IIM KASHIPUR

ANNUAL REPORT

FY 2024-25

INDIAN INSTITUTE OF MANAGEMENT KASHIPUR

TABLE OF CONTENTS

ABOUT US

The Indian Institute of Management Kashipur is a second-generation IIM set up by the Government of India in 2011. It aspires to achieve excellence in management education by using innovative teaching methods, promoting high quality research and practicing sustainable leadership.

Celebrating more than fourteen years of serving the education and management sector, IIM Kashipur is committed to its four core values: collegiality, transparency, green consciousness, pro-active engagement with all stakeholders. The institute believes that as an institution of national importance, it has a larger role to play in the field of management education and social transformation. Our strategic goals include improvement of the academic ecosystem; synergy between educational theory, practice and research; promotion of innovation, entrepreneurship and public service; empowerment of local stakeholders; upliftment of economically challenged sections of the society; and gender diversity.

The institute is bestowed with the stunning beauty of nature, lending a wholesome experience to academic rigour. The 200-acre campus situated just 25 kms away from Jim Corbett National park, spreads loudness and cheers in the serene town of Kashipur, nested in the lap of Himalayas. The institute is also situated in one of the densest industrialized districts with more than 180 ventures that have set up their plants in and around the region. This strategic geographical positioning provides a vantage point for IIM Kashipur when it comes to 'Learning by Doing' through regular industry interaction and live projects.

IIM Kashipur is a student driven campus – from placements to functional work, from academic to non-academic activities, there is a student body for each discipline. The students organize various flagship programmes such as Agnitraya – the annual cultural fest; TEDx; Management Conclave; Uttishtha – the annual entrepreneurship summit; Tejas – Leadership Talk Series and the MBA lecture series.

The institute has a strong student exchange programme. It has secured several tie-ups with leading management institutes across the world such as Aalborg University, Denmark; Alba Graduate Business School, Greece; ESDES, Lyon, France; Tel Aviv University, Israel; University of Lima, Peru; Woosong University, South Korea; Linnaeus University, Sweden; Soochow University, Taiwan; Salford University, UK; FPT, Vietnam; Asian Institute of Technology, Thailand; and CTBC Business School, Taiwan. IIM Kashipur is a member of the AACSB (Association to Advance Collegiate Schools of Business) and EQUIS (EMFD Quality Improvement System).

The institute has a rich alumni network that boasts young management professionals from diverse backgrounds. They all have played an instrumental role in keeping up the brand equity of the institute. They actively engage in sharing their rich experiences, providing live projects, Internships and placements. IIM Kashipur cherishes its lifelong relationship with every alumni.

The institute is manned by a committed staff group that works relentlessly to keep the campus and each office functioning to the best of their capacity while serving the stakeholders. Most of our staff have contributed a substantial amount of time and effort in creating and taking IIM Kashipur ahead.

The Institute has state-of-the infrastructure with lush green surroundings, fully connected world-class classrooms, student-run-mess, cafeterias, a canteen, a bank, ATMs, a grocery shop, a gymnasium, amphitheatres, a multi-story library, wi-fi enabled academic blocks, air-conditioned hostels for students, playgrounds & open areas, and a beautiful lake with calm and serene atmosphere.

IIM Kashipur takes pride in constantly striving to adhere to global standards and has a strong policy framework for the same that addresses needs of all stakeholders.

The Institute's motto is *'Learning by Doing'*.

Vision

To be an Institute of eminence that fosters management research and education and develops leaders for creating positive societal impact in a changing world.

Mission

The institute strives to create and disseminate knowledge through applied and interdisciplinary research and practices in emerging areas of management. The institute develops socially conscious, competent, and ethical business leaders and researchers capable of critical thinking, innovation, and entrepreneurship while being inclusive and focusing on both regional development and internationalisation.

Core Values

COLLEGIALITY

PRO-ACTIVE ENGAGEMENT WITH ALL STAKEHOLDERS

GREEN CONSCIOUSNESS

TRANSPARENCY

BOARD OF GOVERNORS

Board of Governors of IIM Kashipur as of 31st March 2025

Shri Sandeep Singh
Interim Chairperson, BoG, IIM Kashipur
Author and Independent Director

Smt. Radha Raturi
Chief Secretary, Uttarakhand Government
Uttarakhand Government Representative

Shri P.K. Banerjee
JS (Mgt & MC & Scholarship)

Ms. Vibha Malhotra
(01st April 2024 – 21st Oct 2024)
Director, Confederation of Indian Industry

Shri Arvind Mahajan
Founding Member of IIMPACT,
and renowned Management Consultant

Shri N.K. Mishra
IPS, SK-88, Retd.

Prof. Kirti Sharda
Faculty in Organizational Behaviour Area,
IIM Ahmedabad

Prof Somnath Chakrabarti
Director (I/c) & Dean (Academics),
IIM Kashipur

Prof Kunal K Ganguly
Dean (Development),
IIM Kashipur

Mr. Atul Kumar Shrivastava
(I) Secretary to BoG,
IIM Kashipur

From the Chairperson's Desk

Dear Stakeholders,

It is with great pride and heartfelt appreciation that I reflect on the outstanding milestones achieved by IIM Kashipur. Securing and consistently maintaining a position among the top 25 in the NIRF rankings from 2022 to 2024 is a testament to the relentless pursuit of excellence by the entire IIM Kashipur community. This achievement is a reflection of our continuous dedication, resilience, and commitment to academic and operational brilliance. Our core emphasis on experiential learning, industry workshops, and highly tailored course structures showcases our dedication to producing industry-ready professionals. Our expansion into executive education, online programs, and international collaborations further highlights our adaptability to the changing dynamics of education.

I am especially delighted to announce our exceptional research performance, which has been evident in a significant increase in citations and the publication of numerous articles in esteemed journals. This reflects the steadfast dedication of our faculty members to the creation and dissemination of knowledge, which has contributed to the institute's burgeoning reputation on the global academic stage. Our students' engagement in dynamic learning processes is a clear reflection of the impact of the robust education system and research followed at IIM Kashipur.

Our commitment to diversity and inclusion remains at the core of our mission. The increasing gender diversity in our programs underscores our dedication to creating an empowering and balanced educational environment. It is noteworthy that female representation at IIM Kashipur has risen from 35% in 2023 to 42% in 2024, marking an approximate 7% increase compared to the previous year. Furthermore, through scholarships and financial aid, we ensure that economically and socially challenged students face no barriers in their pursuit of excellence.

The recent visit of the Hon'ble Governor of Uttarakhand to IIM Kashipur for the inauguration of the Uttarakhand Cell marked a defining moment in our journey. The recognition of IIM Kashipur as an integrating force among leading academic institutions, and emphasis on inclusivity in management and youth-led digital transformation, reaffirm our role in driving Uttarakhand's vision of progress and empowerment. The institute's emphasis on innovation and entrepreneurship has also yielded results, as the Design Innovation Centre and the Foundation for Innovation and Entrepreneurship Development (FIED) are among the initiatives that have been instrumental in the cultivation of entrepreneurial talent.

In our onward journey, I firmly believe that with the continued support of the Ministry of Education, the Government of Uttarakhand, our Board of Governors, and the broader community, IIM Kashipur will continue to reach greater heights in education. Our vision for inclusivity, academic excellence, and innovation will drive us further. I want to express my gratitude to the faculty, staff, students, alumni, and stakeholders for their relentless dedication. Together, we are nurturing a legacy that will endure and inspire for years to come.

Best Regards,
Sandeep Singh
Interim Chairperson, IIM Kashipur

From the Director's Desk

IIM Kashipur began its journey in 2011 as a second-generation IIM, envisioned to foster academic rigor while aligning with evolving industry trends. Our mission extends beyond academics as we aim to drive social transformation and promote entrepreneurship and inclusive growth. Today, we are on an upward trajectory, focusing on holistic development for both the institute and our stakeholders. This commitment not only enhances our educational offerings but also strengthens our role in the community and the broader economy.

It is with pride that I present a note on our notable achievements for the year 2024-25.

Research:

In the past year, the institute has continued to advance its research agenda across diverse academic disciplines, fostering innovation, collaboration, and real-world impact. The institute has engaged in groundbreaking projects, securing competitive grants and publishing in high-impact journals. Strategic partnerships with industry and international institutions further enhanced the scope and visibility of our research. Emphasis was also placed on interdisciplinary initiatives, supporting the development of solutions to complex global challenges. The institute has published 22 research publications in ABS Category-3 journals, 17 research publications in ABS Category-2 journals, 13 research publications in ABS Category-1 journals, 2 research publications in ABDC Category-A* journals, 31 research publications in ABDC Category-A journals, 23 research publications in ABDC Category-B journals & 5 research publications in ABDC Category-C journals. A total of 72 research papers were published by the institute in different reputed journals in the year 2024-25.

Doctoral Program:

The Doctoral Programme at IIM Kashipur continues to grow, In 2024, 15 scholars have been admitted compared to 9 in the previous year, reflecting a 66.7% increase. Of the new cohort, 26.7% are female candidates. The total Ph.D. scholar strength stands at 52 as of March 2025, with representation across nine academic areas, and a gender distribution of 34 males and 18 females. Category-wise, 36 are from the General category, 8 from EWS category, 6 from NC-OBC & 2 from SC category. In April 2024, seven Ph.D. scholars graduated. The Executive Fellow Programme in Management (EFPM) currently has 10 candidates, all of whom have completed their internal thesis defense and are awaiting final evaluation. Eight EFPM scholars graduated in April 2024.

MBA & MBA (Analytics) Programme:

IIM Kashipur offers a two-year full-time residential MBA programme that emphasizes academic rigour, leadership development, and experiential learning. The curriculum is spread over six terms, with foundational core courses in the first year and a diverse range of electives and industry workshops in the second. The MBA batch of 2024–26 comprises 281 students from 25 states/UTs (207 males and 74 females) from varied academic backgrounds, including engineering, commerce, science, arts, and other disciplines. Notably, 62.6% of students have prior work experience. The institute promotes diversity and inclusion across gender, academic disciplines, and socio-economic backgrounds, with students admitted through a comprehensive selection process, involving CAT scores, Written Aptitude Test, Personal Interview, academics, work experience, and diversity factors. In 2024-25, MBA scholarships were awarded under three categories: merit-based, need-based, and need-cum-merit based, ensuring financial support for 44 deserving candidates.

The MBA (Analytics) at IIM Kashipur is a two-year full-time residential programme tailored for aspiring leaders in data analytics. It integrates core management principles with advanced analytical tools to address modern business challenges. The curriculum spans six terms, with a blend of management and analytics core courses in the first year, followed by specialized electives and a dissertation in the second year. The 2024–26 batch admitted 165 students from 20 states/UTs, with a significant gender diversity—over 71% are female. Students come from both engineering and non-engineering backgrounds, and nearly 67% have prior work experience. The programme offers an extensive list of electives across multiple domains and features industry-led workshops to bridge theory and practice. The institute supports deserving candidates through need-based, merit-based, and need-cum-merit based scholarships. Twenty-two MBA Analytics students received scholarships in 2024–25.

EMBA (Dehradun):

The Executive MBA (EMBA) is a rigorous two-year, weekend-based postgraduate program designed for mid and senior-level working professionals seeking to enhance their leadership and management skills without interrupting their careers. With a focus on real-world application, peer learning, and industry-relevant projects, the EMBA equips participants with strategic, analytical, and digital capabilities needed to thrive in a competitive global business environment. The programme includes core courses, a wide range of electives across domains, and a capstone simulation, fostering holistic development. The 2024–26 batch comprises 40 experienced professionals from diverse industries, offering a rich learning environment driven by collaboration and practical insights.

