locating Empathy Gap In Organizational Practices During Pandemic. *Imi Konnect*, Imi Konnect Volume 11 (3) 2022. Retrieved From <https://Imikonnect.Imik.Edu.In/Current.Php>.
- Khanna, K. & Kataria, P. (2022). Introducing Fairy Comments: Gen Z's Instrument Of Online Kudos Trolling. *Journal Of Creative Communications*, 0(0). <https://Doi.Org/10.1177/09732586221090367>.

### **Ms.Stacy Menezes (FPM Scholar)**

- Menezes, S., & Ghosh, V. (2023). Talent Identification And Talent Development In The Sports Industry: A Systematic Review With Bibliometric Analysis. *International Journal Of Sport Management*, 24(1), 48-86.

### **Ms.Tanaya Saha (FPM Scholar)**

- Saha, T., Sinha, A., & Abbas, S. (2022). Green Financing Of Eco-Innovations: Is The Gender Inclusivity Taken Care Of? *Economic Research-Ekonomska Istraživanja*, 35(1), 5514-5535.

# CASE STUDIES



## **Prof. Akshay Bhat**

- Bhat, A., & Prabhudesai, R. (2022). From Side Props To Key Actors: The Evolution Of Indian Origin Commercial Vehicle Firms From Periphery To Prominence. International Journal Of Global Business And Competitiveness,

## **Prof Amiya Sahu**

- Sahu Amiya (2022) Indigo Paints: Listing Exit Or Long-Term Ivey Business School Foundation.

## **Prof Anamika Sinha**

- Sinha, A., Ranga,G., & Sarfarosh J., (2022). Transforming Ihcl For Crisis Management: Use Of Social Media Sage Business Case.

## **Prof. Arpita Amarnani**

- U Mahtani, A. Amarnani, V Sukhathankar (2022) Goa Institute Of Management: Campus Water Sustainability Projects Emerald Emerging Markets Case Studies 13 (1), 1-26.

## **Prof. Hanish Rajpal**

- Rajpal Hanish (2022) 'K's Kitchen: To Expand Or Not?' **Ijic. Volume 6 (2022)** Of The International Journal Of Instructional Cases.

## **Prof. Pravat Surya Kar**

- Kar, P.S. (2023), "Luxury Home Market And Pre-Sales Challenges: Aldeola-De-Siolim, Goa," Vol. 13 No. 1. <https://doi.org/10.1108/Eemcs-12-2022-0461>

## **Ms. Radhika, K. R**

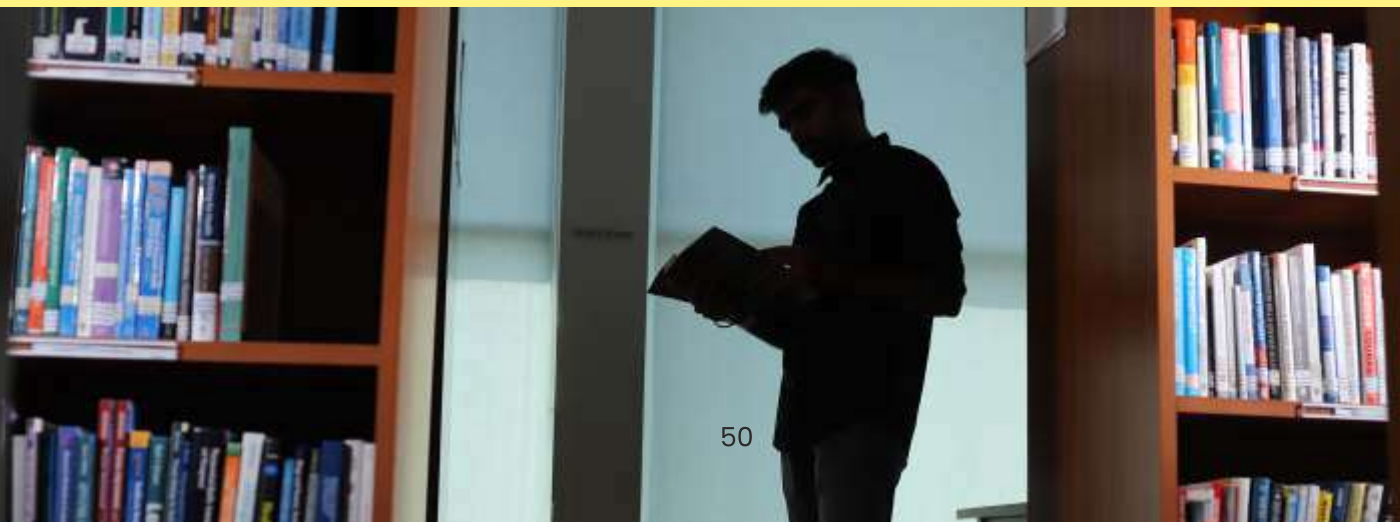
- Kar, P. S., Radhika, K. R., & (2023). Toyota Kirloskar Motors: Labor Unrest And Crisis Management. In Sage Business Cases. Sage Publications, Ltd., <https://dx.doi.org/10.4135/9781529611724>

## **Prof Rohit Prabhudessai**

- Prabhudessai, R., Maruti Suzuki In 2022: Defending Market Leadership, Ivey Publishing.

## **Prof. Vithal Sukhathankar**

- A Amarnani, U Mahtani, V Sukhathankar (2022) Goa Institute Of Management: Campus Water Sustainability Projects Emerald Emerging Markets Case Studies 13 (1), 1-26.





# CONFERENCES



- Sinha, A. (2023) Factors Influencing Financial Reporting Fraud Under Regulatory Controls: Behavioural Theory Perspective Euram 2023, Ireland, Trinity College Dublin.
- Silveira, A.(20-22 June 2023 Lgbtq Diversity Within Management Education: Diversity In Action And Diversity Through Policies The 2023 International Critical Management Studies Conference, Nottingham City, UK.
- Silveira, A (2023) Flowers That Bloomed In Fire: A Queer Theorization Of Care In Relationship International Symposium On Autoethnography And Narrative Florida, USA.
- Silveira, A (Dec-23) Unencumbered Care: Queer-Feminist Resistances, Contestations And Solidarities Within Higher Education In Neoliberal Times Gender Studies Conference 2022: Feminist Matterings Indigenous And Arctic Engagements, Oulu, Finland.
- Silveira, A (4-5 May 2023) Sexuality-Assemblages: Organizing Porn Archives Application Submission For 10th Austrian Early Scholars Workshop In Management Graz, Austria.
- Banday, M. U. L. & Dixit, A. (2022). Problematizing 'Digital Gender Gap': A Feminist Decolonial Analysis Of Knowledge Production On Digital Economy And Gender. Gender Studies Conference, University Of Oulu, Finland, 30th November – 2nd December 2022.
- Banday, M.U.L & Silveira, A (2022). Unencumbered Care: Queer-Feminist Resistances, Contestations And Solidarities Within Higher Education In Neoliberal Times. Gender Studies Conference, University Of Oulu, 2022, Finland, 30th November – 2nd December 2022.
- Bird, A. & Ekelund, B. (August, 2022). Diversity Icebreaker: Co-Creating An Inclusive Language Of Diversity. International Leadership Association Virtual Summit: Diversity, Equity, Inclusion & Belonging. Online.
- Bird, A. (December 2022). Avoiding Desk Rejects At Jibs, Or How To Get Your Paper In Front Of Peer Reviewers. Academy Of International Business – Mena Chapter. Dubai, Uae.
- Bird, A. (January 2023). Avoiding Desk Rejects At Jibs: How To Get Your Paper In Front Of Reviewers. Academy Of International Business – South Asia Chapter. Haryana, India.
- Bird, A. (January 2023). Crafting High Impact Research. Academy Of International Business – South Asia Chapter. Haryana, India.
- Bird, A. (July 2022). Developing Inclusive Competencies In Global Leaders. Academy Of International Business.
- Bird, A. (July 2022). Theorizing International Organizational Behavior Research: A Meeting Ground For Scholars In International Business And Organizational Behavior. Academy Of International Business. Miami, Florida, USA.
- Bird, A. (November 2022). Context Matters: Tending A Garden While Not Getting Lost In The Weeds. Academy Of International Business – Oceania Chapter. Brisbane, Au.
- Bird, A., Cartwright, C. & Osland, J. (October 2022). Developing Global Competence And Employability. Aac&U Conference On Global Learning Online.
- Bird, A., Cartwright, C. & Osland, J. (October 2022). Ways To Link, Develop, And Measure Global Learning And Inclusion. Aac&U Conference On Global Learning. Online.

- Chinmaya Behera (2022). 'The Crude Oil Price-Stock Return Connectedness And The Impact Of The Russian-Ukraine War On Stock Returns In East Asian Countries.' 16th Bmeb International Conference, Indonesia, 28-26 August 2022.
- Chinmaya Behera (2022). 'The Interconnectedness Between Crude Oil And Stock Market Volatility In The Case Of G20 Countries. 3rd International Conference On Uncertainties And Financial Markets, Nanjing, China. November 5-6, 2022.
- Chinmaya Behera (2022). 'Trade Openness, Covid-19 Shock And Output Volatility In Case Of Asean-6", 2nd Eria-Monash University Workshop, Bangkok, Thailand, December 11-12, 2022.
- Chinmaya Behera (2023). 'Determinants Of Inflation And Role Of Monetary Policy: Evidence From Machine Learning Approach.' 57th Ties National Conference, University Of Hyderabad, Hyderabad, India. 4th-6th January 2023.
- Chinmaya Behera (2023). 'Impact Of Monetary And Fiscal Stimulus On Stock Returns In Selected Countries From East Asia Summit During Covid-19: Evidence From Machine Learning Approach. National Conference At Madras School Of Economics, Tamil Nadu, India. 20-21 January 2023.
- Chinmaya Behera (2023). 'Trade Openness, Covid-19 Shock And Output Volatility In Case Of Asean-6'. 3rd Eria-Monash University Workshop, Jakarta, Indonesia, March 22-23, 2023.
- Diya Guha Roy (2022). "Medical Tourism In India: A Brief Report," Star Conference, Paris, Millennium Hotel Paris, September 22, 2022.
- Fortin, I., & Bhat, N., (August 7, 2023, Elitization, Sensemaking Narratives, And Conspiracy Theories academy Of Management, Boston, Us.
- Fortin, I., (2022) Cartooning The Integration Of Interorganizational Coordination Types. Academy Of Management Seattle, Us International.
- 2022 Invisible Organizational Elites, Sensemaking, And Conspiracy Theories: Toward A Continuum Of Perceived Utilization European Group For Organization Studies I, Fortin & Bhat, N.
- Chowdhury J., (4-6 January 2023) The Impact Of Trade Liberalization On Economic Growth: Application Of Quantile Regression 57th Annual Conference Of The Indian Econometric Society (Ties) Hyderabad Central University.
- Chowdhury, J., (6-8 January 2023) Trade Liberalization And Economic Growth: Empirical Analysis For Selected Countries, Nmims, Mumbai
- Kapil Khandeparkar, Sushil S. Chaurasia, Dhirendra Shukla, Aparna Venugopal, Manoj Motiani, And Kapil Khandeparkar, (2022). "The Effect Of Sustainability Tension And Sustainability Synergy On Cooperative Performance, "Proceedings, 2022, <https://doi.org/10.5465/ambpp.2022.12998abstract>.
- Kheya Melo Furtado, Abha Mehndiratta, Mansha Mahajan, Han Zhang, Peter Waiswa, Elizabeth Ekirapa, Sebastian Bauhoff, Margaret Mcconnell (2022). "Community Health Worker Payment Matters! Can The Use Of Digital Payment Systems In Low And Middle-Income Countries Make Things Better?", Hsr 2022 Seventh Global Symposium On Health Systems Research, Bogota, Colombia, October 31 – November 4, 2022.

