

IMR Doctoral Conference 2013

December 13-14, 2013

Indian Institute of Management Bangalore

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World Wide Web: <http://www.iimb.ernet.in/node/1913/>



About IMR Doctoral Conference 2013

IIMB Management Review (IMR) and the Office of the Fellow Programme in Management are co-organising the fifth annual Doctoral Students' Conference at the Indian Institute of Management Bangalore (IIMB) on **13th & 14th December 2013**. We envision an event which brings together doctoral students affiliated to institutions and universities from within and outside India for paper presentations, interactions with senior academics and researchers, and publication-oriented development in management and the social sciences.

The specific objectives of IMRDC are as follows:

- to identify and encourage novel and relevant research by doctoral students in management and the social sciences that has the highest potential to make a contribution.
- to provide a forum where insightful feedback from senior scholars within India and abroad would help improve the quality of students' work.
- to facilitate collaborative work among researchers from different institutions.

The initial submissions for the conference from earlier in the year were reviewed by a Faculty Review Committee from which a subset of papers were selected for presentation and these papers will receive comments from discussants at the conference. Among these papers, three best papers will be selected and awarded. The conference will also witness keynote sessions by noted international scholars in management and social sciences research. The keynote sessions and the best paper awards are supported this year by our corporate partners Zee Entertainment, State Bank of Mysore, and SBI Life. The Chairs for IMRDC 2013 are Prof Manaswini Bhalla, Economics and Social Sciences, IIMB and Prof Chirantan Chatterjee, Corporate Strategy and Policy, IIMB.

Background to IMRDC

With a view to informing and sensitising young scholars about rich research opportunities in the Indian context and to encourage them to pursue these opportunities, IIMB Management Review (IMR) initiated and instituted the country's first annual Doctoral Students Conference for Management Scholars in 2009. IIMB Management Review (IMR) was uniquely positioned in this endeavour by virtue of its history of over 20 years in promoting management research and its association with the Indian Institute of Management Bangalore, the premier B-school in the country.

The first IMR Doctoral Conference, IMRDC 2009, was open to a small number of select institutes (IIM Ahmedabad, IIM Bangalore, IIM Calcutta, and the Indian Institutes of Technology). In 2009, a total of 24 drafts and 20 full papers were received from the doctoral students of these institutes and a faculty committee was appointed to review and provide feedback on the papers. Finally the conference selected 10 papers for presentation and discussion at the conference. Of the 10 papers, 3 best papers were selected and recognised with awards named after the eminent academicians Dipak C. Jain (then Dean of the Kellogg School of Management at Northwestern University, Illinois, USA), Pradip N. Khandwalla (former Director, Indian Institute of Management Ahmedabad, India, and the L&T Chair Professor of Organisational Behaviour), and Marti G. Subrahmanyam (then Charles E. Merrill Professor of Finance, Economics, and International Business, Leonard N Stern School of Business, New York University, USA). The three best paper awards continued to be selected by and named after Dipak C. Jain, Pradip N. Khandwalla, and Marti G. Subrahmanyam in subsequent years till IMRDC 2012.

The IMRDC today is a benchmark event among the doctoral student community in social and management sciences in India. The format of the conference has been commended by past participants; in particular its 'one exclusive discussant per paper' has provided focussed feedback which has been beneficial to the researcher. This year the conference has received an unprecedented number of competitive submissions from doctoral students all across the country. A Faculty Review Committee shortlisted 13 papers from the submissions for presentation and discussion at the Conference. Invited discussants from universities across the world including academic institutions in India will discuss these selected papers. An additional feature of the conference this year is the poster session --introduced to enable a larger number of doctoral students to showcase their work. Keynote sessions from noted scholars will also provide inputs on the research and academic professional life benchmarked at the global frontier. We welcome you to join us in IMRDC 2013.