EMBA (Analytics):

The two-year EMBA (Analytics) program at IIM Kashipur is designed for working professionals and entrepreneurs to enhance their management and analytics skills without leaving their jobs. Delivered through weekend online classes and campus immersions, the program covers a rigorous curriculum blending management and analytics core courses with a wide range of electives, industry workshops, and practical learning. The 2024-26 batch comprises a total of 62 participants from diverse educational backgrounds, primarily IT and engineering. The program emphasizes critical thinking, innovation, and applied analytics to prepare leaders capable of driving data-driven business solutions across industries, particularly IT, banking, and consulting. An early exit option after the first year allows participants to earn a Postgraduate Certificate in Business Analytics, with the flexibility to complete the full MBA within four years.

Scholarships:

In addition to institute-sponsored scholarships, IIM Kashipur students benefit from various Government of India and external financial aid schemes. In 2024–25, a total of 91 students received scholarships under central government schemes, including the Central Sector Scholarship Scheme for SC students, the National Fellowship for ST students, and the PM Yasasvi Scheme for OBC, EBC, and DNT students. Another 13 students were supported through state government initiatives such as the Mukhya Mantri Protsahan Yojana (Himachal Pradesh), the Post-Matric Scholarship (Delhi), and others. Furthermore, 13 students received private sector support from organizations like IDFC First Bank, the

Ratanlal Kanwarlal Patni Foundation, and the Jana Devi Mall Scholarship. These comprehensive funding options ensure equitable access to quality education for all deserving students.

Experiential Learning:

The Experiential Learning (EL) Initiative at IIM Kashipur, launched in 2019, aims to bridge the gap between academic learning and real-world social impact by immersing students in live consulting projects across Uttarakhand. Engaging 284 students across three domains—Environmental Sustainability, Rural Business Practices, and MSMEs—the programme partnered with 73 organisations, enabling fieldwork in diverse regions. Students tackled challenges in sustainability, rural livelihoods, and enterprise development, with notable collaborations including Namakwali and Akums Pharmaceuticals. High-performing projects were recognised at a felicitation ceremony in February 2025, while media initiatives like the "EL Experience" campaign and the 'EL Unplugged' podcast amplified the programme's visibility. EL continues to shape socially conscious business leaders through hands-on, community-focused learning.

International Relations & Consultancy:

IIM Kashipur has significantly expanded its global engagement and consulting initiatives. The International Relations Committee (IRC) successfully organized its flagship Model United Nations (MUN) event offline for the first time in six years, drawing 90 registrations. On the academic front, 09 students participated in long-term exchange programs with institutions in Greece, South Korea, Latvia, and Peru, while two short-term exchange programs with ALBA Graduate Business School in Greece saw the participation of 57 students, including executive MBA students for the first time. The institute also established a new partnership with Rabat Business School, Morocco, and renewed collaborations with Coller University and University of Lima. Discussions for further partnerships are underway with institutions in Brazil, the UK, Portugal, and Nigeria. On the consulting side, the institute undertook key projects including a ₹24.5 lakh government assignment evaluating the Interest Equalization Scheme, a ₹23.4 lakh market survey with the Forest Conservation Department, and a ₹10 lakh optimization project for a Saudi Arabian dairy firm—highlighting IIM Kashipur's growing influence in policy and industry consultancy.

Executive Education / MDP:

IIM Kashipur continues to strengthen its position as a leading provider of Executive and Management Development Programs (MDPs), catering to the evolving needs of professionals and organizations. In 2024–25, the institute conducted a series of customized MDPs for renowned organizations such as GAIL, IOCL, PowerGrid, Petronet LNG, Max Healthcare, and RWS Group, covering areas like strategy, leadership, communication, and women empowerment. Notably, three Nurturing Future Leadership Programs were held under the Malaviya Mission Teacher Training Programme, aimed at faculty development across Indian institutions. In the domain of online executive education, IIM Kashipur, in collaboration with partners like Times Edutech, Nulearn, Teamlease, NSE Academy, and others, offered a variety of one-year Post Graduate Certificate Programs and short-duration Executive Development Programs spanning domains such as operations, supply chain, marketing, HR analytics, and finance. A significant milestone was the launch of a cutting-edge program on Net Zero Strategy and Sustainability Leadership in collaboration with pManifold EV Academy, addressing emerging areas like clean energy, ESG, and carbon markets. Additionally, the flagship Executive Post Graduate Diploma in Business Management (PGDBM), a 14-month blended program for mid-career professionals, enrolled 34 participants in its inaugural batch, with the second batch scheduled to commence in September 2025. These initiatives reflect IIM Kashipur's commitment to equipping professionals with future-ready skills and promoting lifelong learning through robust industry-academia collaborations.

Centres of Excellence:

IIM Kashipur operates three centres of excellence, namely Foundation for Innovation and Entrepreneurship Development (FIED), Design and Innovation Centre (DIC) and Centre of Excellence on Public Policy and Government (CoEPPG).

Foundation for Innovation and Entrepreneurship Development (FIED) and Design and Innovation Centre (DIC) organise year-round activities around Innovation & Entrepreneurship with the active support of students' entrepreneurship cells while Centre of Excellence on Public Policy and Government (CoEPPG) drives impactful research and capacity-building in critical areas of public policy and governance.

FIED:

The Foundation for Innovation and Entrepreneurship Development (FIED), the incubation arm of IIM Kashipur, has continued its significant contributions to India's entrepreneurial ecosystem in 2024–25. Established in 2018, FIED has supported over 200 startups across sectors such as agriculture, clean tech, healthcare, logistics, and social impact, disbursing ₹15.6 crore in seed funding and facilitating ₹350+ crore in venture investments. Under key programs like RKVY-RAFTAAR, Startup India Seed Fund Scheme, GENESIS, and WEP, FIED has nurtured high-impact startups such as GreenPod Labs and DigiStay, while also training over 400 rural entrepreneurs and SHG members. During FY 2024–25, FIED launched Sahas & Saksham 6.0, granting ₹60 lakhs to 7 agri-startups, conducted business planning workshops for 51 rural entrepreneurs, and trained 78 officials through its Training of Trainers (ToT) programs under REAP. FIED earned a 4-star rating under the Institution's Innovation Council (IIC) for the second year running and signed a significant MoU under the Devbhoomi Udyamita Yojana to drive entrepreneurship across Uttarakhand's higher education institutions. Other notable initiatives included entrepreneurial bootcamps, leadership workshops, the VIKAS training program for professionals, and successful hosting of Uttishtha'25, IIM Kashipur's flagship entrepreneurship summit, which engaged over 10,000 participants. FIED's collaborative efforts continue to foster grassroots innovation, youth-led ventures, and sustainable enterprise development across rural and urban India.

DIC:

The Design Innovation Centre (DIC) at IIM Kashipur, known as 'Navaashay', made remarkable strides in FY 2024–25 in advancing design-led innovation, particularly across the Himalayan and Tier-2/Tier-3 educational ecosystems. Through its flagship initiative HELP (Himalayan Education Learning Program), Navaashay conducted eight immersive design thinking workshops, reaching over 600 students and 30 educators across Uttarakhand and Uttar Pradesh. These workshops cultivated creativity, empathy, and problem-solving among school and college students, with notable sessions at Gyanarthi Media College, Welham Girls' School, and RAN Public Schools. The centre also introduced Cinematic Design Thinking to media students, and hosted AVISHKAR 3.0, a state-level robotics challenge engaging 155 students from 15 schools, promoting

STEM and interdisciplinary innovation. Its flagship event, AVINYA – National Design Thinking Conclave 2025, brought together industry experts from McKinsey, Tata Motors, and Akirah Analytics to explore real-world applications of human-centered design. Additionally, DIC hosted 41 CBSE principals from 9 states for an exposure visit, strengthening outreach and alignment with NEP 2020. These initiatives reaffirm DIC's mission to bridge design education and real-world problem-solving, fostering a generation of socially aware and innovation-driven learners. Looking ahead, Navaashay aims to deepen its impact through strategic collaborations with national missions and local stakeholders.

CoEPPG:

In FY 2024–25, the Centre of Excellence on Public Policy and Government (CoEPPG) at IIM Kashipur advanced its role as a key policy research and capacity-building institution. It completed a major ICSSR-funded study on the Sukanya Samriddhi Yojana across four northern states, highlighting the scheme's positive impact on girls' education, financial inclusion, and community awareness, especially among disadvantaged groups. The Centre also finalized a national evaluation for the Ministry of Housing and Urban Affairs under the SAAR Sameksha Series, examining how consulting firms contributed to the implementation of the Smart Cities Mission through their roles as Project Management Consultants. Through these initiatives, CoEPPG strengthened its contribution to evidence-based policymaking, inclusive development, and public sector innovation.

NIRF:

IIM Kashipur's journey in the NIRF Management Rankings reflects a blend of progress, resilience, challenges, and steady improvement over the years. The institute made a strong debut in 2016 at the 21st position, rising marginally to 20th in 2017. This was followed by a period of decline, with rankings slipping to 22nd in 2018, 25th in 2019, and 33rd in 2020, where it remained in 2021. In 2022, however, the institute staged an impressive comeback, moving up 10 places to 23rd, and further advancing to 19th in 2023. In 2024, IIM Kashipur stood at 23rd and retained the same position in 2025 with a total score of 61.74, an improvement over the previous year's 60.82.

An analysis of the score differentials highlights the potential for upward mobility. For the top 10 institutions, the score gap is 12.66 points, while those ranked 11–20 is separated by just 5.84 points. The margin narrows even further to 1.94 points for institutes ranked 21–30. This indicates that IIM Kashipur, currently placed consistently at 23rd, demonstrates stability while also holding strong potential to climb higher in the coming years, given the relatively narrow score gap within its bracket.

Placements:

IIM Kashipur continues to strengthen its corporate relations and expand placement opportunities, with the final placements for the MBA and MBA (Analytics) batch of 2023–25 seeing active participation from top recruiters across sectors such as BFSI, Consulting, Technology, and Analytics. Companies like ICICI Bank, Amazon, Deloitte, PwC, Accenture, and Tiger Analytics offered diverse roles, resulting in a highest CTC of ₹33.00 LPA, an average of ₹14.60 LPA, and a median of ₹14.50 LPA. Summer placements for the 2024–26 batch also saw strong participation from leading firms including Tata Capital, Capgemini, and Puma. The Institute deepened industry engagement through its Samanvaya and Perennial conclaves, hosting leaders from UltraTech Cement, HCL Tech, Pfizer, and more. Students excelled in prestigious competitions, emerging as international and national winners in events hosted by Onyx Data, Reliance Retail, Schneider Electric, Accenture, and Mondelēz. These remarkable achievements highlight the competence, creativity, and problem-solving ability of our students, further cementing IIM Kashipur's growing reputation on national and global platforms.

Admissions:

For the 2024-25 academic session, IIM Kashipur successfully completed admissions across its flagship MBA, MBA (Analytics), and PhD programs, reflecting significant growth and diversity. The MBA program admitted 292 students, with a notable 22.58% increase in female enrolment and over half the batch possessing more than one year of work experience. The MBA (Analytics) batch, with 165 students, set a record with 71.5% female candidates, highlighting the institute's commitment to gender diversity. Both programs demonstrated strong discipline diversity, with most non-engineering students, and representation from across India. The PhD program admitted 15 scholars across eight academic areas, with a quarter being female and nearly half bringing relevant work experience. These

trends underscore IIM Kashipur's emphasis on inclusive, experienced, and academically strong cohorts, supported by a rigorous selection process involving CAT/GMAT scores, academic records, and interviews conducted in collaboration with other IIMs. The 2024-26 batches across all programs at IIM Kashipur show enhanced gender diversity, work experience, and discipline diversity. The MBA (Analytics) program achieved a record female enrollment, while the MBA batch continued to see a healthy balance between engineering and non-engineering backgrounds. The PhD program also expanded in size and diversity, maintaining rigorous academic standards.