- Kheya Melo Furtado, Prajкта Bhide, Devasheesh Mathur, Praveen Gedam, Rohit Jha, Jaidev Singh Anand, Grace Achungura Kabaniha (2022). "Private Insurers As Purchasing Intermediaries In Publicly Financed Health Insurance: Lessons From India's Ayushman Bharat – Pradhan Mantri Jan Arogya Yojana Scheme," Hsr 2022 Seventh Global Symposium On Health Systems Research, Bogota, Colombia. October 31 – November 4, 2022.
- Kingshuk Sarkar (2022). "Fishery Workers In India Confront Climate Change Challenges And Lack Of Legislative Protection," 23rd North Eastern Economic Association Annual Conference, Tripura University, November 16-18, 2022.
- Kingshuk Sarkar (2022). "Focusing On Employment Prospects For The Next 25 Years", 105 Annual Conference Of The Indian Economic Association (IEA), Cms Business School Faculty Of Management Studies, Jain Deemed-To-Be University, Bengaluru, Karnataka, December 27-29, 2022.
- Kingshuk Sarkar (2022). "Reskilling Workers In The Informal Labour Market For Better Livelihood Opportunities In India," 3rd International Conclave On Globalising, Indian Thought, IIM Kozhikode, December 1-3, 2022.
- Kingshuk Sarkar (2022). "Labour & Employment In India Today", 105 Annual Conference Of The Indian Economic Association (IEA), Cms Business School Faculty Of Management Studies, Jain Deemed-To-Be University, Bengaluru, Karnataka, December 27-29, 2022.
- Mathur, D. (2022). "India's Covid-19 Vaccination Policy-An Analysis Of Problem, Politics, And Policy", 4th Indian Public Policy Network Conference, Indian Institute Of Management Ahmedabad, India, December 13-14, 2022.
- Mathur, D. (2023). "India's Covid-19 Vaccination Policy-An Analysis Of Problem, Politics, And Policy", 6th International Conference On Public Policy. Faculty Of Arts And Public Policy, Toronto Metropolitan University, Canada, June 27-29, 2023.
- Mathur, D. (June 27-29, 2023) Drivers And Barriers Of Policy Innovation, The Role Of Actors, And Ecosystem Thinking- Fourteen Theorems From Public Health Policies 6th International Conference On Public Policy. Faculty Of Arts And Public Policy, Toronto Metropolitan University, Canada.
- Menezes, A. & Bird, A. (January 2023). Developing Inclusion Competencies: Competency Development In An Indian Business School. 2023 Indian Academy Of Management Meeting. Mumbai, India.
- Firoz, M., (6th To 8th July 2023) Evil Boss Equals Ingenuity: The Interplay Of Abusive Supervision, Workplace Loneliness, Creative Performance, And Psychological Safety, European Group Of Organisational Colloquium.
- Firoz, M., (4th To 8th August 2023) When Creativity Suffers Due To Abusive Supervision: The Moderating Role Of Psychological Safety And Mediating Role Of Workplace Loneliness. Academy Of Management.
- Firoz, M., (24th To 28th October 2023) Personality, Perceptions Of Organizational Politics And Behavior Through The Lens Of Protection-Motivation Theory. Southern Management Association
- Vaz, N., (9th -11th June 2023) Board Gender Diversity And Adoption Of Unsdg 3: Evidence From The Global Healthcare Sector 13th International Conference On Excellence In Research And Education (Cere 2023) IIM Indore.
- Prakash Singh (2022). "Financial Inclusion, Young Women Entrepreneur And Rural Livelihood In India," Second Biennial Conference On Development--Sustainable Development Goals Amidst Multiple Global Shocks: Progress, Challenges And Way Forward, IIGDR, December 21-23, 2022.
- Prabhudessai, P., (2021-23 ) December 2022 Performance Impact Of Behavioral Factors In Alliance
- Raj Amonkar (2023) Findings From Strategic Alliances In The Indian Automotive Industry Indam 23 Nmims.



- Raj V. Amonkar (2022). "Blockchain Integrated With Internet-Of-Things: A Solution For Seaport Logistics Of The Export Supply Chain Of Perishable Agricultural Products," Asian Logistics Round Table 2022. Inha University, South Korea, September 6, 2022.
- Barpanda, S., 2022 Unionization Of It Workers – A Study In India The State Of Employment In India: Problems & Prospects Centre For Public Policy And Governance Goa Institute Of Management May 10–11, 2022.
- Prasad, S., (13–14 Dec. 2023) Quant Marketing Research Ilimu-Chicago Booth Quantitative Marketing Conference 2022.
- Shelly Pandey (2023). "Organizational Practices To Navigate Communal Relationships At Virtual Workplace: Some Lessons From Two Waves Of Covid-19 Pandemic In India", Indam 2023, Sbm-Nmims Business School, Mumbai, January 6–8, 2023.
- Siddhartha Kushwha (2022). 'A Model For Collection Channel Selection Under Market Territory Disruption By Lockdown In Hotspots'. International Conference In Emerging Trends In Supply Chain & Operations, 2022. IMT Ghaziabad & Poms India. 26 July 2022.
- Sreerupa Sengupta (2022). "Transforming Higher Education For Encouraging Entrepreneurial Intentions: Narratives Of Women Entrepreneurs From India." 9th Prime Responsible Management Research Conference, Innsbruck, Austria. 28 September 2022.
- Sreerupa Sengupta (2023). "Revisiting Employment Relation In Domestic Work From A Socio-Economic Perspective In The Context Of Covid-19 Pandemic In India". 41st International Labour Process Conference. University Of Strathclyde, Glasgow, April 12, 2023.
- Devi. V. Nair., October 21–22, (2022) Old Age Economic Dependency In India: Do We Need A Comprehensive Geriatric Financing Policy International Conference On Applied Economics And Finance (Icaef), Gim.
- Devi, V. Nair (January 27, 2023) Third International Health Care Conference, KJ Somaiya, Mumbai,

### **Conference Proceedings**

- Akshay Bhat (2022). "Beyond Success And Failure: An Evolutionary Study Of Joint Ventures, "International Conclave On Globalizing Indian Thought (Git 2022)"
- Fortin, I., (2023) "Cartooning The Integration Of Interorganizational Coordination Types "Academy Of Management Proceedings"

### **BOOK CHAPTERS**

- **Bhat Akshay** & Prabhudesai, R., (2022) "Does Entrepreneurial Orientation Predict Small And Medium Enterprise Alliance Formation? Evidence From The Indian Manufacturing Sector"
- **Bird, A.,** – Osland, J.S., Bird, A., Reiche, B.S. And Mendenhall, M.E. (2023), "A Model Of Trigger Events And Sensemaking In The Intercultural Context: A Cognitive Approach To Global Leadership Effectiveness," Osland, J.S., Reiche, B.S., Mendenhall, M.E. And Maznevski, M.L. (Ed.) *Advances In Global Leadership* (Advances In Global Leadership, Vol. 15), Emerald Publishing Limited, Bingley, Pp. 111–138. <https://doi.org/10.1108/S1535-120320230000015004>
- **Singhal, D., & Padmanabhan, V. (Forthcoming)**. Towards Developing Responsible Managers: Goa Institute Of Management's Givegoa Initiative. In M. Singh, P. Bhatt., W. Singh. & K. S. Pareek (Eds.), *Community Engagement In Higher Education: From Theory To Practice*. Routledge.
- **Sengupta S. And Singhal, D.,** Pandemic, Moocs, And Responsible Management Education. In Hauser C & Amann W (Eds.), *The Future Of Responsible Management Education–University Leadership And The Digital Transformation Challenge*, Springer Nature.
- **Sengupta, S.,** – Equitable Pathways For A Sustainable Future: The Case For Mainstreaming Gender Across Sustainable Development Goals.



# CENTRE FOR SOCIAL SENSITIVITY & ACTION



The Centre for Social Sensitivity and Action (CSSA) at GIM is crucial in inculcating values of sensitivity, responsibility, and empathy among students to enable them to build a sustainable business and society. CSSA contributes to GIM's mission of "create knowledge and develop responsible and agile leaders at the forefront of cutting-edge business practices" by inculcating among students values of sensitivity, responsibility, and empathy to enable them to build a sustainable business and society.

CSSA Advisory Board was formed in November 2022 that includes Dr. Dan LeClair – CEO of Global Business School Network (GBSN), Mr. Ram Kolavennu, Head, Foundation for Excellence (FFE), Dr. Seema Fernandes – Assistant Director GIPARD and Mr. Aman Jaggi- Global Marketing Director Digital and Sustainability, Cognizant. The advisory board's first meeting was held in-person at the GIM campus on 17 Dec 2022, and the second meeting was hosted virtually on 30 June 2023. CSSA has undertaken some priority SDGs- SDG 3, SDG 4, SDG 8, SDG 10, SDG 12, and SDG 17 as the primary focus with an ambitious aim of transforming higher education as a force for good.

**a. Generating knowledge about responsible management education practices-** To develop accountable leaders, we need to understand responsible practices adopted at various levels and with the challenges faced by local, national, and global levels. In 2022-2023 CSSA undertook the GiveGoa project at Poreim village to understand menstrual health and digital accessibility. CSSA faculty researched various issues, including sustainable development, community engagement, value chains, and responsible management practices. They published ten papers/chapters in prestigious journals like the Journal of Industrial Relations, Routledge, Palgrave, etc.

CSSA also undertook two funded projects, one on "Skilling Youth of Goa: An Assessment of the Short-Term Training under PMKVY 2.0" Funded by: Azim Premji University, India, with Prof. Prakash Singh (PI), Prof. Sreerupa Sengupta.