Invited Speakers – Profiles

Stephen J Mezas is Professor of Entrepreneurship and Family Enterprise, INSEAD, Abu Dhabi Campus. His current research focuses on cognitive and social aspects of institutional processes, especially as they relate to legal environments, the emergence of new industries, the production of culture, organisational learning processes, and cultural differences and similarities in performance evaluation. He is an active leader at the Academy of Management where he has served as both Division Chair and representative-at-large for two divisions. He is a current member of the editorial boards of *Organization Science and Strategic Management Journal*; he has previously served as an Associate Editor at *Management Science*, and on the editorial boards of the *Journal of Management* and *Administrative Science Quarterly*; he is also an ad-hoc reviewer for numerous journals. His publications have appeared in or are forthcoming in *Management Science*, *Organization Science*, *Administrative Science Quarterly*, *Strategic Management Journal*, as well as numerous other journals. (<http://www.insead.edu/facultyresearch/faculty/profiles/smezas/>)

Jagadeesh Sivadasan is Associate Professor, Business Economics & Public Policy, Stephen M. Ross School of Business, University of Michigan. He is currently (2013 – 2014) Visiting Faculty at the Indian Institute of Management Bangalore. He obtained a PhD in Economics (and an MBA) from the University of Chicago Booth School of Business. He also holds a BTech degree from the Indian Institute of Technology, Madras and a PGDM from the Indian Institute of Management, Bangalore. Prior to moving to the University of Chicago for his PhD, he worked as a financial consultant for Arthur Andersen in India.

Dr Sivadasan's work focuses on understanding firm behaviour. He uses firm and establishment level data to explore research topics in empirical IO, trade and development, with a primary research focus on the causes and consequences of differences in firm level productivity and performance. He has examined the impact on productivity of product market competition, job security regulations, offshoring, patenting, stock market participation and organisational routines. In other work he has examined the impact of sunk costs on productivity dispersion and market structure, analysed drivers of exporting behaviour, and examined the effect of financial development, tax law changes and cartel breakups on firm behaviour.

Dr Sivadasan teaches the core Applied Microeconomics course for both the Day and Evening MBA programmes, and an MBA elective on human capital management called Incentives and Productivity. He has also co-teaches a PhD course in Applied Economics.

Dr. Sivadasan has published in noted journals like *The Review of Economics & Statistics*, *American Economic Journal: Applied Economics*, and *Journal of Public Economics*. He serves as a referee for journals like the *American Economic Review* and *Journal of Political Economy* and is an invited member for the IGC Trade Research Network. He has also advised several PhD students from University of Michigan over the years.

Invited Speakers – Profiles

Devanath Tirupati is Director (In charge) and Dean (Academic), at the Indian Institute of Management Bangalore. He is also the EADS-SMI Chair Professor of Sourcing and Supply Management, Centre for Supply Chain Management, at the institute. He has a B.Tech from the Indian Institute of Technology, Madras, a PGDM from the Indian Institute of Management, Calcutta, and a Ph.D from the Sloan School of Management, Massachusetts Institute of Technology, USA.

Dr. Tirupati's primary research and teaching interests are in operations management and operations research and span a range of topics such as capacity planning, innovation and technology management, supply chain management, healthcare management, production planning and inventory control, scheduling, queuing network models of manufacturing, and off-line and on-line quality control.

Dr. Tirupati was named IBM Pre-doctoral Fellow (1985), (US) Presidential Young Investigator (1989) and received the Award for Research Excellence from the University of Texas at Austin (1990). At the Indian Institute of Management, Calcutta, he won the prestigious John Wynne Prize (1976), the Chairman's Prize (1976), the Calcutta Management Association Prize (1976), and the Institute Roll of Honour (1976). He received the Bhaba Prize (1972), Bhaba Atomic Research Centre, Bombay, and the Institute Merit Scholarship at IIT, Madras.

Dr. Tirupati has consulted with several firms both in India and the USA. Prior to moving to IIM Bangalore, Professor Tirupati has taught at IIM Ahmedabad, the University of Texas at Austin, and Melbourne Business School. He has published several papers, case studies, and book chapters. He is currently Chief Editor of *Technology, Operations and Management*. In the past he has served as Associate Editor of *Management Science*, Associate Editor of *Operations Research*, and as Area Editor of *Production and Operations Management*.

Avadhoot Jathar is a doctoral student at the Indian Institute of Management Bangalore in the Quantitative Methods area. He studies empirical quantitative marketing, structural econometrics and empirical industrial organisation, with specific interest in product variety and differentiation, variety seeking behaviour and dynamic decision making. He has been actively involved in designing a PhD level Quantitative Marketing course, titled Marketing Models and Estimation, taught by Prof Srinivasa Prakhya. He was the only doctoral student from India to be nominated for the prestigious Columbia-Duke-UCLA Workshop on Quantitative Marketing & Structural Econometrics 2013.