Finance:

The Institute has been operating solely on its internally generated funds to meet both its funds and capital expenditure requirements since FY 2019-20.

Despite these constraints, the Institute has once again delivered a strong financial performance. During FY 2024–25, the Institute recorded a consolidated gross income of ₹118.75 crores, marking a significant increase from ₹96.47 crores in FY 2023–24. A major contributor to this growth has been the Internal Revenue Generation (IRG), which stood at ₹109.51 crores, up from ₹89 crores in the previous financial year—an impressive 23.06% year-on-year increase.

The gross revenue expenditure for the year amounted to ₹82.99 crores, which includes a depreciation expense of ₹14.15 crores. In addition, the Institute incurred ₹23.14 crores on the creation of capital assets, which includes ongoing campus construction and infrastructure development.

As of the end of FY 2024–25, the total corpus stands at ₹120.51 crores, with ₹112.31 crores invested in Fixed Deposit Receipts (FDRs).

The excess of income over expenditure can primarily be attributed to increased academic receipts driven by higher student enrolment. The Institute remains debt-free and continues to generate sufficient cash flows to meet its operational and capital requirements.

This robust financial position has been made possible due to the collective and sustained efforts of all stakeholders involved in the Institute's growth and development.

Works:

In the financial year 2023-2024, the institute initiated several infrastructure projects aimed at enhancing the living and working conditions for our staff and students. We began constructing a new faculty residence, having a capacity of 24 flats. This project is nearing completion and is expected to be ready for allocation by the end of July 2025. In the financial year 2024-2025, the institute also commenced constructing a boundary wall for second plot, which has now been completed.

The Annual Report reflects IIM Kashipur's continued progress on its path of holistic development. We are deeply grateful for the unwavering support of the Ministry of Education, Government of India, and the Government of Uttarakhand.

I extend my sincere appreciation to the Chairperson and Members of the Board of Governors, as well as our Deans, Programme Chairs, Activity Heads, Faculty, Staff, and administrative teams for their dedication and commitment.

We are also thankful for the strong collaboration with the district & local administration, the Municipal Corporation of Kashipur, and the business community, whose active involvement significantly enhances the reach and impact of our initiatives.

As we move forward, IIM Kashipur remains steadfast in its commitment to societal contribution and service to humanity, while recognizing the invaluable role our diverse stakeholders play in shaping a strong and inclusive institution.

Thank you all for your continued support.

Prof. Neeraj Dwivedi
Director

Master of Business Administration Programme

Programme Structure And Curriculum

Master of Business Administration Programme: IIM Kashipur provides a two-year full-time residential Master of Business Administration (MBA) programme with all the salient features of a world-class management education delivered using relevant andragogy. The MBA, being the flagship programme of the Institute, is the main instrument to achieve this mission. The MBA is a two-year, full-time residential programme. The rigorous curriculum seeks to instil a passion for knowledge and the ability to apply that knowledge to real-life scenarios. The programme lays emphasis on all-round personality development and inculcates the values of leadership and integrity. The programme offers a wide range of interesting courses and activities facilitated by outstanding faculty members who consistently engage with students. The course structure is designed so that students are encouraged to think out of the box, emphasising critical thinking, innovation, experiential learning, and entrepreneurship. It also challenges them to achieve high levels of excellence and offers opportunities to become future business leaders.

Curriculum

The MBA programme is divided into six terms: three in the first year and three in the second year. Each term is of around twelve weeks in duration. In the first three terms (I, II, and III), all the core courses are covered, which are designed to build a common foundation of management theory. During the summer internship the participants get an opportunity to build a practical perspective of whatever they have learned in the classroom and warm themselves up for deeper insight through elective and self-study courses in the second year.

MBA Batch 2024-26 (Core Courses)					
S No.	Term	Area/ Center	Course	Credit	Hour
1	I	OB-HR	Organizational Behaviour	0.5	12.5
2	I	Operations-DS	Business Statistics	1	25
3	I	Finance-Accounting	Financial Accounting	0.5	12.5
4	I	Finance-Accounting	Financial Markets	0.5	12.5
5	I	Economics	Microeconomics	1	25
6	I	Marketing	Marketing Management I	1	25
7	I	IT & Systems	Workshop- Computational Tools for Business	0.5	12.5
8	I	Communication	Workshop- Written and Oral Communication	0.5	12.5
9	I		Workshop- Critical Thinking/ Interpersonal Skills	0.5	12.5
Term Total				6	150

S No.	Term	Area/ Center	Course	Credit	Hour
1	II	Operations-DS	Decision Modelling	1	25
2	II	OB-HR	Organizational Design	0.5	12.5
3	II	IT & Systems	Management Information Systems	1	25
4	II	Finance-Accounting	Corporate Finance	1	25
5	II	Marketing	Marketing Management II	0.5	12.5
6	II	Operations-DS	Operations and Supply Chain Management	1	25
7	II	Economics	Macroeconomics and Public Policy	1	25
8	II	Strategy + FIED	Entrepreneurial Organization and Society	0.5	12.5
9	II	Communication	Legal Aspects of Business	0.5	12.5
10	II		Workshop- Critical Thinking/ Interpersonal Skills	0.5	12.5
Term Total				7.5	188

S No.	Term	Area/ Center	Course	Credit	Hour
1	III	OB-HR	Leadership	0.5	12.5
2	III	Marketing	Marketing Research	0.5	12.5
3	III	IT & Systems	Analytics for Business	0.5	12.5
4	III	OB-HR	People Management in Organizations	1	25
5	III	Finance-Accounting	Management Accounting	1	25
6	III	Strategy	Strategic Management	1	25
7	III	Communication	Leadership Communication	0.5	12.5
8	III	DIC	Design Thinking and Innovation	0.5	12.5
9	III	OB-HR	Business Ethics	0.5	12.5
10	III	Economics; Operations-DS+FIED; External Resource+ DIC + COEPPG	Experiential Learning I- (Environment and Sustainable Business Practices + Himalayan Inbound/ Namami Gange) / (MSME Development+ Social Entrepreneurship) / (Unlocking Rural Potential + Unnat Bharat Immersion)	0.5	12.5
Term Total				**6.5**	**162.5**

ELECTIVES OFFERINGS IN MBA IN ACADEMIC YEAR 2024-25:

LIST OF ELECTIVES SUBSCRIBED IN AY 2024-25 (MBA Batch 2023-25)			
Sl No.	Term Name	Course Name	Credits
1		Business Valuation	1
2		Consumer Behavior	1
3		Cross-Cultural Communication & Management (CCM)	1
4		Customer Insights for Marketing Decisions	1
5		Customer Relationship Management	1
6		Corporate Sustainability Strategy	1
7		Developing Marketing Visionaries: Internal and External Customer	1
8		Data Science and Machine Learning	1
9		Ecommerce	1
10	TERM IV	Financial Derivatives	1
11		Investment Management	1
12		Logistics Management	1
13		Quality Management and Six Sigma	1
14		Sales & Distribution Management	1
15		Strategies for Emerging Markets	1
16		Strategic Lean Change Management	1
17		Statistical Learning Models for Managers using R	1
18		Services Management	1
19		Social Media & Web Analytics	1
20		Industry 4.0: Transforming Business Operations	1
21		Talent Management for Organizational Excellence	1
22		Application of Design Thinking	1

23		Artificial Intelligence & Deep Learning	1
24		Advanced Managerial Decision Analysis	1
25		Advanced Media Marketing	1
26		Business to Business Marketing	1
27		Cross Cultural Leadership	1
28		Digital Marketing	1
29		Digital Transformation	1
30		Entrepreneurial Marketing	1
31		Enterprise Resource Planning	1
32		Fixed Income Markets	1
33	TERM	Financial Risk Measurement and Management	1
34	V	HR Analytics	1
35		Merger & Acquisition	1
36		Marketing Analytics	1
37		Management Consulting	1
38		Media and Entertainment Business Management (MEBM)	1
39		Product and Brand Management	1
40		Private Equity and Investment Banking	1
41		Project Management	1
42		Supply Chain Resilience and Digital Twins	1
43		Strategic Sourcing Management	1
44		Big Data Management	1
45		Conflict Management and Negotiation	1
46		Financial Statement Analysis and Forensic Accounting	1
47	TERM	International Business	1
48	VI	International Marketing	1
49		Inventory Management	1
50		Influencer Marketing	1
51		IT Consulting	1

52		Leveraging Diversity and Inclusion for Dynamic Leadership	1
53		Luxury Marketing	1
54		Movies for Management	1
55		Marketing Strategy	1
56		Operations Strategy	1
57		Pricing Management	1
58		Retail Management	1
59		Supply Chain Analytics	1

INDUSTRY WORKSHOPS: Other than elective courses, participants are also offered Industry Workshops in the second year of the Programme. The goal of the Industry Workshops in the second year of the Programme is to provide the participants with a glimpse of the newest data-driven business practices being deployed in the industry and the economy through directed interactions with industry practitioners.

INDUSTRY WORKSHOP OFFERING IN ACADEMIC YEAR 2024-25

S no	TERM	NAME OF INDUSTRY WORKSHOP
1	Term IV	Contemporary Banking Practices and Trends
2		Fintech: Applications in Business
3		Digital Resilience in a Hybrid Wrking and Evolving Digital World
4	Term V	Investment Banking & Capital Markets
5		Supply Chain Planning & Synchronization: Using SAP IBP & Advanced Analytics
6		Information Technology Product Management
7		Digital Business Transformation
8		Marketing of high technology products and services
9	Term VI	AI powered precision marketing
10		Mastering the Art of Effective Communication in Business

FEE STRUCTURE:

FEE STRUCTURE FOR MBA 2024-26 BATCH

Particular	MBA-I (2024-25)			MBA-II (2025-26)			Total (in INR)
	Term-I (in INR)	Term-II (in INR)	Term-III (in INR)	Term-IV (in INR)	Term-V (in INR)	Term-VI (in INR)	
Admission Fee	25,000						25,000
Course Fee	2,84,000	2,82,000	2,82,000	2,84,000	2,82,000	2,82,000	16,96,000
Caution Deposit Refundable	9,000						9,000
Total Fees	3,18,000	2,82,000	2,82,000	2,84,000	2,82,000	2,82,000	17,30,000

Master of Business Administration (Analytics) Programme:

PROGRAMME STRUCTURE AND CURRICULUM

The Master of Business Administration in Analytics is a two-year intensive and fully residential program at IIM Kashipur, specifically designed for participants who wish to join the big data revolution and emerge as future leaders in the field of data analytics.

The course provides a comprehensive learning environment to enable students to perform complex data analysis for better decision-making in the current business scenario. A judicious mix of managerial and analytics subjects equips students with the necessary skills for handling intricate business problems. This programme aims to produce future-ready business leaders with sound managerial and analytical skills coupled with impeccable communication skills to define business and social challenges, use analytical tools and techniques to identify patterns, gain insights, develop business strategies and make superior management decisions.

CURRICULUM:

The two- year MBA (Analytics) programme is divided into six terms. In the first year, a perfect blend of management and analytics core courses will be taught that will help students to build foundations of management and analytical concepts. In the second year, students will get a more advanced flavour of analytics through a variety of analytics-oriented elective courses to understand and create creative analytics driven business solutions. The programme also comprises a dissertation component which is spread over the three terms of the second year of the programme. This component helps a student to identify and explore his area of interest in-depth, define research questions and then use appropriate research tools to demonstrate his/her capability to do research, thereby gaining valuable skills in the process itself.