Another project was completed in 2022-2023 was on "Livelihood Opportunities for Women SHGs in Goa: Assessing Trend, Opportunities, and Challenges," Funded by GIPARD, Goa. Prof Sreerupa Sengupta was the PI, and Prof. Kingshuk Sarkar and Prof. Divya Singhal worked as Co-PI.



**b. Disseminating knowledge among potential and actual managers and other stakeholders-**

A one-credit course on Social Responsibility and Action is led by CSSA faculty that is offered to GIM first-year students. In March 2023, the 7<sup>th</sup> issue of CSSA's newsletter SDG Samvaad was launched, focusing on Social Innovation and Entrepreneurship. A non-credit Social Responsibility and Action Research course was offered to FPM scholars for the first time in 2022. The course aims to understand the concept of responsibility and the challenges/opportunities business faces in balancing profitability with societal well-being. And to explore related areas from the research point of view. CSSA, GIM, under its initiative 'Sahoyag,' partnered with the ISCTE Business School, where students from both institutes worked on two projects related to ESG Reporting and Making Workplaces Resilient: Digitalisation of Occupational Health and Safety Management. CSSA Faculty members Prof. Sreerupa Sengupta, Prof. Anup Maurya, and Prof.



Prakash Singh were invited as experts to lead a discussion on the Impact of Research and how Technology can be used for social change in January 2023. Prof. Divya, CSSA Chairperson, was invited to a seminar on ESG and Sustainability hosted by the Institute of Company Secretaries of India Goa Chapter in Jan 2023. Prof. Sreerupa Sengupta was invited as a Panelist in the Executive Council Forum 2022 hosted by Woxsen University in Hyderabad (December 2022) to speak on the efforts of GIM towards social sustainability. CSSA hosted the first session for sustainability centers worldwide as part of the Student Engagement Series planned by the Network for Business Sustainability (NBS), Canada. The session was hosted online on 14 Dec 2022, where CSSA Chairperson Prof. Divya Singhal and GiveGoa Chairperson Prof. Padmanabhan shared the GiveGoa experience with representatives from 40 Business School sustainability Centers.

## **| Building capacities of students and professionals**

In 2022-23, CSSA conducted various training programs to build students' and professionals' capabilities. CSSA planned and executed two batches of Goa Chief Ministers Research Fellows training on social impact research. The first training was offered to 2 CM Fellows in Nov 2022, and then a three-day training to a new batch of 10 CM fellows. Prof. Divya Singhal coordinated the training, and sessions were facilitated by CSSA and GIM Faculty Member's Prof Divya Singhal, Prof Sreerupa Sengupta, Prof Prakash Singh, Prof. Anup Kumar Maurya, and Prof Kanupriya Katyal. GIM hosted a half-day "SDGs and Responsible Management Practices" symposium in collaboration with the Directorate of Higher Education, Government of Goa, on 20th April 2023. The symposium aims to strengthen discussions on sustainability and SDGs within HEIs and ensure the participation of different stakeholders and collaborations for mainstreaming sustainability-related topics in curricula and co-curricular activities. CSSA continued its ongoing partnership with AIM2Flourish, a program of Fowler Centre for Business as an Agent of World Benefit at the Weatherhead School of Management - Case Western Reserve University. In 2022-23, 41 new stories were published on the AIM2Flourish platform. One of the GIM students' group stories on "Access for All" under the Guidance of Prof Divya Singhal received the 2023 Flourish Prize Award for Global Goal 10 out of 694 stories.

CSSA continued its support of the Desh ke Mentor program by the Delhi Government through the partnership with Samarthan. CSSA, with the student club Samarthan, partnered with MyCommunit and Choyal Industries on their Project LEAP, under which GIM students provided guidance and mentorship to rural girls in Rajasthan through virtual sessions in August 2022.

## **| Advocacy, networking, and outreach programs**

CSSA adopts an interdisciplinary and collaborative approach in all its activities. In 2022, CSSA's Make the Case Competition: on reducing plastic pollution in India in collaboration with Commitments Accelerator for Plastic Pollution (CAPP), the Ocean Recovery Alliance (ORA), and the Indian Plastic Institute (IPI) has been included in a compendium published by United Nations Office of South-South Cooperation on 'Good Practices in South-South and Triangular Cooperation for Sustainable Development' - Volume 4, 2022, as an example of innovative ways to teach sustainability. Through a partnership with UK-based organization AlphaZULU Advocates, CSSA continues promoting SDG awareness through international SDG Nugget Hour. On this virtual platform, international speakers provide their input on chosen SDGs every month. CSSA also partnered with Deakin Business School and participated in the launch of a digital hub for knowledge sharing in Melbourne in Nov 2022.

CSSA has designed its website to highlight all the activities of CSSA and enable funders and other stakeholders to connect with CSSA.

CSSA members are Prof. Divya Singhal, Prof Sreerupa Sengupta, Prof Anup Kumar Maurya, Prof Prakash Singh, Prof. Shiv Nath Sinha, and Ms. Kay Karen Gomes. Those interested can contact us at [cssa@gim.ac.in](mailto:cssa@gim.ac.in)



# CENTRE FOR EXCELLENCE IN SUSTAINABLE DEVELOPMENT



The Centre for Excellence in Sustainable Development (CESD) was established in July 2018 to contribute to GIM's commitment to environmental sustainability. The core objectives of CESD revolve around knowledge creation, dissemination, and application in the field of sustainability.

The CESD team comprises a dedicated group of faculty members and researchers, each playing a distinct role in advancing sustainable practices and knowledge. The team includes:

- ✧ Prof. Arpita Amarnani, Chair
- ✧ Prof. Vithal Sukhathankar, Member
- ✧ Prof. Abhinav Sharma, Member
- ✧ Prof. Mauli Soni, Member
- ✧ Prof. Ajay Vamadevan, Member
- ✧ Prof. Purvendu Sharma, Member
- ✧ Prof. Muneeb Ul Lateef Bandy, Member
- ✧ Prof. Diya Guha Roy, Member
- ✧ Dr. Karen Fernandes, Senior Research Associate



## Student Engagement

Prof. Arpita led induction sessions for new students across programs. A team of around twenty students was chosen through interviews conducted by Prof. Avik, Prof. Muneeb, and Prof. Purvendu. The first CESD team meeting, held on August 25, 2022, formulated a calendar of events for the academic year. The current CESD team includes seventeen dedicated students.

### 16.4.1.1 Projects

CESD Ambassadors initiated successful projects, including a 'Sustainable Imprints' photography contest with twenty participants and a Videography contest titled 'Reel it In' on Sustainability, Ecotourism, and Wildlife with eight participants. The winners of the Videography contest included Jay Jain from Goa Institute of Management (1st place), Prem Thale from KET's V.G.Vaze College (Autonomous) Mumbai (2nd place), and Vansh Chhetri from Indian Institute of Management, Ranchi (3rd place).

## Green Industries Goa Campaign

Givegoa students organized a webinar on "Sustainable Development for Micro, Small, and Medium-sized Enterprises (MSMEs)" as part of the Green Industries Goa Campaign on January 21, 2023. In collaboration with CESD, and GIM, this event featured guest speakers Prof. Daniel Balsalobre Lorente discussing Waste Management for Green MSMEs and Prof. Prakash Singh presenting on Schemes and Incentives for Green MSMEs. Furthermore, a research paper publication is underway, focusing on the eco-business registry created to explore the drivers and challenges of eco-businesses in Goa.



## Sustainability Hackathon

On February 28, CESD held the 2023 'Sustainability Hackathon' on 'Sustainable Tourism and Hospitality.' Prof. Oana Driha from the University of Alicante was the keynote speaker. Mr. Jack Sukhija, an alumnus and tourism expert, and Dr. Jennifer Lewis e Kamat from the Goa Chamber of Commerce were panelists. Team 'Sankalp' from IIIT Hyderabad won the first prize of INR 25,000 for their E-bike idea. Goa Institute of Management and BMSITM, Bangalore, were runners-up. The event gained media coverage, and a post-event video was created.



## Sustainability in the Curriculum at GIM

The center has attempted to link the curriculum with the three core objectives of the center's quest for sustainability: knowledge creation, knowledge dissemination, and application. Therefore, courses were identified under various programs which directly or indirectly can be mapped to sustainability. This is the first step the center has taken towards identifying what is the current status and how sustainability from various perspectives can be incorporated into the teaching- learning process.

CESD is currently working on designing an FDP for GIM faculty on 'Sustainability in Management Education.' The members of the center are also planning multiple workshops for students on Sustainability related topics like Climate Action in the coming Academic year 2023-24.

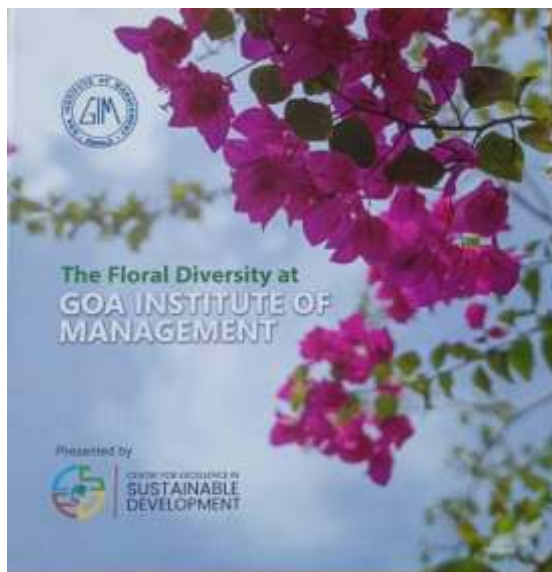
## Campus Sustainability

### Project 'Faunal Biodiversity Register of GIM'

CESD completed the first phase of GIM's campus biodiversity register, documenting 150 floral species. The subsequent project, "Biodiversity Register of GIM Campus: Major Fauna," systematically cataloged various fauna in phases, partnering with GSBB and consultants. The aim is a Faunal Biodiversity report and awareness-raising pamphlets. GSBB's orientation program in October 2022, led by Prof. I K Pai and others, launched the project. A faunal biodiversity flyer released on January 26, 2023, received press coverage.







## Sustainability Report

CESD initiated a Sustainability Report following GRI Standards, enhancing transparency in reporting GIM's ESG efforts. GIM is among the first Indian institutes to adopt this framework. The report, shared with 1200 faculty/staff via email and 230 recipients via mail, highlights GIM's sustainability initiatives. CESD continues to update the report for the current academic year.

## World Environment Day: Sustainable Expedition and Interactive session- 5 June 2023

The center has attempted to link the curriculum with the three core objectives of the center's quest for sustainability: knowledge creation, knowledge dissemination, and application. Therefore, courses were identified under various programs which directly or indirectly can be mapped to sustainability. This is the first step the center has taken towards identifying what is the current status and how sustainability from various perspectives can be incorporated into the teaching- learning process.