Message from Prof Nagasimha Balakrishna Kanagal, Editor-in-Chief, IIMB Management Review and Prof Shashidhar Murthy, Chairperson, Fellow Programme in Management (FPM), IIMB

We welcome all participants to the fifth annual IMR Doctoral Students' Conference (IMRDC) being organised jointly by IIMB Management Review (IMR), the management quarterly brought out by the Indian Institute of Management Bangalore (IIMB), and the Office of the Fellow Programme in Management, IIMB. Since its inception in 2009, the IMR Doctoral Conference has sought to showcase the most interesting and rigorous research being conducted by doctoral students in management and associated disciplines. The conference has also provided doctoral students with a forum to receive feedback on their work from discussants who are researchers and scholars of renown in institutions across India and overseas. IMRDC has featured invited talks from senior researchers on aspects of research and academic publication, and from corporate practitioners on the scope of doctoral research in management practice. The conference has grown in scope to become an international event, from being one where doctoral students from select institutes in India were invited to present their research to one where doctoral students in India and international institutions have been given the opportunity to participate.

Doctoral education in management is increasingly important to India given the increasing number of faculty needed to train future students. IIMB's Fellow Programme in Management has acquired a reputation for emphasising research, and is pleased to co-organise IMRDC.

Doctoral student research is the beginning of a fruitful research career and the IMR Doctoral Conference identifies promising research and provides some selected papers with a publication opportunity in IIMB Management Review. IIMB Management Review is an international journal published by the Indian Institute of Management in arrangement with Elsevier and is indexed on Scopus, the abstract and citation database, and is available through Elsevier's electronic service ScienceDirect®. We welcome all participants and delegates to avail of the publishing opportunities furnished by IIMB Management Review.

This year, IMRDC 2013 brings together doctoral students from institutions across India and international universities making paper and poster presentations across a range of topics in the areas of Quantitative Methods and Information Systems, Finance, Public Policy, Economics and Social Sciences, Corporate Strategy and Policy, Organisational Behaviour and Human Resources, and Marketing. The keynote lecture on 'Research on Media Industries: Metaphors for a Changing Organisational World' is being delivered by Prof Stephen Mezas of INSEAD and is being sponsored by Zee Entertainment. The Conference also features, among others, an invited talk on 'Building a Research Career' by Prof Jagadeesh Sivadasan of the Stephen M. Ross School of Business, University of Michigan, currently visiting IIM Bangalore.

We would like to thank the conference chairs, our colleagues Prof Manaswini Bhalla and Prof Chirantan Chatterjee, for chairing the conference this year. They have put together a programme which, we are sure, you will find stimulating. We would also like to thank all the doctoral scholars and delegates attending this event and look forward to enriching presentations and discussions at IMRDC 2013.

The Faculty Review Committee which reviewed the papers submitted to the IMR Doctoral Conference 2013 comprised the following faculty members from IIM Bangalore and other institutions.

- Professor V. Ravi Anshuman, Finance & Control, IIM Bangalore
- Professor Malay Bhattacharyya, Quantitative Methods & Information Systems, IIM Bangalore
- Professor Rahul De, Quantitative Methods & Information Systems, IIM Bangalore
- Professor Anubha Dhasmana, Economics & Social Sciences, IIM Bangalore
- Professor G. R. Gangadharan, Institute for Development & Research in Banking Technology [IDRBT], Hyderabad – India
- Professor Rajalaxmi Kamath, Public Policy, IIM Bangalore
- Professor Preeti Krishnan Lyndem, Marketing, IIM Bangalore
- Professor Sourav Mukherji, Organisational Behaviour & Human Resources Management, IIM Bangalore
- Professor Avinash G Mulky, Marketing, IIM Bangalore
- Professor Shashidhar Murthy, Finance & Control, IIM Bangalore
- Professor Rejie George Pallathitta, Corporate Strategy & Policy, IIM Bangalore
- Professor Amar Sapra, Quantitative Methods & Information Systems, IIM Bangalore
- Professor Chetan Subramanian, Economics & Social Sciences, IIM Bangalore
- Professor Hema Swaminathan, Public Policy, IIM Bangalore
- Professor Ritu Tripathi, Organisational Behaviour & Human Resources Management, IIM Bangalore
- Professor Anshuman Tripathy, Production & Operations Management, IIM Bangalore
- Professor Sai Yayavaram, Corporate Strategy & Policy, IIM Bangalore