Practitioners bring industry perspectives through courses and Workshops in the class. The students enrolling under this program will have the perfect mix of industry exposure, hands-on experience in handling business problems, and a wide array of electives to choose from.

CORE COURSES OF MBA (ANALYTICS)

First Year MBA (Analytics) Courses			
Term-I			
Course	**Credit**	**Hour**	**Comments**
Business Statistics	1	25	Analytics Core
Financial Accounting	0.5	12.5	Management Core
Financial Markets	0.5	12.5	Management Core
Microeconomics	1	25	Management Core
Marketing Management I	1	25	Management Core
Mathematical Foundations	1	25	Analytics Core
Organizational Behaviour	0.5	12.5	Management Core
Workshop- Written and Oral Communication	0.5	12.5	Management Core
Term Total	**6**	**150**	**MC: 4, AC: 2**

Term-II			
Course	**Credit**	**Hour**	**Comments**
Business Computing I	1	25	Analytics Core
Corporate Finance	1	25	Management Core
Decision Modelling	1	25	Analytics Core
Introduction to Business Analytics	1	25	Analytics Core
Legal Aspects of Business	0.5	12.5	Management Core
Marketing Management II	0.5	12.5	Management Core
Management Information Systems	1	25	Analytics Core
Operations and Supply Chain Management	1	25	Management Core
Term Total	**7**	**175**	**MC: 3, AC: 4**

Term-III			
Course	**Credit**	**Hour**	**Comments**
Business Computing II	1	25	Analytics Core
Data Management & Big Data	1	25	Analytics Core
Data Visualization	1	25	Analytics Core
People Management in Organizations	1	25	Management Core
Seminar on Research Methods	1	25	Analytics Core
Strategic Management	1	25	Management Core
Term Total	**6**	**150**	**MC: 2, AC: 4**
Total First Year Credit = 19	**Total First Year Contact Hour = 475**		

SECOND YEAR CORE AND ELECTIVE COURSES OF MBA (ANALYTICS)

Second Year Elective Courses			
Term-IV			
Course	**Credit**	**Hour**	**Comments**
Applied Econometrics for Managers	1	25	Mgmt. Elective/Analytics Core
Data Science and Machine Learning	1	25	Mgmt. Elective/Analytics Core
Dissertation- Part A	1	25	Analytics Core

Elective 1/2	0.5 * 2	25	Analytics Elective
Elective 3/4	0.5 * 2	25	Analytics/Mgmt. Elective
Social media and Web Analytics	1	25	Mgmt. Elective Analytics Core
Term Total	**6**	**150**	**Minimum 5 credits from Analytics**

Term- V			
Course	**Credit**	**Hour**	**Comments**
Advanced Data Analysis	1	25	Mgmt. Elective/ Analytics Core
AI & Deep Learning	1	25	Mgmt. Elective/ Analytics Core
Dissertation- Part B	1	25	Analytics Core
Elective 5/6	0.5 * 2	25	Analytics Elective
Elective 7/8	0.5 * 2	25	Analytics/Mgmt. Elective
Natural Language Processing	1	25	Mgmt. Elective/ Analytics Core
Term Total	**6**	**150**	**Minimum 5 credits from Analytics**

Term- VI			
Course	**Credit**	**Hour**	**Comments**
Dissertation- Final	2	50	Analytics Core
Elective 9/10	0.5 * 2	25	Analytics Elective
Elective 11/12/13/14	0.5 * 4	50	Analytics/Mgmt. Elective
Term Total	**5**	**125**	**Minimum 3 credits from Analytics**
Total Second Year Credit Requirement = 17			
Total Two- Year Credit Requirement = 36			
Note: Maximum Credits: Term- IV - 7, Term- V - 7, Term- VI - 6			

MBAA LIST OF ELECTIVES OFFERED (AY 2024-25)

	LIST OF ELECTIVES SUBSCRIBED IN AY 2024-25 (MBAA Batch 2023-25)			
Sr. No.	**Term**	**Course Name**	**Credit**	**Elective Type**
1		Financial Derivatives (1.0 credit)	1	Analytics Elective
2		Cross-Cultural Communication & Management (CCM)	1	Management Elective
3		Economics of International Business	1	Management Elective
4		Economics of Strategy	1	Management Elective
5		Automated Data Collection	0.5	Analytics elective
6		Operational Intelligence and Observability	1	Analytics elective
7		Consumer Behavior	1	Management Elective
8		Services Management	0.5	Management Elective
9		Customer Relationship Management	1	Management Elective
10	Term IV	Developing Marketing Visionaries	1	Management Elective
11		Customer Insights for MarketingDecisions	1	Analytics Elective
12		Sales & Distribution Management	1	Management Elective
13		Introduction to Employment Relation	1	Management Elective
14		Employee Training & Development	1	Management Elective
15		Strategic Lean Change Management	1	Management Elective
16		Industry 4.0: Transforming BusinessOperations	1	Management Elective
17		Quality Management and Six Sigma	1	Management Elective
18		Logistics Management	1	Management Elective
19		Strategies for emerging market SEM	1	Management Elective
20		Corporate Sustainability StrategyCSS	1	Management Elective
21		Financial Risk Measurement and Management (1.0 credit)	1	Analytics Elective

22		Mergers and Acquisitions	1	Management Elective
23		Media and Entertainment Business Management (MEBM)	1	Management Elective
24		Corporate Communication and Crisis Management (CCCM)	1	Management Elective
25		Behavioral Economics for Decisions	1	Management Elective
26		Growth, Development, and Indian Economy	1	Management Elective
27		Applied Time Series Econometrics	1	Analytics Elective
28		Public Policy and Finance	1	Management Elective
29		Management of Money	1	Management Elective
30		Consulting with Data	1	Analytics Elective
31		Robotics Process Automation	0.5	Analytics elective
32		Information and Network Security	0.5	Analytics elective
33	Term V	Digital Transformation	1	Analytics Elective
34		Advanced Media Marketing	1	Management Elective
35		Digital Marketing	1	Management Elective
36		Product and Brand Management	1	Management Elective
37		Marketing Analytics	1	Management Elective
38		Ethical Marketing	1	Management Elective
39		Business to Business Marketing	1	Management Elective
40		Application of Design Thinking	1	Management Elective
41		Entrepreneurial Marketing	1	Management Elective
42		Digital Leadership	1	Management Elective
43		Emotional Intelligence & Organizational Excellence	1	Management Elective
44		Leading High Performing Teams	1	Management Elective
45		Cross-Cultural Leadership	1	Management Elective

46		HR Analytics	1	Analytics Elective
47		Supply Chain Resilience and Digital Twins	1	Analytics Elective
48		Advanced Operations Research	1	Analytics Elective
49		Project Management	1	Management Elective
50		Productivity analysis of Logistic and supply chains	1	Analytics Elective
51		Advanced Managerial Decision Analysis	1	Analytics Elective
52		Management Consulting	1	Management Elective
53		Movies for Management	1	Management Elective
54		Content Development Strategy for Social Media Campaigns (CDS)	1	Management Elective
55		Food and Ag-Tech Entrepreneurship	1	Management Elective
56		Analytics of International Trade	0.5	Analytics Elective
57		Analytics of Public Policy	0.5	Analytics Elective
58		Game Theory, Experiments, and Behavior	1	Analytics Elective
59		Artificial Intelligence in Cloud	0.5	Analytics elective
60		Artificial Intelligence Applications	0.5	Analytics elective
61		Advanced AI Using Reinforcement Learning	0.5	Analytics elective
62		ML Applications with Spark	0.5	Analytics elective
63		Retail Management	1	Management Elective
64	Term VI	Marketing Strategy	1	Management Elective
65		Pricing Management	1	Management Elective
66		Social Marketing	1	Management Elective
67		International Marketing	1	Management Elective
68		Influencer Marketing	1	Management Elective
69		Luxury Marketing	1	Management Elective
70		Leveraging Diversity and Inclusion for Dynamic Leadership	1	Management Elective

71		Conflict Management and Negotiation	1	Management Elective
72		Inventory Management	1	Management Elective
73		Decision making using R: A case study approach	1	Analytics Elective
74		Technology Innovation Management: Towards Operational Excellence	1	Management Elective
75		Supply Chain Analytics	1	Analytics Elective
76		Operations Strategy	1	Management Elective
77		International Business	1	Management Elective

INDUSTRY WORKSHOPS: Other than elective courses, participants are also offered Industry Workshops in the second year of the Programme. The goal of the Industry Workshops in the second year of the Programme is to provide the participants with a glimpse of the newest data-driven business practices being deployed in the industry and the economy through directed interactions with industry practitioners.

INDUSTRY WORKSHOP OFFERING IN ACADEMIC YEAR 2024-25

S. no	TERM	NAME OF INDUSTRY WORKSHOP
1	Term IV	IW- Data Reporting using Power BI & Data Scrapping with Python
2		IW- Managing Large Scale Data Platform
3	Term V	IW- Consulting in IT
4		IW- Supply Chain Planning & Synchronization
5	Term VI	IW- Digital Transformation / Information Technology Project Management

FEE STRUCTURE FOR MBA(Analytics) 2024-26 Batch:

Year/Component	Admission Fee	Tuition Fee	Service and Infrastructure Fee	Plus Refundable Caution Deposit	Grand Total
1st Year	**25,000**	**4,45,000**	**5,38,000**	**9,000**	**10,17,000**
Terms I	25,000	1,48,000	1,78,000	9,000	3,60,000
Term II		1,48,000	1,80,000		3,28,000
Term III		1,49,000	1,80,000		3,29,000
2nd Year	**-**	**4,45,000**	**5,38,000**	**-**	**9,83,000**
Terms IV		1,48,000	1,78,000		3,26,000
Term V		1,48,000	1,80,000		3,28,000
Term VI		1,49,000	1,80,000		3,29,000
Total	**25,000**	**8,90,000**	**10,76,000**	**9,000**	**20,00,000**

Executive MBA Programme

The Executive MBA (EMBA) is an intensive two-year post-graduate program in management exclusively designed for middle and senior-level professionals. This programme is a specialized programme that arms practising executives with knowledge and skills to excel in today's rapidly changing and competitive global business environment. The programme is a rigorous, fully classroom-based programme. The programme is conducted during weekends as it seeks to provide executives with an opportunity to quickly upgrade their managerial skills without interfering with their professional activity. Participants bring their diverse experiences to the classroom and work on real-world and live projects. The programme actively explores ways to enable participants to apply concepts learnt in the classroom to their workplace. In concisely, this programme seamlessly transitions executives to bigger and more successful leadership roles.

Objectives:

The following are some specific objectives of the programme:

- To develop a knack of digital dexterity to effectively use existing & emerging technology.

- To instill entrepreneurial spirit to encourage startup culture.

- To enhance business communication especially in business applications.

- To contribute to their organizational develop with greater confidence & competence

Highlights

Digital dexterity	Future Skills	Flexibility in course for executives

	Capstone Simulation	

Value added course pack	Campus Immersion	Industry Learning

Admission Process:

The applications for the EMBA programme were invited from CAT, and GMAT valid scorecard–holders as per the admission policy. For Admission in EMBA, the candidate must have:

- A bachelor's degree duly recognized by UGC/AIU with minimum aggregate marks of 50% for General, 47% for NC-OBC, and 45% for SC/ST/DAP

- Minimum 3 years of Managerial/ Entrepreneurial/ Professional experience after graduation

Admission to the EMBA programme is based on the overall performance of the candidate on various parameters. The parameters include CAT/ GMAT score or Marks obtained in the Executive Management Aptitude Test (EMAT) conducted by IIM Kashipur and the performance of the candidates in the personal interview.