CESD is currently working on designing an FDP for GIM faculty on 'Sustainability in Management Education.' The members of the center are also planning multiple workshops for students on Sustainability related topics like Climate Action in the coming Academic year 2023-24.

10-member team from the Forest Department, led by Range Forest Official Mr. Sangam Desai, participated in the event. They shared sustainability insights with attendees and distributed saplings to faculty and staff. Prof. Ajit Parulekar, Director of GIM, and Prof. Vithal Sukathankar delivered closing remarks. The event received extensive coverage in seven Marathi and two English newspapers.





# CENTRE FOR PUBLIC POLICY AND GOVERNANCE (CPPG)



## About

The Centre for Public Policy and Governance (CPPG) at GIM focuses on generating intellectual capital for informed public policy and governance in India and emerging economies. It explores links between management, administration, and public policy, fostering discussions and collaboration with government, research institutions, NGOs, academics, and policymakers.

The Centre for Public Policy and Governance (CPPG) engaged in a range of activities in the 2022-23 period:

- ✧ In May 2022, an International Conference on 'The State of Employment in India: Problems and Prospects' was organized, featuring paper presentations and keynote addresses.
- ✧ In June 2022, Prof. Sebastian Morris released a book titled 'Macroeconomic Policy in India Since the Global Financial Crisis: Trends, Policies, and Challenges in Economic Revival Post-Covid.' Book discussion sessions were held in both online and offline modes.
- ✧ CPPG collaborated with Goa Chamber for Commerce & Industry (GCCl) for 'Invest Goa Summit 2022' by preparing a 'Knowledge Paper on Goa' to attract investors.
- ✧ Prof. Morris participated in the ICG Annual Conference on 'India @75 and Beyond - New Ideas for the Present and Future'.
- ✧ A Half-Day Webinar on 'Female Labour Force Participation: Challenges and Way Out' was organized with V. V. Giri National Labour Institute (VVGNI) in November 2022.
- ✧ The 'Goa Development Group (GDG) Kickoff Meeting for the Goa – Economy & Society Seminar' was held in January 2023, engaging participants from diverse sectors to contribute to the Goa Development Report.
- ✧ An interactive session with Mr. K. Ashok Rao, Chief Patron of the National Confederation of Officers' Associations of Central Public Sector, took place in January 2023.
- ✧ Prof. Sebastian Morris edited a book titled 'The Difficulty of Being Gajendra Haldea – Reflections on His Life and Legacy.'
- ✧ A Half-day workshop on 'Recognizing Sex Work as Work in Goa' took place in February 2023 to discuss challenges and policy implications.
- ✧ Prof. Kingshuk Sarkar co-edited a book titled 'COVID-19 Pandemic, Public Policy, and Institutions in India – Issues of Labour, Income and Human Development'.
- ✧ CPPG collaborated on the 'India Infrastructure Report 2023' and organized a Writers' Workshop.
- ✧ An MoU was signed with the Living Waters Museum for the 'Goa Water Initiative,' including a Fellowship Programme on 'Water in Goa.'
- ✧ The International Conference on 'Structural Transformation and Indian Labour Market' occurred in June 2023, focusing on sub-themes related to labor issues.
- ✧ A seminar on 'Better Road Safety Ecosystem in Goa' was organized in collaboration with GCCl.
- ✧ A workshop on 'The State of Migrant Workers in Goa: the Road Ahead' was conducted in collaboration with Caritas, Goa.
- ✧ CPPG initiated discussions with the Captain of the Port, GoG, and the Secretary (Ports) for the Water Resources Development Strategy for Goa.
- ✧ Proposals were submitted to various government departments and agencies, including studies on disability schemes, mining impact, and higher education issues.

These endeavors reflect CPPG's commitment to facilitating informed discussions, research, and policy recommendations across various public policy and governance facets.

## 1st edition of the Labour Conference series – International Conference on 'The State of Employment in India: Problems and Prospects'



International Conference on 'Structural Transformation and Indian Labour Market' (2nd edition of the CPPG's Labour Conference series)



The Goa Development Group (GDG) Kick-off Meeting for the Goa – Economy & Society Seminar (6th & 7th Jan'23 at ICG, Dona Paula)



Online & offline book discussion sessions for the book 'Macroeconomic Policy in India Since the Global Financial Crisis: Trends, Policies, and Challenges in Economic Revival Post-Covid' by Prof. Sebastian Morris



IIR Writers' Workshop



A half-day workshop on 'Recognizing Sex Work as Work in Goa' on 8th Feb 2023



## **| Other initiatives**

CPPG's diverse initiatives include partnering with GCCI for Invest Goa Summit 2022, participating in ICG's Annual Conference, interactive sessions with industry leaders like Mr. K. Ashok Rao, engaging in strategic water resources development discussions with Goa's Captain of Ports, addressing CII Western Regional Council on the economy, presenting a Keynote Address at Adani University's urban renewal conference, and contributing to book discussions, exemplifying their commitment to policy, governance, and sustainable development.

## **| Proposals Submitted To Government Of Goa**

CPPG has presented proposals to the Government of Goa to study Goa's disability schemes, gauge mining activities' impact and attitudes towards them, assess higher education under the New Education Policy and examine the workings of the Corporation of the City of Panaji. These endeavors signify CPPG's multifaceted commitment to thorough policy analysis, societal understanding, and enhancing regional governance structures.





# ACCREDITATION



## AMBA-BGA:

- ✧ Prof. Ajit, Prof. Venkatesh, Prof. Karman attended the AMBA conference in Lisbon in the month of May 2022 and interfaced with the AMBA director Mr. Mark Stoddard. The discussion happened on BGA accreditation which could be achieved along with AMBA by additionally demonstrating the Sustainability aspects and Initiatives at GIM.
- ✧ The SAR (consolidated) was submitted for all the programs to AMBA.
- ✧ AMBA preparation was carried out by entire GIM and the audit team visited during Sept 2022. They awarded the AMBA-BGA accreditation for a period of three years. The certificates from AMBA-BGA have been received.



## NBA:

- ✧ As HCM was awarded a 3-year accreditation in the previous academic year, GIM made an appeal to NBA for consideration for 6-year accreditation. In this connection, GIM accreditation team, along with the Director visited NBA office, Delhi on Aug 17, 2022 for presenting a case for 6-year accreditation.
- ✧ MOCK audit for BDA and PGDM was conducted by an NBA Expert Prof. Harsh Halve during Nov 2022 and the findings were encouraging. The expert provided feedback and the BDA and PGDM teams along with accreditation worked on the feedback.
- ✧ NBA audit was conducted during Feb 2023 by a team of auditors from NBA. They provided some improvement opportunities on how to move from "Good to great". The result was declared in the month of June 2023. PGDM, BDA programs were awarded NBA accreditation for three years.

# ACCREDITATION



## AACSB:

- ✧ The AACSB progress report was initiated at the beginning of the academic year. The AOL data as per the rubrics designed was captured in line with the expectations of AACSB and the same was reviewed and approved by all the stakeholders. The faculty qualifications and sufficiency data was gathered and the required tables describing the faculty qualifications and sufficiency were populated and presented as per the requirements of AACSB. The entire exercise of faculty qualifications and sufficiency went through stakeholder consultations and review. Finally, they were approved by the Director and Dean-Academics.
- ✧ There was a query from AACSB on the strategic planning area concerning the risks faced by GIM and how GIM would handle the risks. The data was presented to AACSB on how GIM would handle risks.
- ✧ Prof. Venkata, AACSB mentor visited GIM in August 2022 and discussed the strategy for submitting the progress report. He also conducted sessions to understand the maturity level of GIM and gave feedback on opportunities to improve AOL.
- ✧ In addition to the above the best practices from GIM were presented in multiple areas like admissions, placements, academics etc. as per the expectations of AACSB
- ✧ The report was finally submitted to AACSB in Dec 2022 and it was commended by AACSB in Feb 2023. AACSB requested for another progress report to improve the metrics on faculty qualifications and sufficiency.



## EQUIS

- ✧ Accreditation chair, Prof. Vishnu had an initial discussion with an EQUIS representative to understand EQUIS expectations. The EQUIS data card was completed and submitted for review to the Director and Dean-Academics. After the approval, it was shared with EQUIS.



## SAQS

- ✧ SAQS work for reaccreditation was initiated in Dec 2022. SAQS mentor was identified for the process journey. Subsequently the mentor visited GIM campus and discussed the expectations of SAQS for SAR creation. Based on the discussion, the SAR preparation was initiated. The draft SAR was sent for review to the mentor and the accreditation visit is due in early 2024.

# STUDENT ACCOLADES

| Date       | Event   | Organizer                                      | Result                          | Name   |
|------------|---|--|---------------------------------|--|
| 30-09-2022 | Consulere: Nationwide Consulting Case Study Competition | The Flagship Management Conclave of IIT Kanpur | Finalist                        | Shriyansh Jain                                     |
| 02-09-2022 | #SayHelloToUnstop Meme - making Competition             | Unstop   | 1st                             | Chahat Bindra                                      |
| 02-10-2022 | The Showstopper   | Aditya Birla Fashion and Retail Ltd            | National Finalists              | Harshda Gholve                                     |
| 05-10-2022 | V-Guard Big Idea Challenge                              | V Guard Industries                             | National Finalists              | Shyam Sundar S Laxman                              |
| 26-10-2022 | Ops Samasya   | IIM Udaipur                                    | Final Round                     | Dnyaneshwar Kavitkar                               |
| 19-11-2022 | V-Guard Big Idea Business Plan Contest 2022             | V-Guard  | National Finalist               | Bhavik Rajendra Pagi Mirashi                       |
| 19-11-2022 | V-Guard Big Idea Business Plan Contest 2022             | V-Guard  | National Finalist               | Utkarsh Haldankar                                  |
| 04-12-2022 | What If?, Crescita                                      | XLRI, Delhi                                    | 3rd                             | Akshat Gupta, Shubham Jain, Rajdeep Nagesh Gosavi  |
| 05-12-2022 | IIT Guwahati Business and Tech Quiz                     | Quiz Club IIT ISM, Dhanbad                     | 2nd                             | Sundeeep Kamath                                    |
| 10-12-2022 | General Quiz  | Quiz Club IIT ISM, Dhanbad                     | 1st                             | Sundeeep Kamath                                    |
| 16-12-2022 | Veditum 2022  | HRiday, GIM                                    | 1st                             | Aamir Manzoor                                      |
| 18-12-2022 | Veditum 2022  | HRiday, GIM                                    | Winner                          | Harshda Gholve                                     |
| 16-01-2023 | FUJITSU 100 future leaders                              | FUJITSU  | National Finalist               | Md Rameez Mullick                                  |
| 28-01-2023 | Adwiteeya - Ethos 2023                                  | IIM Sambalpur                                  | National Finalist               | Utkarsh Haldankar, Bhavik Pagi Mirashi, Rani Bhatt |
| 28-01-2023 | Coherence 4.0   | IIM Kashipur                                   | 1st position (National Winners) | Aarushi Raghav, Hariprasath                        |
| 10-02-2023 | The Metrix  | Darvix, XLRI Delhi                             | 1st - National Winners          | Rohan Tiwary                                       |
| 10-02-2023 | The Metrix  | XLRI Delhi                                     | 2nd - National Winners          | Shakti Singh                                       |
| 18-02-2023 | Coalesce'23, PRATYAKSH                                  | Cognition, GIM                                 | 2nd                             | Utsav Raj, Reeya Bhandiye                          |
| 26-02-2023 | Build the Guild 2.0                                     | Delhi School of Economics                      | 1st                             | Hariprasath, Tanya                                 |
| 26-02-2023 | Build the Guild 2.0                                     | Delhi School of Economics                      | Finalists                       | Reeya Bhandiye                                     |
| 16-02-2023 | Datathon  | IIM Calcutta                                   | 5th                             | G Pooja Chowdhary                                  |
| 18-02-2023 | Debate Competition                                      | Prabhaav                                       | 1st                             | G Pooja Chowdhary                                  |



# STUDENT CLUB ACTIVITIES



## VINIDHAN- The Student Investment Fund of GIM.

VINIDHAN, GIM's Student Investment Fund, organized a "Fundamental & Technical Analysis Workshop" workshop by Murugan Muthukrishnan. The workshop aimed to teach attendees how to utilize Fundamental and Technical Analysis for portfolio management. Over 80 students from various streams at GIM participated in the event.