IMRDC 2013 Programme Schedule

Day 1: Friday, 13th Dec, 2013

Venue: MDC Conference Room

Timings	Activity
09.00 – 10.00 am	Registration
10.00 – 10.30 am	Inauguration
10.30 – 11.30 am	Zee Entertainment Keynote Lecture on “Research on Media Industries: Metaphors for a Changing Organisational World” by Prof Stephen Mezas, INSEAD
11.30 – 11.45 am	Tea break
11.45 – 1.00 pm	Session 1: Presentation of papers (Marketing)
1.00 – 2.00 pm	Lunch (MDC)
2.00 – 3.45 pm	Session 2 & 3: Presentation of papers (Finance & Public Policy)
3.45 – 4.00 pm	Tea break
4.00 – 4.45 pm	“From Describing Data to Thinking Structurally” – Talk by Avadhoot Jathar, Doctoral student, Quantitative Methods and Information Systems, IIMB
4.45 – 6.00 pm	Session 4: Presentation of papers (Economics and Social Sciences)
7.00 – 8.00 pm	Special Dinner (MDC)

Day 2: Saturday, 14th Dec, 2013

Venue: IIMB Auditorium

9.30 – 10.40 am	Session 5: Presentation of papers (Quantitative Methods and Information Systems)
10.40 – 11.00 am	Tea break
11 am – 12 noon	“Building a Research Career – Some Lessons”-- Invited talk by Prof Jagadeesh Sivadasan, Stephen M. Ross School of Business, University of Michigan
12.00 – 1.10 pm	Session 6: Presentation of papers (Corporate Strategy and Policy)
1.10 – 2.15 pm	Lunch (MDC)
2.15 – 3.30 pm	Session 7: Presentation of papers (Organisational Behaviour/Human Resources)
3.30 – 4.30 pm	Poster presentation
4.30 – 5.00 pm	Tea break
6.00 – 6.45 pm	Valedictory Ceremony and Award Presentation Vote of thanks by Conference Chairs
7.00 – 8.00 pm	Dinner (MDC)

IMRDC 2013 Detailed Schedule

Day 1: Friday, 13th Dec, 2013

Venue: MDC Conference Room

Timings	Activity
09.00 – 10.00 am	Registration
10.00 – 10.30 am	Inauguration (Director, FPM Chairperson, IIMB Management Review Chief Editor, Chairs of IMRDC)
10.30 – 11.30 am	Zee Entertainment Keynote Lecture on “Research on Media Industries: Metaphors for a Changing Organisational World” by Dr Stephen Mezas, Professor of Entrepreneurship and Family Enterprise, INSEAD
11.30 – 11.45 am	Tea break
11.45 – 1.00 pm	Session 1: Presentation of papers (Marketing)
11.45 am – 12.20 pm	“Bargaining Order and Delays in Multilateral Bargaining with Asymmetric Sellers”, by Amit Kumar Maurya, IGIDR Mumbai. <i>Discussant: Prof. Atanu Sinha, U-Colorado</i>
12.20 – 12.55 pm	“Moderating Effect of Credibility on e-Word of Mouth via Social Media”, by Payal S Kapoor, IIM Indore. <i>Discussant: Prof. Sreelata Jonnalagedda, IIMB</i>
1.00 – 2.00 pm	Lunch (MDC)
2.00 – 2.35 pm	Session 2: Presentation of papers (Finance) “Role of Retail Investor Participation in Developing Secondary Market Liquidity for Indian IPOs”, by Arnab Bhattacharya, IIM Calcutta. <i>Discussant: Prof. Venkatesh Panchapagesan, IIMB</i>
2.35 – 3.45 pm	Session 3: Presentation of papers (Public Policy)
2.35 – 3.10 pm	“Employment Intensity and Job Market Dynamics of Female Workers under Trade Liberalisation: Analysis of Indian Manufacturing”, by Purna Banerjee, IGIDR Mumbai. <i>Discussant: Prof. Ajay Bhaskarabhatla, Erasmus School of Applied Economics</i>
3.10 – 3.45 pm	“Female Labour Force Participation and Child Education in India: Evidence from the National Rural Employment Guarantee Scheme”, by Soham Sahoo, ISI Delhi. <i>Discussant: Prof. Arnab Mukherji, IIMB</i>
3.45 – 4.00 pm	Tea break
4.00 – 4.45 pm	‘From Describing Data to Thinking Structurally’ – Talk by Avadhoot Jathar, Doctoral student, Quantitative Methods and Information Systems, IIMB