About EMBA Batch 2024-26

Forty candidates were admitted to the EMBA 2024-26 batch. This batch is a healthy mix of experienced professionals stepping out from prestigious institutes across the country who have been a part of leading national and multi-national companies.

Course Structure of Executive MBA (EMBA) Programme	
Term 1	**Term 2**
Business Statistics Executive Communications Financial Reporting & Analysis Marketing Management I Organizational Behavior	Business Simulation Corporate Communication Strategy Design Work Organization Management Accounting Managerial Economics Marketing Management II
Term 3	**Term 4**
Critical Thinking and Interpersonal Skill Decision Modelling Digital Marketing Macro-Economic Analysis and Public Policy Management Information System	Corporate Finance Corporate Law Design Thinking and Innovation Managing People in Organizations Operations & Supply Chain Management
Term 5	
Artificial Intelligence and Machine Learning Capstone Simulation Entrepreneurial Organization and Society Formulation and Reporting of Projects Leadership Negotiation, Arbitration and Conciliation Strategic Management	

Area-wise Indicative Elective Course in EMBA	
General Management	**Finance & Accounting**
Competitive Landscape Corporate Ethics Governance Cross-Cultural Skills for Global Business Entrepreneurship Social Entrepreneurship	Advance Financial Statement Analysis Business Valuation Commercial Bank Management Entrepreneurial Financial Management Financial Behaviour Financial Derivatives & Risk Management Investment Management Trading Strategies in Financial Markets Venture Capital & Investment Banking Personal Finance Private Equity and Investment Banking Financial Statement Analysis & Forensic Accounting
Operations Management & Decision Sciences	**Organizational Behaviour & Human Resource Management**
Business Process Management Crafting Research Output Industry 4.0- Transforming Business Operations Management of Technology Operations Strategy Project Management Quality Management & Six Sigma Service Operations Management Exploratory Data Analysis Applied Survey Data Analysis Supply Chain Analytics Industry 4.0: Transforming Business Operations Technology Management in Business Operations	Business Ethics Compensation & Benefits Employment relations HR Analytics Labour Laws & Industrial Relations Negotiation & Conflict Management Organizational Change & Development Performance Management Power & Politics Talent Acquisitions Management Rethinking Teams for Digital Transformation

Strategy	Information Technology
Business Models Foundation for International Strategic Management Innovation and Corporate Entrepreneurship Strategies for Emerging Markets	Advance Machine Learning Business Intelligence and Business Analytic Data Science and Machine Learning Data Visualization Digital Business & Frontier Technology Foundation of Business Analytics IT Project Management Web & Social Media Analytics Text Analytics
Marketing	**Communications**
B2B Marketing Application of Design Thinking Digital Marketing Price Management Product and Brand Management Rural Marketing Sales & Distribution Strategic Brand Management	Business Management International Business Media Management Movie Management

Economics
Agricultural Business Economics for Development & Indian Economy Economics of Entrepreneurship Economics of International Business Managing Sustainability Strategic Cost Management

BATCH DIVERSITY IN EMBA 2024-26 BATCH

Gender Diversity

Gender	Number
Male	31
Female	9

Discipline Diversity

Discipline	Total Admitted
Engineering	11
Non-Engineering	29

Work Experience

Experience (Years)	Proportion
3-5 yrs	42.5 %
5-10 yrs	27.5 %
10-15 yrs	20 %
15-20 yrs	8 %

Industry Experience

Industry	Number	Industry	Number
IT	10	Renewable Energy	1
Automobile	2	Construction	3
Indian Rail+Metro	2	Pharmaceutical	3
Sales & Proposal	2	Marketing	1
Management	1	Other	13
Manufacturing	2		

Early Exit and Re-join Option after the First Year of the Program:
The participants of the EMBA program may be given an exit option after completing the First-year courses as per National Education Policy 2020. Such participants will be awarded the "Executive Postgraduate Certificate in General Management." This certification will comprise the following structure:

Components	Credits	Contact hours
Executive Course	19.0	475
Capstone & Business Simulation	1.0	25
Total	20.0	500

Participants who have taken the exit option can rejoin the program. However, they need to complete all the requirements of the EMBA Program within four years from the original registration date to receive an MBA degree.

EMBA Analytics Programme

The two-year EMBA (Analytics) by IIM Kashipur aims to prepare participants to become business leaders who can harness the power of analytics to improve organisational processes. The programme trains learners in the emerging and interdisciplinary areas of analytics, technology, and management through cross-functional academic and practical learning. The programme structure is designed for working executives and entrepreneurs, who would like to take the opportunity to pursue management education but find it difficult to pursue a full-time programme in management. EMBAA is designed to provide flexibility to working executives to be engaged in their respective professions and at the same time to upgrade their knowledge base simultaneously. EMBAA comprises of a rigorous curriculum, exposes participants to various analytical tools, and provides avenues for creative collaborations with their peers, faculty, and their organizations. The EMBAA programme is equivalent in content and rigor to the regular MBAA. The objective of the programme is to provide the participants with a platform to enhance their knowledge base and hone their skills and competencies to grow higher in their career and eventually become leaders in their organizations. The innovative approach of EMBAA, need-based curriculum, data driven approach, and experienced faculty deliver an integrated learning experience that is powerful enough to make a positive impact on the managerial career of the participants by maintaining high academic standards. This programme has 900 contact hours spread across six terms over 24 months. Academic input is delivered through two types of courses: core courses and elective courses. The classes are held online over the weekends and each term is preceded by a Campus Immersion and Learning Module. The first three terms comprise core courses, while the fourth, fifth, and sixth terms comprise core and elective courses. The courses introduce and equip the participant with analytics and management concepts. This blended learning programme aims to train aspirants in technical skills, business fundamentals, management practices, leadership and strategy, and contemporary skills specific to Business Analytics. In addition, it equips participants with the cross-functional skills required to succeed in Industry 4.0.

There are many executives who are looking to upgrade their education profile by acquiring management qualification without having to quit the job. EMBAA helps to meet this need. Thus, the learning goals of the programme are aligned with the mission of being present in emerging segments of management education and producing business leaders who are capable of critical thinking and innovation. The learning goals of the programme are aligned with various elements of mission statement. Mapping of goals with elements of mission statement are presented below.

Learning Goals	Alignment with mission statement
Goal: Demonstrate knowledge about modern business practices and contexts	Applied and interdisciplinary research and practices in emerging areas of management
Goa1: Analyze business phenomena and evaluate them from a critical perspective.	Critical thinking, innovation, and entrepreneurship
Goal: Apply course learnings, understand, and create analytics-driven business solutions	Critical thinking, innovation, and entrepreneurship
Goa1: Demonstrate knowledge of management and analytical concepts	Applied and interdisciplinary research and practices in emerging areas of management
Goa1: Demonstrate critical thinking for real-world problem-solving	Critical thinking, innovation, and entrepreneurship

1. **Profile of the Participants**
   Total of 169 applications were received for the third batch of EMBAA 2024-26 and 62 participants took admission. Out of 62 participants, 47 participants are male and 15 are female participants. 61 participants are from different states of India and 01 participant is from Saudi Arabia.

1.1 **Gender Diversity:**

The Batch: 2024-26 consists of 15 female and 47 male participants.

Gender Diversity	
Male	47
Female	15

1.2 **Educational Qualification Breakup as per Graduation:** Approximately 35% of the participants of batch: 2024-26 have academic background in computer science, information technology followed by 21% of the participants from the core engineering background as depicted in the table given below:

Degree Type	Percentage of Participants
IT/Comp Science Engg.	35.48 %
Core Engg.	20.96 %
Commerce	16.13 %
Sciences	6.4 %
Others*	20.96 %

1.3 **Work Experience-** 3 years' experience is the basic criterion to apply for this programme. Nearly one third of the participants have between 5-10 years of work experience and the average work experience is 7.13 years. The table below indicates the work experience of the participants:

Experience (Years)	Proportion
3-5 yrs	46.77 %
5-10 yrs	30.64 %
10-15 yrs	14.51 %
15-20 yrs	8.06 %

1.4   **Industry Sector Background:** Majority of the participants are from IT / ITES (Information Technology Enabled Services) followed by banking and financial services and consulting. The other industry areas are healthcare, construction & manufacturing, education, electronics, logistics and other miscellaneous domains as well.

Industry	Proportion
IT & ITES	32.25 %
Consulting	6.45 %
Banking & Financial Services	24.19 %
Healthcare	4.83 %
Education	3.22 %
Construction & Manufacturing	6.45 %
Miscellaneous	17.74 %
Electronics	3.22 %
Logistics & Government	1.61%

2.0 Programme Structure:

The programme is divided into six terms (3 terms each in the first year and second year).

2.1 First-year courses:

EMBAA - First-Year Courses			
Term I			
Course	**Credit**	**Hour**	**Remarks**
Organizational Behaviour	1	25	Management Core
Financial Accounting	0.5	12.5	Management Core
Financial Markets	0.5	12.5	Management Core
Microeconomics	1	25	Management Core
Statistics I	0.5	12.5	Analytics Core
Mathematical Foundations	1	25	Analytics Core
Introduction to Excel and SQL	1	25	Analytics Core
Programming in R	1	25	Analytics Core
Term Total	*6.5*	*162.5*	*MC = 3, AC = 3.5*

Term II			
Course	**Credit**	**Hour**	**Remarks**
Marketing Management	1	25	Management Core
Operations and Supply Chain Management	1	25	Management Core
Entrepreneurship	0.5	12.5	Management Core
Design Thinking & Innovation	0.5	12.5	Management Core
Decision Modelling	1	25	Analytics Core
Statistics II	1	25	Analytics Core
Management Information Systems	0.5	12.5	Analytics Core
Introduction to Business Analytics with Python	1	25	Analytics Core
Term Total	*6.5*	*162.5*	*MC = 3, AC = 3.5*

Term III			
Course	**Credit**	**Hour**	**Remarks**
People Management in Organizations	1	25	Management Core
Strategic Management	1	25	Management Core
Corporate Finance	1	25	Management Core
Marketing Research	0.5	12.5	Analytics Core
Data Visualization	1	25	Analytics Core
Data Science and Machine Learning	1	25	Analytics Core
Econometrics	1	25	Analytics Core
Term Total	*6.5*	*162.5*	*MC = 3, AC = 3.5*
First Year Total	*19.5*	*487.5*	*MC = 9, AC = 10.5*
Core = 19.5, Electives = 0			

2.2 Second-year courses:

EMBAA – Second Year Courses			
Term IV			
Course	**Credit**	**Hour**	**Remarks**
Multivariate Data Analysis	1	25	Analytics Core
Data Management & Big Data	1	25	Analytics Core
IT for Business	0.5	12.5	Analytics Core
Electives (0.5/1.0 credits)	2	50	Analytics
Electives (0.5/1.0 credits)	0.5	12.5	Analytics/Management
Industry Workshop (one)	NA	12.5	Analytics/Management
Term Total	*5*	*137.5*	*AC = 4.5- 5, MC= 0-0.5*
Term V			
Course	**Credit**	**Hour**	**Remarks**
Electives (0.5/1.0 credits)	2	50	Analytics
Electives (0.5/1.0 credits)	2	50	Analytics/Management
Electives/CIS (0.5/1.0 credits)	1	25	Analytics/Management
Industry Workshop (one)	NA	12.5	Analytics/Management
Term Total	*5*	*137.5*	*AC = 2- 5, MC= 0-3*
Term VI			
Course	Credit	Hour	**Remarks**
Electives (0.5/1.0 credits)	1	25	Analytics
Electives (0.5/1.0 credits)	1	25	Analytics/Management
Electives (0.5/1.0 credits)	1	25	Analytics/Management
Simulation & Games (2.0 credits)	2	50	Management
Industry Workshop (one)	NA	12.5	Analytics/Management
Term Total	*5*	*137.5*	*AC = 1- 3, MC= 2- 4*
Second Year Total [Core: 6.5, Electives: 8.5]	*15*	*412.5*	*AC = 7.5-13, MC= 2-7.5*
Grand Total [Core = 26.0, Electives = 8.5]	*34.5*	*900*	*AC = 18 – 23.5* *MC= 11- 16.5* *3 Industry Workshops*