## COGNITION

In the academic year 2022-23, Cognition organized several events:

- ❖ **Avinya:** A national-level case study competition as part of Samriddhi 2022, organized by Aarohan. Considering their environmental impact, participants analyzed datasets to propose sustainable solutions using technology and digitization. Participants included prestigious institutes like IIM Calcutta, SCMHRD Pune, NITIE Mumbai, SIBM Bangalore, IIT Madras, and IIT Varanasi.
- ❖ **Tathya - The Data Challenge:** An undergraduate-focused case study competition to promote data science careers and the Big Data Analytics Program. Participation included institutes like IIT Kharagpur, IIT Varanasi, IIT Madras, IIT Bombay, several NITs, and other universities.
- ❖ **Coalesce:** A two-day data science summit conducted annually since 2019. Coalesce 2023 featured three events centered around Sports Analytics, embracing the theme for the year.

## HRiday- the HR club of GIM

HRiday, the HR club of GIM, organized the following events for the Academic Year 2022-2023:

- ❖ **I KNOW WHAT YOU DID LAST SUMMER (15th Sept '22):** An interactive session where second-year students shared their Summer Internship experiences and answered queries of first-year students.

- ✧ SANJEEVANI (30th Nov'22): Collaborating with Goa Medical College and HDFC Credila, HRiday organized an annual blood donation camp. The event saw 90+ participants.
- ✧ VEDITUM (16th Dec'22): In collaboration with GIM's flagship event Samriddhi, HRiday conducted Veditum – a national-level case study competition.
- ✧ HR CONCLAVE (4th Jan'23): Focused on the impact of Industry 4.0 on Human Resource Management, the event gathered four eminent speakers for discussions.
- ✧ ABHAAR (26th Jan'23): An annual Republic Day event to honor campus support staff for their contributions.
- ✧ ANVESHAN (11th–12th Feb'23): HRiday's flagship event with the theme "Reimagining HR in Metaverse." It featured a speaker from 24x7 A.I. and included a national-level live HR Case study competition (Samiksha) and a quiz competition (InQuizitive) in collaboration with Brainvista.
- ✧ FAHRENHEIT (24th Feb'23 & 17th Mar 23): Knowledge-sharing sessions where senior students guide juniors in choosing electives for the second year.

## AAROHAN

Activities conducted by Aarohan during the Academic Year 2022–23:

- ✧ **Samriddhi** – Annual International Business Symposium: Samriddhi 2022 attracted over 1600 students from top B-Schools in India and abroad. The event featured renowned speakers and industry leaders such as Mr. Satish Pradhan, Mr. Birender Ahluwallia, Mr. R Srinivasan, Mr. Sharad Vivek Sagar, and Dr. Dan Le Clair. With the theme "Tryst with Destiny," the symposium included five national and international competitions with over 4000 global registrations.
- ✧ **Ribandar Talks Series**: Aarohan's ongoing event series, inviting notable personalities like Siddhant Shah, Satish C Mehta, and Rajesh Srivastava, providing students a platform to engage with industry leaders and experts.
- ✧ **Wine & Cheese Tasting Etiquette (WTE)**: An annual 2-day event, WTE 2023, supported by Fratelli Wines, welcomed over 1000 attendees, including students and academicians from GIM. Led by certified sommelier Mr. Rakesh Awaghade, participants learned the art of wine tasting, pairing different wines with suitable hors d'oeuvres, and adapting to corporate culture.

These activities offered valuable experiences and insights to GIM students, fostering their growth as future business leaders.

## Samarthan

Here is a summary of the activities conducted by Samarthan from August 2022 to March 2023:

- ✧ GiveGoa Initiative (August 2022 – March 2023): Samarthan collaborated with management and GiveGoa Chairman Prof. V Padmanabhan to coordinate activities for GiveGoa groups, ensuring smooth travel experiences for 35 groups.
- ✧ Paws Up (2nd October 2022): In collaboration with PAWS, Samarthan organized Paws Up. Students volunteered at the shelter, helping clean, feed, and care for animals.
- ✧ Daan Utsav – Beach Cleaning Drive (27th November 2022): Samarthan conducted a Beach Cleaning Drive at Baga Beach as part of Daan Utsav. Volunteers cleaned the beach, interacted with tourists, and promoted cleanliness.
- ✧ Avinya (17th December 2022): Samarthan, Cognition, and Aarohan hosted Avinya, a national-level case study competition, as part of Samriddhi 2022. Participants analyzed climate hazard datasets to propose innovative solutions.
- ✧ Distributing Christmas Gifts to Orphans (25th December 2022): Samarthan celebrated Christmas with orphans from Matruchhaya orphanage, distributing gifts to around 50 children aged 3–16.
- ✧ Make A Wish (31st January 2023): Samarthan's flagship event involved students donating funds to buy gifts for children at Bethesda Life Centre. Gifts were distributed to over 100 children aged 9–16 in March 2023.



## **PRAYAS – The Sports Club**

Prayas, the sports club of GIM, organized various events for the academic year 2022-2023:

- ❖ Grandmaster (Chess): A week-long event challenging the intellectual prowess of GIM students in chess.
- ❖ Kickoff (Football): A best-of-three football event between PGP 1 and PGP 2 students, with PGP 1 emerging victorious.
- ❖ Gully Cricket: A 10-day event allowing students to relive their street cricket memories.
- ❖ Dahi Handi: An exciting event where teams attempt to break the Dahi Handi pot in a challenging yet thrilling manner.
- ❖ Playoff (Basketball): A best-of-three basketball showdown between PGP 1 and PGP 2 students, won by PGP 2.
- ❖ Smash (Badminton): An 8-day badminton competition featuring five play categories.
- ❖ Tug-of-War: A one-day event showcasing teamwork and strength.
- ❖ Veeru Cup (Volleyball): A single-day mixed team volleyball competition.
- ❖ Street Football: A 10-day intense football event highlighting swift footwork and dribbling skills.
- ❖ Kai Po Che: A thrilling one-day kite flying event.
- ❖ Basanti Cup (Cricket): A flagship two-week cricket tournament involving over 20 competitive teams.
- ❖ Ping Pong: A table tennis competition for students to exhibit their skills and enjoy friendly competition.
- ❖ Cyber Chaos: Gaming events including FIFA 2k19, Counterstrike - Global Offensive, Need for Speed - Most Wanted, and Codenames.
- ❖ Sports Fest: Featuring Rabona (7v7 football), Feathers OF Glory (PGP1 vs. PGP2 Badminton), GIM Open (Lawn Tennis), Hoops (3v3 Basketball), and Over the Net (Women's Throwball).
- ❖ Candle Passing: The prize distribution ceremony for all sports events, where SCCs pass responsibilities to JCCs.
- ❖ These events showcased diverse sports and recreational activities, fostering competition and camaraderie among GIM students.





## TEDxGIM

On February 5th, 2023, TEDxGIM hosted its first offline event with the theme "The Dawn of Disruption." The event featured remarkable individuals who brought significant disruptions in their respective fields. The lineup included four speakers and two performers:

- ❖ **Kshitiz Aneja**: A traveler, diversity and inclusion advocate, and motivational speaker.
- ❖ **Sarrah Kapasi**: Forbes Asia Under 30 awardee, entrepreneur, and D-Alive Health Pvt Ltd Co-Founder.
- ❖ **Ninad Daithankar**: A Santoor player and musician.
- ❖ **Shivani Kalra**: Airline pilot with Air India Ltd. and an influencer.
- ❖ **Sudip Chakraborty**: Kathak dancer, choreographer, writer, and storyteller.
- ❖ **Sargam Koushal**: Mrs. World 2022-23.
- ❖ **Priyal Agarwal**: Founder of StandWeSpeak.

This event provided a platform for these disruptors to share their insights and experiences, inspiring the audience with their unique journeys and achievements.



## RaZzMaTaZz

- ❖ List of campus activities conducted by RaZzMaTaZz during the academic year 2022-23:
- ❖ La Fiesta (Fresher's Party) – July 23, 2022: A welcome event for juniors to showcase their talents and get acquainted with campus life.
- ❖ Janmashtami Puja – August 19, 2022: Organized a puja to celebrate Janmashtami.
- ❖ Garba Night – September 30, 2022: A lively evening featuring Garba performances by GIM students.
- ❖ Bengali Bhoj – October 5, 2022: An evening of delicious Bengali food, followed by singing and dancing.
- ❖ Diwali – October 21 to 24, 2022: A four-day flagship event to create a homely festive atmosphere on campus.
- ❖ Prom Night – December 2, 2022: An ice-breaking session for juniors and seniors with exciting activities.
- ❖ Christmas – December 18, 2022: Celebrated with carol singing, gifts, hot chocolate, and a movie screening.
- ❖ Lohri – January 13, 2023: Welcomed the harvest season with an authentic Punjabi night.
- ❖ Deccan Carnival – January 26, 2023: A joyful event celebrating the cultures of southern states of India.
- ❖ Holi – March 3, 2023: Vibrant Holi celebrations with colors and festive spirit.
- ❖ Cheerio (Farewell) – March 6, 2023: A heartfelt farewell event bidding adieu to graduating seniors.