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4.45 – 6.00 pm	Session 4: Presentation of papers (Economics and Social Sciences)
4.45 – 5.20 pm	“Fiscal Policy in an Emerging Market Business Cycle Model”, by Pawan Gopalakrishnan, ISI Delhi. <i>Discussant: Prof. Chetan Subramanian, IIMB</i>
5.20 – 5.55 pm	“Mechanism Design over Matroids”, by Abdul Qadir, ISI Delhi <i>Discussant: Prof Shubhro Sarkar, IGIDR</i>
7.00 – 8.00 pm	Special Dinner (MDC)

Day 2: Saturday, 14th Dec, 2013

Venue: IIMB Auditorium

9.30 – 10.40 am	Session 5: Presentation of papers (Quantitative Methods and Information Systems)
9.30 – 10.05 am	“Sensitivity Analysis of the Newsboy Model”, by Avijit Khanra, IIM Ahmedabad. <i>Discussant: Prof. Dinesh Kumar, IIMB</i>
10.05 – 10.40 am	“Information Security in Practice: Two Case Studies from Germany”, by Abhishek Narain Singh, IIT Delhi. <i>Discussant: Prof Shankar Venkatagiri, IIMB</i>
10.40 – 11.00 am	Tea break
11 am – 12 noon	‘Building a Research Career – Some Lessons’-- Invited talk by Prof Jagadeesh Sivadasan, Stephen M. Ross School of Business, University of Michigan
12.00 noon – 1.10 pm	Session 6: Presentation of papers (Corporate Strategy and Policy)
12.00 – 12.35 pm	“Small World of Inter-firm Network – A Case of India”, by Shreya Biswas, IGIDR-Mumbai. <i>Discussant: Prof. Sai Yayavaram, IIMB</i>
12.35 – 1.10 pm	Role of Firm Ownership and Financial Leverage in Determining “Information Technology Impact on Organisational Outcomes”, by Gaurav Dixit, IIM Indore. <i>Discussant: Prof. Pranav Garg, IIMB</i>
1.10 – 2.15 pm	Lunch (MDC)
2.15 – 3.25 pm	Session 7: Presentation of papers (Organisational Behaviour/Human Resources)
2.15 – 2.50 pm	“An Empirical analysis of Impact of Corporate Characteristics on the Extent of Human Resource Related Disclosures in Annual Reports of Indian Companies”, by Surinder Kaur, FMS-Delhi University. <i>Discussant: Prof. Sourav Mukherjee, IIMB</i>

IMRDC 2013 Detailed Schedule

2.50 – 3.25 pm	“A Construal Level Perspective of Conflict Management Style”, by Divya Upadhyay, IIM Bangalore. <i>Discussant: Prof. Krishna Savani, NUS Singapore</i>
3.25 – 4.25 pm	Poster Presentation
4.25 – 5.00 pm	Tea break
6.00 – 6.30 pm	Valedictory Ceremony and Award² Presentation Chief Guest Prof. S. Raghunath, Dean – Administration Zee Entertainment Award for Best Paper – First place State Bank of Mysore Award for Best Paper – Second place SBI Life Award for Best Paper – Third place
6.30 – 6.45 pm	Vote of Thanks by Chairs
7.00 – 8.00 pm	Dinner (MDC)

² The award decision is the sole prerogative of the IMRDC Organising Committee, including the Chairs, the faculty discussants and Review Committee, and is independent of the sponsors.