2.3 Second-year Electives:

Area	Elective Course Name	Course type
Operations Management	Six Sigma	Management elective
	Decision making using R: A case study approach	Analytics elective
	Advanced Operations Research	Analytics elective
	Multivariate Data Analysis	Analytics Core
	Project Management	Management elective
	Supply Chain Analytics	Analytics elective
	Data mining for Business Analytics using R	Analytics elective
	Advanced Managerial Decision Analysis	Analytics elective
IT & Systems	Natural Language Processing	Analytics elective
	Social Media and Web Analytics	Analytics elective
	Artificial intelligence and Deep Learning	Analytics elective
	Data Management and Big Data	Analytics Core
	IT for Business	Analytics Core
	Enterprise Resource Planning Systems	Management elective
	Social Network Analytics	Analytics elective
	Business Intelligence and Business Analytics	Analytics elective
	Business Innovation through Blockchain	Analytics elective
	Robotics Process Automation	Analytics elective
	Advanced AI Using Reinforcement Learning	Analytics elective
	Artificial Intelligence in Cloud	Analytics elective
	ML Applications with Spark	Analytics elective
OB &HRM	Emotional Intelligence and Organizational Excellence	Management elective
	Making Teams Work	Management elective
	Digital Leadership	Management elective
	Managing Change in a Disruptive World: Learning Through Simulations	Management elective
Economics	Sustainability Analytics,	Analytics elective
	International Trade Analytics,	Analytics elective
Finance and Accounting	Financial Derivatives	Analytics elective
	Business Valuation	Management elective
	Commercial Bank Management	Analytics Elective
	Financial Risk Measurement and Management	Analytics elective
	Private Equity and Investment Banking	Analytics Elective
Strategy	Strategies for Emerging Markets (SEM)	Management elective
Marketing	Digital Marketing	Management elective
	Social Marketing	Management elective
	Business-to- Business Marketing	Management elective
	Consumer behavior	Analytics Elective/ Management elective
	Marketing Analytics	Analytics Elective

2.4 Early Exit and Re-join Option after the First Year of the Program:

The participants of the EMBAA program may be given an exit option after completing the First-year courses as per National Education Policy 2020. Such participants will be awarded the "*Postgraduate Certificate in Business Analytics.*" This **certification** will comprise the following structure:

Components	Credits	Contact hours
Analytics Courses	10.5	262.5
Management Courses	9	225
Capstone/CIS	0.5	12.5
Total	20.0	500

Participants who have taken the exit option can rejoin the program. However, they need to complete all the requirements of the EMBAA Program within four years from the date of the original registration to receive the MBA degree.

2.5 Industry Workshop Course:

The industry workshops are aimed to be a unique way to enhance the industry readiness of the graduating cohort. Given that all the cohorts comprise work-experienced segment, this is seen as a critical input that the EMBAA programme provides to participants. This is therefore seen as one of the differentiators of IIM Kashipur's EMBAA programme.

Each of these workshops have 12.5 hours of faculty interaction and carry no credit. These are compulsory for all the cohorts.

Industry workshop details of EMBA(Analytics) batch 2023-25

S.No	Industry Workshop	Term
1	Business with Blockchain	IV
2	Advanced Analytics Strategy and Consulting: Enabling Digital Transformation	V
3	Application of Statistics and Machine Learning in solving Business Problems	VI

2.6 Key Highlights:

1. The second batch of EMBA(Analytics) 2023-25 was inaugurated on 08th May 2023 with 82 participants.
2. Successfully completed two years of the programme and 72 participants passed out on 12th Convocation ceremony held on 30th April 2025.
3. Offered 39 elective courses for EMBA(Analytics) batch 2023-25 for the terms IV, V and VI.
4. The third batch of 2024-26 was inaugurated on 20th May 2024 with 62 participants and 57 have successfully completed the first year of the programme.

Doctoral Programme (Ph.D.)

The Doctoral Programme is a full-time residential programme designed to meet the academic and research aspirations of professionals. Its primary objective is to equip scholars with the skills and knowledge required to identify and address complex issues in the field of management.

The programme seeks candidates with strong academic backgrounds, intellectual curiosity, and the discipline necessary to contribute meaningfully to academic research. It is committed to nurturing high-quality research that meets international standards through the publication of impactful scholarly work.

The key objectives of the programme are:

- To encourage scholars to conduct research in the field of management, leading to publications in reputed international journals and practical solutions to real-world management challenges.
- To develop the skills and understanding required to explore and investigate complex management issues.
- To prepare scholars for careers in academic research and teaching, thereby helping to address the shortage of qualified management faculty in the country.

As part of the coursework, Ph.D. scholars are required to complete 28 credits, equivalent to a minimum of 700 hours. To be eligible for the comprehensive examination, scholars must achieve a minimum CGPA of 6.5 on a 10-point scale by the end of the first year (Term III) and maintain the same at the end of the second year (Term VI).

Admissions to the programme take place in the first week of July every year.

1. GRADUATE SCHOLARS:
A Total of seven (07) Ph.D. scholars graduated in April 2024.

2. Executive Fellow Programme in Management:

The Executive Fellow Programme in Management (EFPM) at IIM Kashipur was designed as an executive doctoral programme to meet the academic and research aspirations of experienced professionals seeking to explore and address complex managerial issues through rigorous research.

The key objectives of the programme were:

- To encourage scholars to undertake research in the field of management, leading to publications in reputed international journals and practical solutions to real-world management problems.
- To equip scholars with the necessary knowledge and skills to identify and investigate complex issues in management.
- To develop expertise among scholars for careers in research and teaching, thereby contributing to the availability of high-quality management faculty in the country.
- Admissions to the EFPM programme have been discontinued from 2019 onwards.

Gender Diversity

Gender	Number
Male	08
Female	02

EFPM BATCH STRENGTH AS ON 31ST MARCH 2025:

Area Wise Distribution of EFPM enrolled students	
Area	**Present Candidates**
Operations and Decision Sciences	02
Organizational Behaviour and HRM	02
Marketing	01
Finance and Accounting	01
Information Technology & Systems	02
Strategy	01
Economics	01

All the EFPM Scholars have successfully completed their Internal Thesis defense, thesis sent for the external Examiner for evaluation, and are waiting for the final defense.

GRADUATE SCHOLARS:
A Total of eight (08) EFPM scholars graduated in April 2024.

Convocation 2024

The Indian Institute of Management Kashipur celebrated its 11th Annual Convocation on 27th April 2024, Shri Yezdi Nagporewalla, Chief Executive Officer, KPMG India graced the occasion as the Chief Guest.

A total of 435 participants got convocated, 232 participants of MBA programme, 87 participants of MBA Analytics programme, 12 Participants of Doctoral programme, 21 participants of EMBA Programme and 83 participants of EMBA Analytics programme.

A total of 09 participants were awarded with the medals (Gold, Silver & Bronze) for their exemplary performance in their respective programme and 01 participant was awarded with the Best All Round Performance medal (Gold) across the MBA & MBA Analytics programme.

Sr. No.	Programme	Roll. No.	Name of Participant	Medal
1	MBA	MBA22169	Sravan Hariharan	Gold
2	MBA	MBA22270	Bodhisattwa Ghosh	Silver
3	MBA	MBA22285	Shivam Sharma	Bronze
4	MBA	MBA22280	Amit Vikram Srivastava	Gold (Best All Round Performance)
5	MBA Analytics	MBAA22075	Sreejita Maiti	Gold
6	MBA Analytics	MBAA22076	Subham Sekhar Sarangi	Silver
7	EMBA	EMBA2113	Kapil Sharma	Gold
8	EMBA	EMBA2110	Gaurav Dobriyal	Silver
9	EMBA Analytics	EMBAA22057	Ramandeep Kaur	Gold
10	EMBA Analytics	EMBAA22092	Yogesh Vijay Valunj	Silver

The Institute also awarded the Director's Merit list for the top 5% of the batch. The following participants were the recipients of the Director's Merit list award during the Convocation 2024.

Sr. No.	Programme	Roll No	Name of Participant
1	MBA	MBA22169	Sravan Hariharan
2	MBA	MBA22270	Bodhisattwa Ghosh
3	MBA	MBA22285	Shivam Sharma
4	MBA	MBA22149	Shelke Prashant Sanjay
5	MBA	MBA22156	Rohit Dadi
6	MBA	MBA22245	Suruchi Tiwari
7	MBA	MBA22212	Gaurav Sharma
8	MBA	MBA22039	Khushar Nandwani
9	MBA	MBA22272	Kinshul Singhal
10	MBA	MBA22280	Amit Vikram Srivastava
11	MBA	MBA22019	Atishay Jain
12	MBA	MBA22260	Arnav Mehta
13	MBA Analytics	MBAA22075	Sreejita Maiti
14	MBA Analytics	MBAA22076	Subham Sekhar Sarangi
15	MBA Analytics	MBAA22079	Swati Saloni Patro
16	MBA Analytics	MBAA22025	Dhruv Chowdary
17	MBA Analytics	MBAA22069	Shubhi Gupta

SCHOLARSHIPS

In its endeavours to ensure that no aspirant is deprived of the opportunity to pursue an MBA and MBA (Analytics) Programme at the Institute due to a lack of financial resources, IIM Kashipur extends generous financial aid to deserving participants yearly. In the AY 2011–20, IIM Kashipur instituted financial assistance for up to 10% of the participant intake based on their family income and academic performance. However, from AY 2020–21, the Institute decided to provide a full waiver of tuition fees to the eligible participants of the MBA and MBAA Programmes. The following three types of institutional scholarships are available for MBA and MBAA participants:

●   Need-Based Scholarship
●   Need-cum-Merit Based Scholarship
●   Merit Based Scholarship

In 2024–25, a total of **sixty-six** MBA & MBAA students received institute-sponsored scholarships. See the table below for details.

Scholarship	MBA 2023-25 Batch	MBA 2024-26 Batch	MBAA 2023-24 Batch	MBAA 2024-26 Batch	Total
Need-Based Scholarship	14	9	07	07	**37**
Need-cum-Merit Based Scholarship	9	4	03	01	**17**
Merit – Based Scholarship	4	4	02	02	**12**

Government of India Scholarships

The following Government of India Scholarships are available to the students:

- Central Sector Scholarship Scheme of Top-Class Education for Scheduled Castes Students, awarded by the Ministry of Social Justice and Empowerment
- National Fellowship and Scholarship for Higher Education of ST Students, awarded by the Ministry of Tribal Affairs.
- PM Yashasvi Central Sector Scheme of Top-Class Education in College for OBC, EBC, and DNT Students 2024-25.

A total of **ninety-one** students received grants under central scholarship schemes offered by different ministries/departments under the Government of India in 2024–25. Detailed information is shown below.