# ALUMNI CONNECT

The Alumni Cell at the Goa Institute of Management has orchestrated exceptional Alumni Connect initiatives, fostering enduring bonds between the institute and its graduates. Alumni engagement has thrived through offsite meetings, AGM sessions, and collaborative endeavors. The innovative Alumni Mentorship Program and Alumni Buddy Program ensure valuable knowledge exchange, while initiatives like Masterclass by Alumni and Lifelong Learning webinars keep alumni updated with industry trends. Diverse events, including city meets, reunions, and international alumni gatherings, bring together generations of professionals. The Alumni Cell's dedication to communication through newsletters and featuring alumni achievements in the news amplifies the sense of community, reflecting their exemplary commitment to meaningful Alumni Connect.



## Highlights Of 2022-23

### GIM Alumni Offsite Meeting

The GIM Alumni offsite meeting in August 2022 at the Sanquelim campus aimed to strengthen alumni-institute ties, encouraging collaboration in teaching, research, and consultancy. Discussions encompassed leveraging the Atal Incubation Centre, upskilling programs, Alumni Mentorship, and Buddy Programs. Attendees included 16 alumni representing GIM Governing Board, Academic Advisory Committee, GIM Alumni Association Executive Committee, Batch President, and Vice Presidents

### Annual General Body Meeting (AGM)

The 06th Annual General Body Meeting of the Goa Institute of Management Alumni Association (GIMAA) was held virtually via Zoom platform on 26th November 2022 from 11.00 am to 12.00 pm. 90 alumni attended this Annual General Meeting.



### **Elections for the position of Batch President and Batch Vice-President**

In the past year, SARC and the Alumni office successfully conducted elections for Batch President and Vice-President positions across the classes of 2019 to 2023. The elected representatives are as follows:

- ✧ Class of 2019: Mr. Adhiraj Vivek Sinai Mopkar (President) and Mr. Sairaj Gawas (Vice-President)
- ✧ Class of 2020: Mr. Hemant Suresh (President) and Mr. Mukul Dhamija (Vice-President)
- ✧ Class of 2021: Ms. Aashi Gaur (President) and Mr. Pratish Pradeep Prabhudessai (Vice-President)
- ✧ Class of 2022: Mr. Sandeep S (President) and Mr. Naveen Yakkundi (Vice-President)
- ✧ Class of 2023: Mr. Kris Mendonsa (President) and Mr. Manavendra Mehta (Vice-President)

### **Opportunities for Alumni**

We are delighted to announce that the Student Alumni Relations Cell (SARC) has successfully facilitated 148 job opportunities for our esteemed alumni between June 2022 and February 2023. These career openings span various domains and specialties, catering to middle and senior levels of management.

### **Alumni Participation in GIM**

- ✧ Alumni Engagement in Induction: During the June 2022 Induction program, Mr. Mrunmay Das (Batch of 1996) and Ms. Rituparna Chakraborty (Batch of 1999) engaged with the new batch, sharing insights from their GIM journey.
- ✧ Hangouts 1.0 #AskMeAnything: The Student Alumni Relations Cell organized interactive Hangouts for PGDM-FT students, providing a platform for first-year students to interact with recent GIM graduates.
- ✧ Campus to Corporate (C2C) Mentorship Program: Mr. Mrunmay Das (1996) mentored students through the 'Campus to Corporate' program, sharing his valuable experiences.
- ✧ Summer Solstice 2022-23: The successful Summer Solstice event on 25th February 2023 brought together alumni, faculty, and participants, fostering a vibrant atmosphere with the presence of our Director and Dean.
- ✧ Mr. Amit Choudhary (2000) enlightened students about trending industry topics and entrepreneurial skills in the Campus to Corporate (C2C) Mentorship Program.
- ✧ Mr. Shankar Pednekar (Class of 1996) interacted with PGDM students on 22nd November 2022 as part of the C2C Mentorship Program.

### **New Initiatives For Alumni Engagement**

- ✧ Alumni Mentorship Program: Introduced for 1st-year PGDM-FT students, connecting them with senior alumni with rich industry experience for career guidance, industry insights, and niche carving.
- ✧ Alumni Buddy Program (PGDM HCM): Commenced on the 10th Anniversary of March 2023, leveraging experienced alumni as mentors to current students.
- ✧ Masterclass by Alumni: Fresh initiative in March 2023 featuring experienced alumni (over 12 years of experience) as speakers, enhancing students' understanding of contemporary business and management topics. E.g., Digital Marketing by Ms. Debjani Ghosh (2011), Asso. Marketing Director (J&J) and Brand Management by Mr. Chitresh Sinha (2009), Founder, The Plated Project.
- ✧ Lifelong Learning for Alumni: Organized webinars to foster continuous learning among alumni, first session on "Trends in Business Analytics and Project Management in the USA" with Prof. Shivendu Pratap Singh, Asst. Professor at Southern Illinois University, USA.
- ✧ Career Café: Invited alumni like Mr. Chitresh Sinha (2009) and Ms. Vidhi Singhal (2010) to share their GIM journey and career insights with 1st-year students.

## EVENTS FOR ALUMNI

### City Alumni Meet

- ✧ Imprints 2022: Held in Mumbai, Bengaluru, Goa, Pune & Delhi to foster alumni connections and networking opportunities for junior and senior members.
- ✧ Imprints 2023: Successful events in Mumbai, Delhi, Bengaluru, and Goa, witnessing strong alumni participation and engagement.
- ✧ Grand Alumni Meet 2023: After a two-year break, the event at the GIM campus gathered 79 alums. The evening included the Director's address, the launch of the 22nd edition of the "Vibhuthi" newsletter, an insightful panel discussion, "Looking Back, Moving Forward," and a gala dinner.
- ✧ 10-Year Reunion (Class of 2012): Hosted on-campus after three years, attracting domestic and international alumni. A total of 21 alumni and 9 guests participated.
- ✧ 20-Year Reunion (Class of 2003): Organized from 13-15th January 2023, alumni visited the Sanquelim campus, witnessing GIM's transformation in student welfare and sustainability.

### International Alumni Meet:

- ✧ Alumni Meet in **Singapore** (10th June 2022): Organized with participation from 19 alumni. Prof. Ajit Parulekar & Prof. Vishnu Tunuguntla presented the latest developments at GIM.
- ✧ Alumni Meet in the **UK** (18th April 2022): UK-based alumni organized a successful meet with attendance from 11 alumni.
- ✧ Alumni Meet in **Dubai** (28th August 2022): Dubai alumni gathering hosted 30 alumni and their families. Prof. Divya Singhal, Prof. Sreerupa Sengupta, Prof. Shawnn Coutinho, Prof. Saswata Barpanda, and students from the Placement Cell attended. Welcome address by Prof. Ajit Parulekar online.
- ✧ Alumni Meet in Toronto, **Canada** (02nd October 2022): GIM held Imprints 2022 - Alumni City Meets in Toronto, with over 50 alumni attending along with Dr. Ajit Parulekar.
- ✧ Alumni Meet in **New York** (03rd October 2022): Imprints 2022 - Alumni City Meets were organized in New York, gathering alumni from the city.



# FINANCIAL REPORT

GOA INSTITUTE OF MANAGEMENT  
SANQUELIM GOA  
REG. No. 35/Goa/94  
BALANCE SHEET AS AT 31st MARCH 2023

( in Rupees)

| Particulars                          | Note | As at<br>31st March 2023 | As at<br>31st March 2022 |
|--------------------------------------|------|--------------------------|--------------------------|
| <b>LIABILITIES</b>                   |      |                          |                          |
| CORPUS FUND                          | 3    | 1,525,012,174            | 1,302,494,942            |
| HEALTH CARE MANAGEMENT FUND          | 4    | 8,167,636                | 7,933,526                |
| GOLD MEDAL FUND                      |      | 500,000                  | 500,000                  |
| LEASE LIABILITY                      |      | 38,587,598               | 38,956,699               |
| DEPOSITS FROM STUDENTS               |      | 23,797,519               | 23,942,519               |
| TRADE PAYABLES AND OTHER LIABILITIES | 5    | 108,013,576              | 69,090,532               |
| PROVISION FOR EMPLOYEE BENEFITS      | 6    | 117,639,218              | 101,864,976              |
| <b>TOTAL</b>                         |      | <b>1,821,717,721</b>     | <b>1,544,783,194</b>     |
| <b>ASSETS</b>                        |      |                          |                          |
| PROPERTY, PLANT AND EQUIPMENT        | 7    | 1,119,482,934            | 1,101,215,811            |
| RIGHT-OF-USE ASSET                   | 8    | 36,385,132               | 37,831,204               |
| CAPITAL WORK IN PROGRESS             | 9    | 137,066,939              | 86,754,470               |
| INVESTMENTS                          | 10   | 1,000                    | 1,000                    |
| DEPOSITS AND ADVANCES                | 11   | 46,099,983               | 23,442,941               |
| RECEIVABLES                          | 12   | 5,650,106                | 3,686,618                |
| CASH & BANK BALANCES                 | 13   | 477,031,627              | 291,851,150              |
| <b>TOTAL</b>                         |      | <b>1,821,717,721</b>     | <b>1,544,783,194</b>     |

For Goa Institute of Management

  
Dr. Ajit Parulekar  
Director

Place: Sanquelim-Goa  
Date: 08/07/2023



As per Report of Even Date  
For S. P. Bhandare & Associates  
Chartered Accountants  
FRN 101157W



S. P. Bhandare  
Proprietor  
M. No. 035615  
Place: Sanquelim-Goa  
Date: 08/07/2023  
UDIN: 23035615BGVFCJ6589





# FINANCIAL REPORT

GOA INSTITUTE OF MANAGEMENT  
SANQUELIM GOA  
REG. No. 35/Goa/94

INCOME & EXPENDITURE ACCOUNT FOR YEAR ENDING 31st MARCH 2023

| ( in Rupees)                             |            |                                    |                                    |
|--|------------|------------------------------------|------------------------------------|
| Particulars                              | Note       | For year ending<br>31st March 2023 | For year ending<br>31st March 2022 |
| <b>INCOME</b>                            |            |                                    |                                    |
| SALE OF APPLICATION FORMS                |            | 37,450,718                         | 20,556,051                         |
| FEES                                     | 14         | 778,413,303                        | 752,892,858                        |
| HOSTEL FEES                              | 15         | 77,294,826                         | 56,113,087                         |
| INTEREST INCOME                          | 16         | 23,811,931                         | 8,986,925                          |
| OTHER INCOMES                            | 17         | 33,657,613                         | 24,771,632                         |
|  | <b>A</b>   | <b>950,628,391</b>                 | <b>863,320,553</b>                 |
| <b>EXPENDITURE</b>                       |            |                                    |                                    |
| ADMISSION RELATED EXPENSES               | 18         | 35,219,567                         | 23,400,945                         |
| <b>STUDENT &amp; FACULTY EXPENDITURE</b> |            |                                    |                                    |
| FACULTY RELATED EXPENDITURE              | 19         | 310,900,331                        | 271,315,474                        |
| STUDENT RELATED EXPENDITURE              | 20         | 26,543,515                         | 14,074,514                         |
| ACADEMIC RELATED EXPENDITURE             | 21         | 41,746,846                         | 17,669,993                         |
| RESEARCH RELATED EXPENDITURE             | 22         | 25,777,668                         | 19,807,860                         |
| ADMINISTRATIVE EXPENDITURE               | 23         | 75,686,980                         | 48,933,410                         |
| ESTABLISHMENT EXPENDITURE                | 24         | 74,844,850                         | 75,810,969                         |
| FINANCE EXPENDITURE                      | 25         | 3,591,795                          | 3,636,533                          |
| GRANT TO AIC-GIM FOUNDATION              |            | 6,000,000                          | -                                  |
| DEPRECIATION                             | 26         | 127,799,607                        | 116,644,556                        |
|  | <b>B</b>   | <b>728,111,159</b>                 | <b>591,294,254</b>                 |
| <b>SURPLUS/(DEFICIT) OF THE YEAR</b>     | <b>A-B</b> | <b>222,517,232</b>                 | <b>272,026,299</b>                 |