1. Bargaining Order and Delays in Multilateral Bargaining with Asymmetric Sellers

Amit Kumar Maurya, Doctoral Scholar, IGIDR, Mumbai; Prof Shubhro Sarkar, IGIDR, Mumbai.

Discussant: Professor Atanu Sinha, University of Colorado

In a multilateral bargaining problem with one buyer and two heterogeneous sellers owning perfectly complementary units, we find that there exists an equilibrium which leads to inefficient delays when the buyer negotiates with the higher-valuation seller first and where players are extremely impatient. We also find that the buyer prefers to negotiate with the lower valuation seller first, except in an equilibrium where both the buyer and the lower-valuation seller choose to play strategies that lead negotiations between them to hold out.

2. Moderating Effect of Credibility on eWord of Mouth via Social Media

Payal S. Kapoor, Doctoral Scholar, IIM Indore; Prof Jayasimha K R, IIM Indore; Prof Ashish Sadh, IIM Indore

Discussant: Professor Sreelata Jonnalagedda, IIM Bangalore

With the popularity of social media, users indulge in 'electronic-word-of-mouth' (eWOM) behaviour thereby diffusing the brand-related discussions to a much larger audience. Researchers have found eWOM on social media to be capable of influencing, both, consumption-related behaviour and brand equity. This study, with the help of two factorial design experiments, understands all the aspects of credibility over moderating the influence capacity of social media eWOM. Results of our study confirm the moderating role of credibility and also suggests that social scores (social media credibility cues) may be able to compensate for legitimate expertise of source and believability of message over the social media platform. The study suggests a strong need for caution to marketers while selecting online influencers to operationalise an induced eWOM campaign.

3. Role of Retail Investor Participation in Developing Secondary Market Liquidity for Indian IPOs

Arnab Bhattacharya, Doctoral Scholar, IIM Calcutta; Prof Binay Bhushan Chakrabarti, IIM Calcutta

Discussant: Professor Venkatesh Panchapagesan, IIM Bangalore

Using a sample of 66 Indian IPOs during May 2010 and November 2011, we examine the evolution of BSE limit order book during first 20 days of aftermarket trading. We find that order imbalance is significantly negative immediately after listing, and limit order book liquidity follows U-shaped intraday pattern. We also find that initial two weeks of IPO aftermarket explains most of the variation in limit order book characteristics. Our results suggest that retail investor demand significantly explains limit order book liquidity in IPO aftermarket. However, we do not find similar effect of institutional investor demand on IPO aftermarket liquidity.

4. Employment Intensity and Job Market Dynamics of Female Workers under Trade Liberalisation: Analysis of Indian Manufacturing

Purna Banerjee, Doctoral Scholar, IGIDR, Mumbai; Prof C. Veeramani, IGIDR, Mumbai

Discussant: Professor Ajay Bhaskarabhatla, Erasmus University.

Trade liberalisation leads to technology and product mix changes in an economy which can have differential impacts for male and female workers. We analyse the impact of different channels of trade liberalisation on female employment outcomes both in terms of levels as well as dynamics. Using ASI plant level panel data job creation, job destruction and job reallocation rates for women across different industries is measured. We find that women face greater job reallocation than men across all industrial classifications. We also find that increased export orientation and global production sharing are positively associated with female employment intensity. However, increased competition in our importing sectors leads to lower female employment intensity. A similar asymmetry is also noted in the case of differential job reallocation.

5. Female Labour Force Participation and Child Education in India: Evidence from the National Rural Employment Guarantee Scheme

Soham Sahoo, Doctoral Scholar, Indian Statistical Institute, New Delhi; Prof Farzana Afridi, Indian Statistical Institute, New Delhi; Prof Abhiroop Mukhopadhyay, Indian Statistical Institute, New Delhi

Discussant: Professor Arnab Mukherji, IIM Bangalore

We exploit the implementation of India's National Rural Employment Guarantee Scheme to identify exogenous shifts in mothers' labour force participation and its impact on their children's educational outcomes. Using child level panel data, we find that mother's participation in the labour force results in almost two additional months of attendance in a school year by her children and reduces the gap between a child's actual and ideal grade by more than a quarter. These effects are robust for less landed households and for girls. We find evidence of greater household decision-making power of working mothers as an explanation of our results.