Scholarship Schemes	Fresh	Renewal
Central Sector Scholarship Scheme of Top-Class Education for SC Students	11	12
National Fellowship and Scholarship for Schedule Tribe Students	13	10
PM Yasasvi Central Sector Scheme of Top-Class Education in college for OBC, EBC and DNT students 2024-25	33	12
Total	**57**	**34**

Other Government Scholarship Schemes

Other Government Scholarship Schemes	Fresh	Renewal
National Scholarship for Post-Graduate Studies	3	NIL
Department of Backward Classes Welfare (Government of Tamil Nadu)	NIL	3
Mukhya Mantri Protsahan Yojana Himanchal Pradesh	1	NIL
Scholarship for top-class education for students with Disabilities	2	2
Post Matric Scholarship Scheme for SC department of Welfare of SC/ST - (Delhi)	1	NIL
Rajashri Shahu Maharaj Merit Scholarship for SC Students - (Maharashtra)	NIL	1
Total **Other Scholarship Schemes**	**7**	**6**

Apart from the Institute's sponsored and Government of India Scholarships, the following private sector organizations are also providing financial aid to deserving students.

Other Scholarship Schemes	Fresh	Renewal
IDFC First Bank Scholarship	5	6
Ratanlal Kanwarlal Patni Foundation Scholarship	1	NIL
Jana Devi Mall Scholarship 2024-25	1	NIL
Total	**7**	**6**

ADMISSIONS

IIM Kashipur was the convenor for organizing the Common Admission Process 2024 for admission in the MBA program of the ten 2nd and 3rd generation IIMs. More than 15361 candidates shortlisted for the merit preparation. It reveals how sister IIMs work collectively to further management education in the country.

The admission process for the 2024 cycle was completed in July 2024. The number of seats in both the flagship programs, i.e., MBA and MBA(Analytics) of IIM Kashipur, is as mentioned below:

Program Name	Approved Intake 2024
MBA	300
MBA (Analytics)	150

MBA 2024 Admission Highlights

i. **Total admitted - 292 students** (General-155, NC-OBC-65, SC-25, ST-09, DAP-18, EWS-20)

ii. Total 216 **male** and 76 **female** candidates registered for the current batch. The number of female students has increased from 62 to 76 as compared to the previous year. The **female students** admitted for the MBA 2024-26 batch were **22.58%** more than the previous batch.

iii. Total **152 students were admitted with work experience greater than one-year** as compared to 132 in the previous year. which is 15.15% more than the previous batch. Overall, **52.05% of the batch has more than a year's experience**. The continuous focus in the Admission policy on giving more weightage to work experience over the past couple of years is one of the reasons to result in more experienced batch.

iv. **Discipline diversity-** The batch is a combination of Engineering and Non-Engineering students. **The non-engineers comprise 68.15% of the batch**.

v. Representation of students from **25 states/union territories** across India.

MBA Admission

Admission to the MBA program of IIM Kashipur is based on the overall performance of the candidate on various parameters. The parameters include the CAT score, educational background, and PI score of the candidate.

The PI process is conducted through a common admission process with ten IIMs, namely IIM Bodh Gaya, IIM Jammu, IIM Kashipur, IIM Nagpur, IIM Raipur, IIM Ranchi, IIM Sambalpur, IIM Sirmaur, IIM Tiruchirappalli, & IIM Udaipur.

A total of 23376 candidates were shortlisted for the entire CAP 2024 process, out of which 18152 candidates had registered for the process, and 292 candidates were admitted to IIM Kashipur for the MBA 2024-26 batch.

The batch of MBA 2024-26 is a healthy mix of fresh graduates stepping out from prestigious institutes across the country and experienced professionals who have been a part of leading national as well as multi-national companies.

Minimum & Maximum CAT percentile for Admitted Students for the MBA 2024-26

Category	General	NC-OBC	EWS	SC	ST	DAP
No of students admitted	155	65	20	25	09	18
Minimum CAT percentile	94.00	77.37	77.73	60.89	40.55	40.01
Maximum CAT percentile	99.60	95.73	95.35	87.37	76.22	84.87

CAT Percentile MBA 2024-26 Batch

Category	Minimum CAT percentile	Maximum CAT percentile
GENERAL	94	99.6
NC-OBC	77.37	95.73
EWS	77.73	95.35
SC	60.89	87.37
ST	40.55	76.22
DAP	40.01	84.87
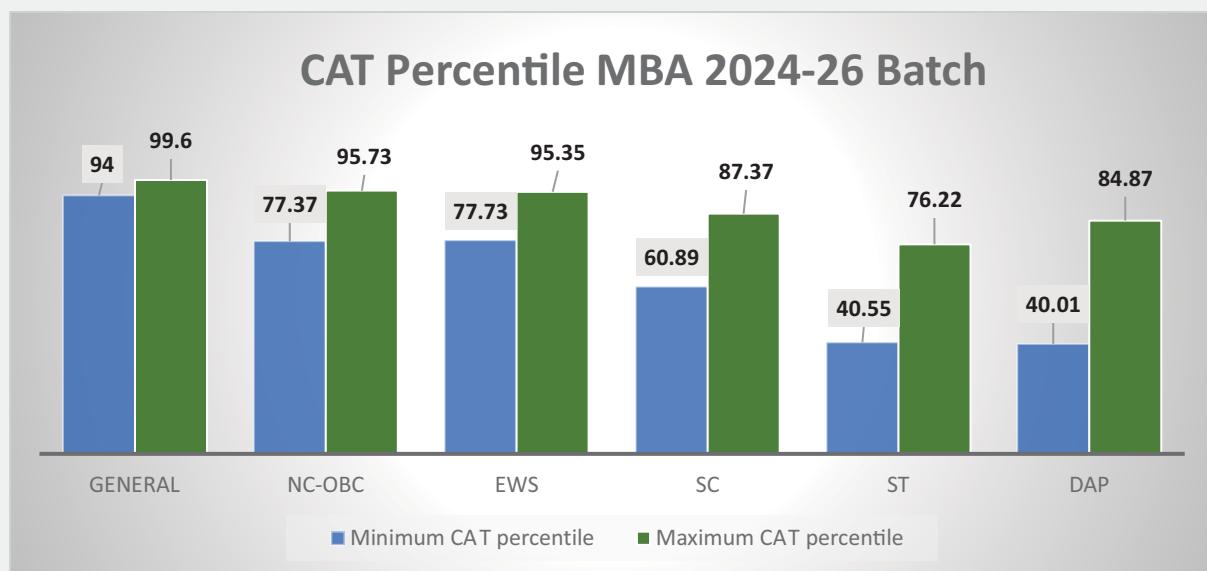
Gender Diversity in MBA 2024-26 Batch

Gender	Number
Male	216
Female	76

Gender Diversity in MBA 2024-26 Batch

Female	76
Male	216
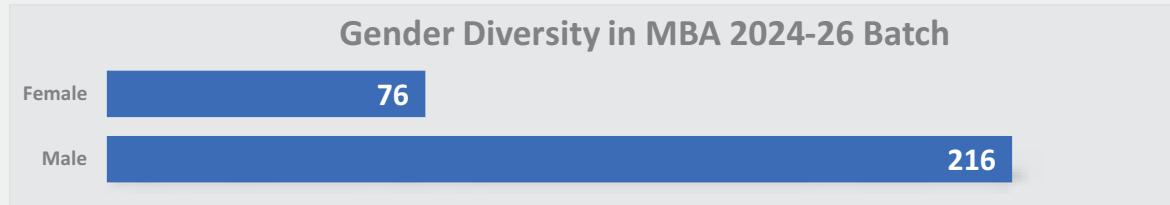
Discipline Diversity in MBA 2024-26

Discipline	Number
Engineering	93
Non-Engineering	199

Discipline Diversity in MBA 2024-26 Batch

Non-Engineering	199
Engineering	93
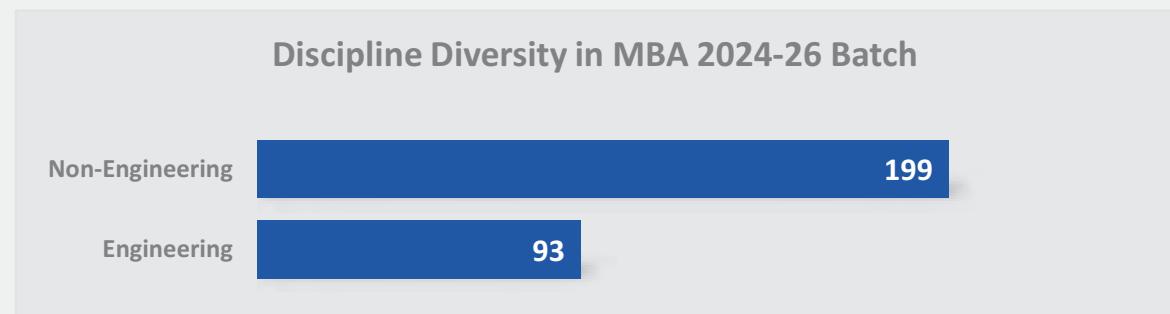
Work Experience

Work Experience	No of Students
Less than 6 months	112
6 months- 12 months	28
Greater than 12 months- 24 months	120
Greater than 24 months	32

Work Experience of MBA 2024-26 Batch

112	28	120	32
Less than 6 months	6 months- 12 months	Greater than 12 months- 24 months	Greater than 24 months
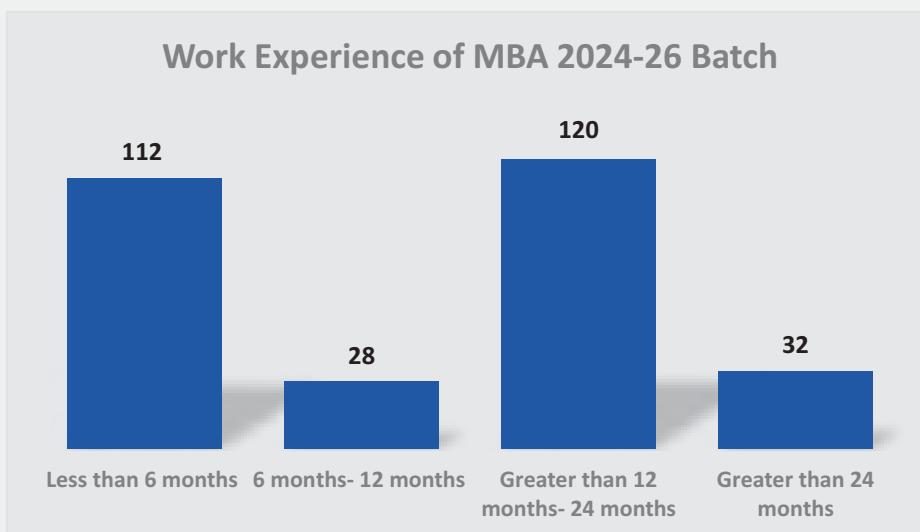
MBA (Analytics) 2024 Admission Highlights

i. Total admitted – **165 students (General-52, NC-OBC-37, SC-23, ST-17, DAP-12, EWS-24)**
ii. Batch contains a total of **118 female** candidates. Total **71.51%** of this batch are female students.
iii. Total 100 students were admitted with work experience greater than one-year as compared to 87 in previous year. **Overall, 60.61% of the batch has more than a year's experience**.
iv. Discipline diversity was similar as compared to the previous batch. The **non-engineers comprise 54.55% of the batch, with 90 out of 165** students from non-engineering.
v. Representation of students from **20 states/union territories across India**.
vi. The most important highlight of MBA(Analytics) admission batch 2024-26 was a record admission of **118 female candidates** in this specialized programme for two consecutive years. This is the highest strength of female students in the MBA(Analytics) programme of IIM Kashipur.