For Goa Institute of Management

  
Dr. Ajit Parulekar  
Director

Place: Sanquelim-Goa  
Date: 08/07/2023



As per Report of Even Date  
For S. P. Bhandare & Associates  
Chartered Accountants  
FRN 101157W

  
S. P. Bhandare  
Proprietor

M. No. 035615  
Place: Sanquelim-Goa  
Date: 08/07/2023  
UDIN: 23035615BGVFCJ6589



## FACULTY LEFT

| Employee Name         | Designation         | Division                       |
|-----------------------|---------------------|--------------------------------|
| Allan Bird            | Senior Professor    | OB & HR                        |
| Shikha Aggarwal       | Associate Professor | IT and Operation Management    |
| Padmavati Shenoy      | Assistant Professor | OB & HR                        |
| Avik Sinha            | Associate Professor | General Management & Economics |
| Dhanshyam Mahavadi    | Assistant Professor | IT and Operation Management    |
| Hemant Kumar Padhiari | Associate Professor | General Management & Economics |
| Amit Ram Puniyani     | Associate Professor | BDA                            |
| Vinit Ghosh           | Assistant Professor | OB & HR                        |
| Ranjan Dasgupta       | Associate Professor | Finance                        |
| Bhanu Pratap Singh    | Assistant Professor | Finance                        |
| Anand Teltumbde       | Senior Professor    | IT and Operation Management    |

## FACULTY JOINED

| Sr.No | Name               | Designation         | DOJ       |
|-------|--------------------|---------------------|-----------|
| 1     | Dhanshyam Mahavadi | Assistant Professor | 2/1/2023  |
| 2     | Sravani Bharandev  | Assistant Professor | 1/5/2023  |
| 3     | Deepali Kalia      | Senior Lecturer     | 1/25/2023 |
| 4     | Abhinav Sharma     | Assistant Professor | 1/30/2023 |
| 5     | Mauli Soni         | Assistant Professor | 5/15/2023 |
| 6     | Subhamitra Patra   | Assistant Professor | 5/15/2023 |
| 7     | Aman Bhuwania      | Assistant Professor | 6/14/2023 |
| 8     | Aamna Khan         | Assistant Professor | 6/15/2023 |

## RECRUITMENT OF NON-TEACHING STAFF

| Designation          | Recruitment Nos |
|----------------------|-----------------|
| Administrative Staff | 4               |
| Accounts             | 0               |
| Admission            | 1               |
| Academic Associate   | 5               |
| Research Assistant   | 2               |
| Technical Assistant  | 0               |

# LIST OF FACULTY

| <b>BDA</b>                                    |                                   |                              |
|---|-----------------------------------|------------------------------|
| <b>1</b>                                      | Anup Kumar Maurya                 | Assistant Professor          |
| <b>2</b>                                      | P. Balasubramanyam                | Associate Professor          |
| <b>3</b>                                      | Soumen Kumar Manna                | Assistant Professor          |
| <b>4</b>                                      | Suman Sanyal                      | Associate Professor          |
| <b>BIFS</b>                                   |                                   |                              |
| <b>5</b>                                      | Abhinav Sharma                    | Assistant Professor          |
| <b>6</b>                                      | Avinash Ghalke                    | Associate Professor          |
| <b>7</b>                                      | Deepali Kalia                     | Assistant Professor          |
| <b>8</b>                                      | Sravani Bharandev                 | Assistant Professor          |
| <b>Finance</b>                                |                                   |                              |
| <b>9</b>                                      | Abhishek Ranga                    | Associate Professor          |
| <b>10</b>                                     | Amiya Kumar Sahu                  | Associate Professor          |
| <b>11</b>                                     | Arpita Amarnani                   | Associate Professor          |
| <b>12</b>                                     | Ashay Kadam                       | Professor                    |
| <b>13</b>                                     | Hanish Rajpal                     | Associate Professor          |
| <b>14</b>                                     | Kaushik Desarkar                  | Assistant Professor          |
| <b>15</b>                                     | Manas Mayur                       | Associate Professor          |
| <b>16</b>                                     | Manju Tripathi                    | Associate Professor          |
| <b>17</b>                                     | Neeraj Amarnani                   | Professor                    |
| <b>18</b>                                     | Neetant Shirodkar                 | Adjunct Faculty              |
| <b>19</b>                                     | Subhamitra Patra                  | Assistant Professor          |
| <b>20</b>                                     | Vedprakash Meshram                | Assistant Professor          |
| <b>General Management &amp; Public Policy</b> |                                   |                              |
| <b>21</b>                                     | Chinmaya Behera                   | Assistant Professor          |
| <b>22</b>                                     | Divya Singhal                     | Professor                    |
| <b>23</b>                                     | Joy Chowdhury                     | Assistant Professor          |
| <b>24</b>                                     | Kingshuk Sarkar                   | Visiting Associate Professor |
| <b>25</b>                                     | Prakash Singh                     | Assistant Professor          |
| <b>26</b>                                     | Sebastian Morris                  | Senior Professor             |
| <b>Health Care Management</b>                 |                                   |                              |
| <b>27</b>                                     | Ajay V                            | Professor                    |
| <b>28</b>                                     | Alekh Gour                        | Associate Professor          |
| <b>29</b>                                     | Arif Raza                         | Associate Professor          |
| <b>30</b>                                     | Devasheesh Mathur                 | Assistant Professor          |
| <b>31</b>                                     | Kheya Furtado                     | Associate Professor          |
| <b>32</b>                                     | Nafisa Fatima Maria Vaz e Desouza | Assistant Professor          |
| <b>33</b>                                     | Shawnn Melicio Coutinho           | Assistant Professor          |
| <b>34</b>                                     | Sreerupa Sengupta                 | Assistant Professor          |
| <b>35</b>                                     | Supriya Phadnis                   | Assistant Professor          |
| <b>36</b>                                     | Vilasini Devi Nair                | Assistant Professor          |



# LIST OF FACULTY

| IT & Operations Management |                                  |                           |
|----------------------------|----------------------------------|---------------------------|
| 37                         | Kiran K                          | Assistant Professor       |
| 38                         | Lakshmi Vishnu Murthy Tunuguntla | Professor                 |
| 39                         | Raj V.Amonkar                    | Associate Professor       |
| 40                         | Rakesh Shrivastava               | Professor                 |
| 41                         | Rohit Mutkekar                   | Associate Professor       |
| 42                         | Siddhartha K                     | Assistant Professor       |
| 43                         | Sumit Datta                      | Professor                 |
| 44                         | Vishwesh Singbal                 | Assistant Professor       |
| 45                         | Vithal S Sukhathankar            | Associate Professor       |
| Marketing                  |                                  |                           |
| 46                         | Ajit Parulekar                   | Professor                 |
| 47                         | Anubhav Mishra                   | Associate Professor       |
| 48                         | Anurag Dugar                     | Associate Professor       |
| 49                         | Diya Guha Roy                    | Assistant Professor       |
| 50                         | Kanupriya Katyal                 | Associate Professor       |
| 51                         | Kapil Khandeparkar               | Associate Professor       |
| 52                         | Mauli Soni                       | Assistant Professor       |
| 53                         | Nandakumar Mekoth                | Professor                 |
| 54                         | Pravat Surya Kar                 | Associate Professor       |
| 55                         | Purvendu Sharma                  | Assistant Professor       |
| 56                         | Ranbir Singh Sodhi               | Assistant Professor       |
| 57                         | Shantanu Prasad                  | Associate Professor       |
| 58                         | Yukti Sharma                     | Assistant Professor       |
| OB & HR                    |                                  |                           |
| 59                         | Aamna Khan                       | Assistant Professor       |
| 60                         | Anamika Sinha                    | Professor                 |
| 61                         | Israel Fortin                    | Assistant Professor       |
| 62                         | Mantasha Firoz                   | Senior Lecturer           |
| 63                         | Muneeb Ul Lateef                 | Assistant Professor       |
| 64                         | Naga Venkatesh Devaguptapu       | Professor                 |
| 65                         | Padmanabhan V                    | Associate Professor       |
| 66                         | Saswata Barpanda                 | Associate Professor       |
| 67                         | Shelly Pandey                    | Assistant Professor       |
| Strategy & consulting      |                                  |                           |
| 68                         | Akshay Bhat                      | Assistant Professor       |
| 69                         | Aman Bhuwania                    | Assistant Professor       |
| 70                         | Andy Silveira                    | Adjunct Assistant Faculty |
| 71                         | Karman Khanna                    | Assistant Professor       |
| 72                         | R Rathish Bhatt                  | Associate Professor       |
| 73                         | Rohit Prabhudesai                | Assistant Professor       |
| 74                         | Shiv Nath Sinha                  | Associate Professor       |