6. Fiscal Policy in an Emerging Market Business Cycle Model

Pawan Gopalakrishnan, Doctoral Scholar, Indian Statistical Institute, New Delhi; Prof Chetan Ghate, Indian Statistical Institute, New Delhi; Prof Suchismita Tarafdar, Shiv Nadar University, UP.

Discussant: Professor Chetan Subramanian, IIM Bangalore

We propose a model of the Indian business cycle that captures some of its key stylised facts. To do this, we write out a small open economy (SOE) real business cycle model along the lines of Neumeyer and Perri (2005) with one crucial addition: we augment their framework by incorporating fiscal policy. Our model suggests that incorporating fiscal policy into an otherwise standard emerging market business cycle model enables us to qualitatively replicate most of the features of the Indian business cycles and the business cycles of some other emerging market economies.

7. Mechanism Design over Matroids

Abdul Quadir, Doctoral Scholar, Indian Statistical Institute, New Delhi

Discussant: Professor Shubhro Sarkar, IGIDR-Mumbai.

We consider a mechanism design problem over a matroid and connected graph in quasi-linear and private value environment where we endow the alternatives set with some structure. We show that if a mechanism is anonymous in utility, individually rational and monotone, then it is efficient mechanism. We also show different applications of our general result of matroid in many auction formats and queuing problem.

8. Sensitivity Analysis of the Newsboy Model

Avijit Khanra, Doctoral Scholar, IIM Ahmedabad; Prof Chetan Soman, IIM Ahmedabad

Discussant: Professor Dinesh Kumar, IIM Bangalore

Sensitivity analysis is an integral part of inventory optimisation models due to uncertainty associated with estimates of model parameters. Though the newsboy problem is one of the most researched inventory problems, very little is known about its robustness. We study sensitivity of expected demand-supply mismatch cost to sub-optimal ordering decisions in the newsboy model. Conditions for symmetry (skewness) of cost deviation have been identified and magnitude of cost deviation is demonstrated for normal demand distribution. We found the newsboy model to be sensitive to sub-optimal ordering decisions, much more sensitive than the economic order quantity model.

9. Information Security in Practice: Two Case Studies from Germany

Abhishek Narain Singh, Doctoral Scholar, IIT Delhi; Prof Johann Kranz, University of Goettingen, Goettingen, Germany ; Prof Arnold Picot, Ludwig-Maximilians-University, Munich, Germany; Prof M P Gupta, IIT Delhi

Discussant: Professor Shankar Venkatagiri, IIM Bangalore

While modern day organisations are adopting emerging IT/ICT mediums to conduct businesses in a more productive and efficient way, securing business information and organisational information assets have remained a persistent challenge for them. One plausible reason for this is considering information security as a technical issue and applying various tools/techniques at operational level to deal with this challenge, while ignoring its core strategic and tactical aspects. This paper aims to investigate various Information Security Management (ISM) practices in two medium-size German IT-software development and services companies. Using multi-case study design, the study adopts qualitative research approach by conducting semi-structured interviews across the hierarchy in the selected companies. Learning derived from the cases could have implications for managing information security in organisations.

10. Small World of Inter-firm Network – A Case of India

Shreya Biswas, Doctoral Scholar, IGIDR, Mumbai

Discussant: Professor Sai Yayavaram, IIM Bangalore

This paper empirically attempts to understand the small world feature of underlying inter-firm network formed by interlocking directorates in India and whether ownership structure can play a role in determining the network structure. It finds that standalone firms are more likely to constitute isolated nodes in the network vis-a-vis group firms. The study also highlights the role of availability of network information and diversity of non market information given by network properties of average path length and clustering coefficient respectively in a firm's decision to acquire. It finds a negative relation between average path length and probability of acquisition, while clustering only appears to be negatively related for group firms in India.