# LIST OF STAFF



| Sr.No | Name                         | Designation  |
|-------|------------------------------|--|
| 1     | Abhijit Patil                | Manager Training and Consultancy                     |
| 2     | Aditya Gaonkar               | Academic Associate                                   |
| 3     | Adlino Afonso                | Sr. Executive - Accreditation Office                 |
| 4     | Ajaykumar Lamani             | Executive - Purchase and Stores                      |
| 5     | Akshay Kadam                 | Senior Manager - Admissions and Outreach             |
| 6     | Amey Borkar                  | Administrative Assistant                             |
| 7     | Anisha Umesh Parab           | Sr. Executive - Program Office PGDM (FPM)            |
| 8     | Arya Borkar                  | Executive - Administration                           |
| 9     | Ashish Marathe               | Chief Financial Officer                              |
| 10    | Ashley A. Furtado            | Senior Manager Outbound Field Programs               |
| 11    | Asmita Kambli                | Academic Associate                                   |
| 12    | Bernice J DeSouza            | Senior Research Associate                            |
| 13    | Bhanudas Kankonkar           | Executive - Garden Management                        |
| 14    | Celine Pereira               | Sr. Executive - Front Office and Guest Accommodation |
| 15    | Chandrabhaga Patil           | Administrative Assistant                             |
| 16    | Chandrika Murgaonkar         | Assistant - Maintenance                              |
| 17    | Christal Velda Mitzie Ferrao | Academic Associate                                   |
| 18    | Ciana Rachel Vaz             | Executive - Program Office PGDM (HCM)                |
| 19    | Deepti Darshan Hanjunker     | Assistant Librarian                                  |
| 20    | Dhanesh B. Kote              | Deputy Manager Estate                                |
| 21    | Dnyanesh Khedekar            | Faculty Associate                                    |
| 22    | Emendra Moniz                | Academic Associate                                   |
| 23    | Farahad Shaikh               | Sr. Executive - Program Office (BDA)                 |
| 24    | Farzeen Qadri                | Research Associate                                   |
| 25    | Finanaz Shaikh               | Sr. Executive - HR                                   |
| 26    | Gautami Anarse Tishekar      | Nurse  |
| 27    | Hrishikesh Sarode            | Executive - Examination Control Office               |
| 28    | Hrishikesh Sarode            | Executive - Examination Control Office               |
| 29    | Jaydas Marshelkar            | Sr. Executive - Electrician                          |
| 30    | Jennifer Ferrao              | Asst. Manager - Admissions                           |
| 31    | Jeyakumar J                  | Senior Technical Manager                             |
| 32    | Kapil Sinaidesai             | Academic Associate                                   |
| 33    | Karen Fernandes              | Senior Research Associate                            |
| 34    | Kasturi Nigalye              | Executive - Dean and Registrar Office                |
| 35    | Kay Karen Gomes              | Sr. Executive - CSSA                                 |
| 36    | Krishna Pereira              | Executive Assistant to the Director                  |
| 37    | Lewlynn De Mello             | Sr. Executive - Accreditation Office                 |
| 38    | Livita Prashant Gaudé        | Assistant - Creche                                   |
| 39    | Mahesh Thanekar              | Assistant - Maintenance                              |
| 40    | Mehzin Choudhary             | Administrative Assistant                             |
| 41    | Milind Bhomkar               | Sr. Executive - Accounts                             |
| 42    | Mukesh Kumar                 | Chief Technical Officer                              |
| 43    | Nagraj Warad                 | Assistant - Transportation                           |

# LIST OF STAFF



| Sr. No | Name                         | Designation                              |
|--------|------------------------------|--|
| 44     | Nelufer Nazim Sayyed         | Executive - Program Office PGDM (FT)     |
| 45     | Nishikant Pathak             | Head of Projects                         |
| 46     | Palak Prallhad Pangam        | Sr. Executive - Program Office PGDM (FT) |
| 47     | Poorva Shrikrishna Vete      | Sr. Executive - Give Goa                 |
| 48     | Pranav Abhyankar             | Sr. Executive - IT                       |
| 49     | Prashant Savaikar            | Administrative Assistant                 |
| 50     | Prathamesh Gadgil            | Academic Associate                       |
| 51     | Pratik Chodankar             | Executive-MDP and Consulting             |
| 52     | Pravisha Divsekar            | Academic Associate                       |
| 53     | Priya Mahadeo Salgaonkar     | Executive - Alumni Office                |
| 54     | Raghoba Lau Pednekar         | Assistant Librarian                      |
| 55     | Rahul Devrajan               | Academic Associate                       |
| 56     | Roopali Narayan Sawant       | Sr. Executive - Office of Director       |
| 57     | Sagar Sakharam Desai         | Project Engineer                         |
| 58     | Sameer Gaude                 | Accounts Manager                         |
| 59     | Samir T Salgaonkar           | Assistant Manager - Maintenance          |
| 60     | Sanchita Sawant              | Executive - Examination Control Office   |
| 61     | Sanjana Raikar               | Academic Associate                       |
| 62     | Selony Moniz                 | Executive - Examination Control Office   |
| 63     | Serena Savia Sanchia Menezes | Academic Associate                       |
| 64     | Shrikrishna Anand Narvekar   | Academic Associate                       |
| 65     | Shruti Abhyankar             | Executive - Admissions Office            |
| 66     | Sneha Kanolkar               | Executive - CPPG                         |
| 67     | Snehal Galvanker             | Research Associate                       |
| 68     | Sulata Lotlikar              | Student Counsellor                       |
| 69     | Sunita Hanjunker             | Academic Associate                       |
| 70     | Supriya Sawant               | Executive - Accounts                     |
| 71     | Suraksha S.Hadfadkar         | Executive - Placement Office             |
| 72     | Takappa R                    | Chief Librarian                          |
| 73     | Usha Fatarpekar              | Assistant - Maintenance                  |
| 74     | Vaishnavi Gaonkar            | Assistant - Creche                       |
| 75     | Vaishnavi Parab Fatrekar     | Executive - Admissions Office            |
| 76     | Vedika Shirodkar             | Executive - Program Office PGDM (BIFS)   |
| 77     | Vindesh Tilve                | Administrative Assistant                 |
| 78     | Vishal Raghunath Sawant      | Asst. Project Engineer                   |
| 79     | Vivek Sawant                 | Sr. Executive - Accounts                 |
| 80     | Vividha H Amonkar            | Executive - Administration               |
| 81     | Yeshwant Desai               | Deputy Manager - IT                      |



# LIST OF ACADEMIC ADVISORY COUNCIL MEMBERS

## ACADEMIC ADVISORY COUNCIL Goa Institute of Management

### Chairman

#### **Prof Furqan Qamar**

Former Secretary General of AIU  
Professor of Management  
Centre for Management Studies  
Jamia Millia Islamia, New Delhi - 110025

### MEMBERS

|  |  |   |
|--|--|---|
| Prof. Venkatesh Naga<br>Dean (Academics) & Secretary<br>of AAC<br>Goa Institute of Management    | Dr. Ajit Parulekar<br>Director<br>Goa Institute of Management  | Dr. Parveen Kumar IAS<br>Director, ICAR Research Complex<br>for Goa, ELA. Old Goa, Goa                                  |
| Dr. T. V. Rao<br>Chairman, TVRLS,<br>Former Professor - IIMA;<br>Founder & First President NHRDN | Mr. Vivek Padgaonkar<br>Paddy Advisory Services LLP<br>Former Director OPPI (Project &<br>Policy),<br>Former GSK (Sales & Marketing) | Mr. Anil Bhavnani<br>Sr. Vice President and Branch<br>Banking Head, HDFC Bank Ltd.<br>Mumbai - 400013.                  |
| S. Ramnarayan, Ph.D.<br>Indian School of Business  | Mr. Ketan Hajarnavis<br>Founder & Managing Director,<br>ScaleFactor Consulting Labs<br>Pvt. Ltd.,                                    | Ramadhar Singh, Ph.D. (Purdue)<br>Distinguished University Professor<br>Amrut Mody School of<br>Management<br>Ahmedabad |
| Dr. Sumit Datta<br>Dean (Administration)<br>Goa Institute of Management                          | Dr. P. Balasubramanyam<br>PGDM – BDA Chair<br>Goa Institute of Management  | Prof. P. D. Jose<br>Professor, IIM – Bangalore  |
| Prof. NandaKumar Mekoth<br>FPM – Chair<br>Goa Institute of Management                            | Dr. Ajay Vamadevan<br>PGDM-HCM-Chair<br>Goa Institute of Management  | Dr. Anurag Dugar<br>PGP (H) – Chair<br>Goa Institute of Management  |
| Dr. Prakash Singh<br>CER – Chair<br>Goa Institute of Management                                  | Dr. Sebastian Morris<br>Senior Professor,<br>Goa Institute of Management   | Prof. Avinash Ghalke<br>MDP – Chair<br>Goa Institute of Management  |
| Prof. Abhishek Ranga<br>PGDM BFSI – Chair<br>Goa Institute of Management                         | Dr. Manas Mayur<br>PGP – Chair<br>Goa Institute of Management  |   |

# LIST OF GIM SOCIETY MEMBERS



## GOA INSTITUTE OF MANAGEMENT SOCIETY Goa Institute of Management

### PRESIDENT

#### **Mr. Peter F.X. D'Lima**

Former Director, Goa Institute of Management

Former Chairman EDC, Panaji, Goa

Former Director, Sesa Goa Ltd

### VICE- PRESIDENT

#### **Mr. Raman Madhok**

Chairman-GEA Process Engineering (India) Pvt Ltd

Former Executive President – Zuari Industries Ltd

Former Division Head – Niro A/S Denmark

### SECRETARY

#### **Mr. Dale Menezes**

Director

CMM Group of Companies

### TREASURER

#### **Mr. Shivanand V. Salgaocar**

Managing Director,

V. M. Salgaocar & Bro. Pvt. Ltd., Goa

| MEMBERS  |  |
|--|--|
| Mr. Pratapsingh R Rane,<br>Ex-MLA & Former Chief Minister of Goa<br>Sanquelim, Goa             | Ms. Kiran Dhingra, IAS<br>Retd. Chief Secretary, Govt. of Goa                          |
| Mr. Nasser Munjee<br>Chairman, Development Credit Bank   | Mr. Ashank Desai<br>Founder, Mastek Ltd., Mumbai                                       |
| Mr. Dattaraj V. Salgaocar<br>Chairman, V.M. Salgaocar Corporation<br>Pvt. Ltd, Goa             | Mr. Shrinivas V. Dempo<br>Chairman and Managing Director<br>V.S. Dempo & Co. Ltd., Goa |
| Dr. Satish Shetye.<br>Ex-Vice Chancellor,<br>Goa University, Goa.                              | Mr. Yatin Kakodkar.<br>Director, Apex Packing Products Pvt Ltd<br>Goa.                 |
| Ms. Kshama Fernandes<br>Managing Director and CEO<br>IFMR Capital, Chennai                     | Mr. Arjun Deepak Gadre<br>Managing Director<br>Gadre Marine Export Pvt.Ltd             |
| Mr. Ketan Hajarnavis<br>Founder & Managing Director,<br>ScaleFactor Consulting Labs Pvt. Ltd., | Mr. Dean Menezes<br>Director, Cosme Matias Menezes                                     |
| Ms. Swati Salgaoncar<br>President<br>V.M. Salgaocar & Bro. Pvt. Ltd. Goa                       |  |









# GOA INSTITUTE OF MANAGEMENT

Sanquelim, Poriem, Sattari, Goa-403505

Tel: 0832 2366700

Website: [www.gim.ac.in](http://www.gim.ac.in)

Email: [admin@gim.ac.in](mailto:admin@gim.ac.in)

    @gim\_goa