11. Role of Firm Ownership and Financial Leverage in Determining Information Technology Impact on Organisational Outcomes

Gaurav Dixit, Doctoral Scholar, IIM Indore; Prof Prabin Panigrahi, IIM Indore

Discussant: Professor Pranav Garg, IIM Bangalore

This study seeks to extend our understanding of research in business value of Information Technology (IT) by adopting contingency theory perspective. We conducted an empirical study using data of 459 Indian firms over a period of 2007-2010. Results of our study revealed that IT investments enable firms in reducing their cost of operations, without contingencies related to firm ownership and financial leverage. However, impact of IT investment in improving profit is contingent on firm ownership such that the impact decreases for POEs, FIEs and SOEs in that particular order. This study contributes by examining firm ownership and financial leverage as contingent contextual factors and reveals that impact of IT is either contingent or non-contingent subject to the specific organisational outcome under consideration.

12. An Empirical analysis of Impact of Corporate Characteristics on the Extent of Human Resource Related Disclosures in Annual Reports of Indian Companies

Surinder Kaur, Doctoral Scholar, FMS, Delhi University; Prof A. VenkataRaman, FMS, Delhi University, Prof. Monica Singhanian, FMS, Delhi University

Discussant: Professor Sourav Mukherji, IIM Bangalore

Human resource disclosures are mostly voluntary in nature resulting in discrepancy in the HR disclosure practices across companies and industries. The paper seeks to examine the extent of HR disclosures in annual reports of Indian listed companies and identify their determinants in a three stage analysis. The study reveals that there is high variation among sample companies as regards HRDI (Human Resource Disclosure Index). The results of descriptive analysis, correlation analysis and multivariate regression analysis established that Government's participation in ownership and market capitalisation has positive significant effect on the HRDI at 1%. Though contrary to expectations, other variables - leverage, ownership

concentration, type of auditor, age, complexity of business structure and industry affiliation - are found to have moderate though insignificant influence on HRDI.

13. A Construal Level Perspective of Conflict Management Styles

Divya Upadhyay, Doctoral Scholar, IIM Bangalore; Prof Kanchan Mukherjee, IIM Bangalore
Discussant: Professor Krishna Savani, NUS Singapore

Construal level theory suggests that adopting a distal versus proximal psychological perspective changes the way people think and behave. Psychological proximity induces low level, concrete and contextualised mental construals while psychological distance induces high level, abstract and stable construals. This article shows the systematic effect of construal level thinking on preferred routes to conflict management. We find systematic correlations between construal thinking and co-operative vs. competitive approaches to conflict management. Three studies explore the psychological processes that lead to preferences in conflict management styles, mediated by two distinct processes. Relationship between construal levels and cooperative conflict management styles was found to be mediated by perspective taking and empathic concerns while relationship between construal levels and competitive management styles was mediated by impulsivity and aggression.

Registration Fees: Doctoral Students: Rs 2500/-* ; Faculty: Rs 3500/-**

The registration fees include lunch, dinner and tea on the 13th and 14th December. Delegates are advised to register at the earliest for the conference to avail of our early bird discount (see footnote), though we will also register delegates on the morning of the conference. Delegates may use the Registration Form for the purpose of registration.

Contact Us

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Conference Logistics

For any enquiries please contact the IMRDC secretariat at the address below.
 All email queries should bear the subject line: IMRDC 2013

Vilasini V / Shobha R Kaveri / Lakshmana C

IMRDC Secretariat / IIMB Management Review
 Indian Institute of Management Bangalore
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 Email: imrc@iimb.ernet.in
<http://www.iimb.ernet.in/node/1913/>

* Early bird concession of Rs 500/-. Payment through cheque / DD for Rs 2000/- along with registration form should reach this office latest by Dec 1, 2013

**Early bird concession of Rs 500/-. Payment through cheque / DD for Rs 3000/- along with registration form should reach this office latest by Dec 1, 2013

Important Phone Numbers

How to reach IIM Bangalore – Maps and Directions

<http://www.iimb.ernet.in/contactus/reaching-iimb>

Important Phone Numbers

24 Hour Nursing Assistance Helpline: + 91 9916333996

IIMB Health Centre: 26993066/ +91 9880292652

Dr Ravikumar K R (resident medical officer): +91 9620366641
(Consultation hours 10 am to 1 pm and 3 pm to 5 pm)

IIMB Reception: 26993070

IIMB Security (Main Gate): 26993244

IIMB Hostel Office: 26993390/ 26993392

IIMB Hostel Security: 26993314

IIMB Hostel Security K Block: 26992569

IIMB MDC Reception: 26993259/ 3443/ 3444

IIMB Map