MBA (Analytics) Admission

The applications for the MBA (Analytics) programme were invited from candidates with a valid CAT or GMAT scorecard as per the admission policy. Admission in the MBA (Analytics) programme is based on the overall performance of the candidate on various educational parameters. The parameters include CAT/ GMAT score, academic record, and personal interview (PI).

A total of 8146 applications were received, and 1698 candidates were shortlisted for the PI process of the MBA (Analytics). Out of the shortlisted, 1308 appeared for the PI process.

A total of 165 candidates were admitted to the MBA (Analytics) 2024-26 batch. 118 Female candidates were admitted in the batch of 165, which means approximately 71.51% of the batch comprises female students, which is a record in gender diversity at IIM Kashipur.

Gender Diversity in MBA (Analytics) 2024-26

| Gender	Number
Male	47
Female	118

Gender Diversity in MBA(Analytics) 2024-26 Batch

Female — 118
Male — 47

Discipline Diversity in MBA (Analytics) 2024-26 Batch

Discipline	Total Admitted
Engineering	75
Non-Engineering	90

Discipline Diversity in MBA (Analytics) 2024-26

Non-Engineering — 90
Engineering — 75
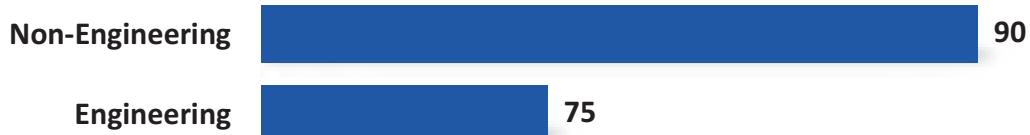
Work Experience in MBA (Analytics) 2024-2026

Work Experience	No of Students
Fresher	57
Up to 1 year	08
Greater than 12 months- 24 months	52
Greater than 24 months	48

Work Experience of MBA (Analytics) 2025-27 Batch

Fresher	Up to 1 year	Greater than 12 months- 24 months	Greater than 24 months
57	8	52	48
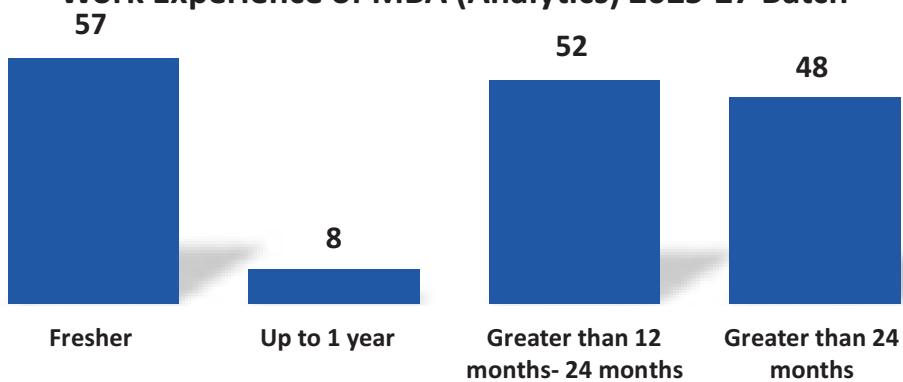
Category-Wise break-up of MBA (Analytics) 2024-26	
Category	**Number of Admitted Candidates**
GENERAL	52
NC-OBC	37
SC	23
ST	17
DAP	12
EWS	24

Category break up of MBA (Analytics) 2024-26 Batch

GENERAL	NC-OBC	SC	ST	DAP	EWS
52	37	23	17	12	24
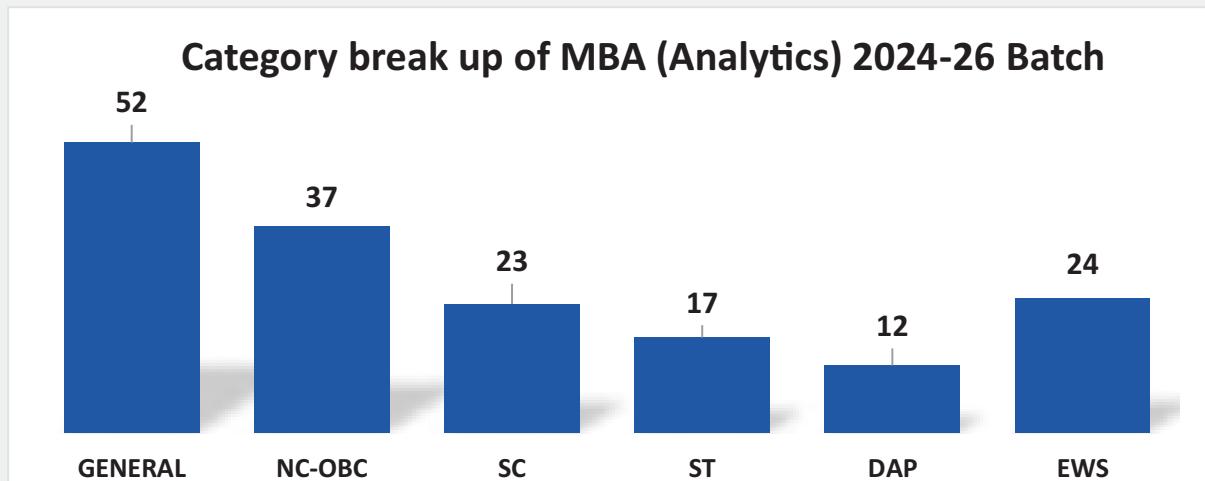
PhD Admission 2024 Highlights

i   **Total admitted - 15 scholars** as compared to 09 scholars of the previous year.

ii **Female represent 26.67% admitted scholars**. 04 out of 15 admitted scholars are female.

iii **07 scholars** were admitted with **work experience greater than 18 months**.

iv Scholars admitted in 08 Academic areas i.e., Economics, Finance & Accounting, Information Technology and Systems, Marketing, Operations Management and Decision Sciences, Organizational Behaviour and Human Resource Management, and Strategy.

v   Representation of scholars from **11 states/union territories** across India.

vi Admitted scholars represent qualifying exams: **CAT, GATE, GRE, IIMB, JRF(NET)**

PhD Admission

The Ph.D. programme of the Indian Institute of Management Kashipur is a rigorous research programme in various areas of business management. The main objective of the programme is to provide scholars with the necessary skills to undertake independent research in the field of management. The Ph.D. programme seeks candidates with outstanding academic backgrounds, intellectual curiosity, and the discipline required to make a scholarly contribution. The programme is committed to training individuals to excel in their area of research through the quality publication of an international standard.

A total of 225 applications were received for the PhD 2024 batch; 111 candidates were shortlisted for the Personal Interview (PI). The process was conducted in a hybrid mode (online and offline). A Total of 15 candidates were admitted to the PhD 2024 batch.

Area-wise Admitted candidates for Ph.D. 2024 batch

SN	Area	Applications Received	Eligible	Not Eligible	No. of Shortlisted Candidates	Interviewed	Recommended Seats by Area	Sanctioned Intake	Admitted
1	Business Communication	1	1	0	1	0	0	1	0
2	Economics	27	14	13	14	8	2	2	2
3	Finance and Accounting	44	32	12	14	8	2	2	1
4	Information Technology and Systems	15	7	8	7	4	3	3	2
5	Marketing	46	28	18	28	14	4	4	4
6	Organizational Behaviour and Human Resource Management	47	20	27	18	9	3	3	1
7	Operations Management and Decision Sciences	22	13	9	13	7	5	5	3
8	Public Policy	7	5	2	5	2	1	1	0
9	Strategy	16	11	5	11	6	2	2	2
	Total	**225**	**131**	**94**	**111**	**58**	**22**	**23**	**15**

Ph.D. 2024 Admission
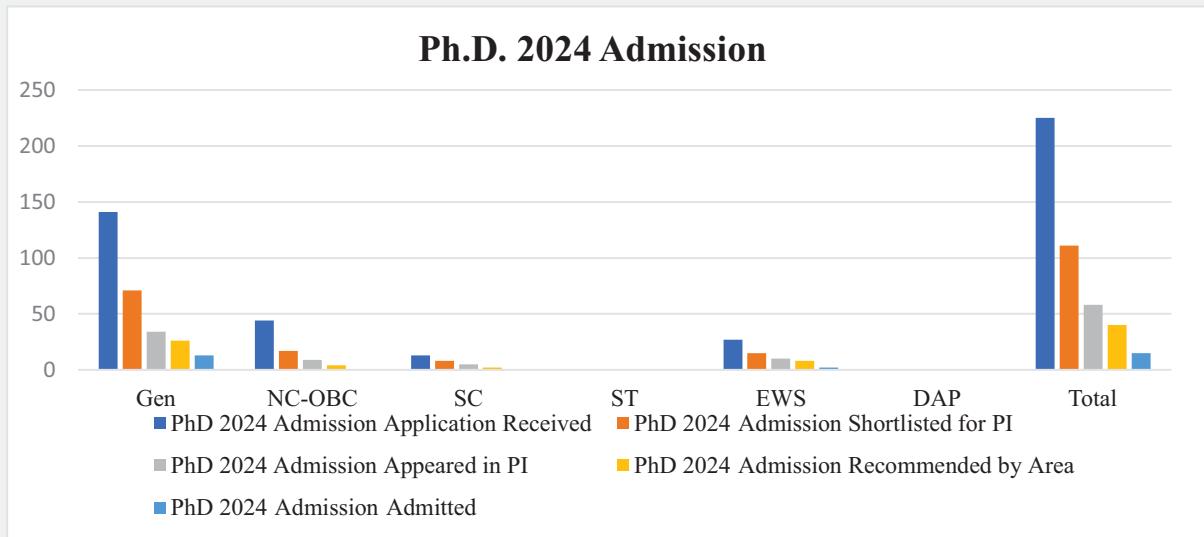
Gender Diversity

Gender Diversity			
Year	**2022**	**2023**	**2024**
Male	09	08	11
Female	04	01	04

Qualifying Exams

Qualifying Exam	2022-26	2023-27	2024-28
CAT	8	3	6
GATE	1	1	1
GRE	0	0	1
IIMB	1	0	2
JRF(NET)	3	5	5

Qualifying Exam
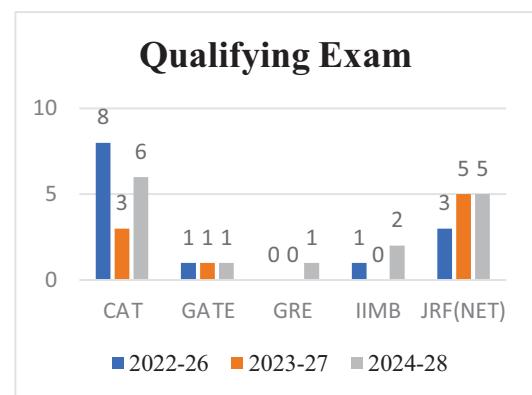
Work Experience

07 out of 15 scholars have work experience of more than 18 months.

Placement & Corporate Relations:

IIM Kashipur continues its determined efforts to strengthen corporate relations and create diverse placement opportunities for its students. This year, the Institute witnessed the active participation of leading organizations across multiple sectors, reinforcing the trust of recruiters in the talent pool at IIM Kashipur.

The Final Placements for the MBA and MBA (Analytics) batch of 2023–25 were successfully concluded with strong participation from leading organizations across sectors. The BFSI sector saw active hiring from ICICI Bank, Axis Bank, Bank of America, and Wells Fargo, while diverse roles were offered by Amazon, TVS Motors, Mahindra & Mahindra, and Tata Capital. The Consulting and Technology domain was strengthened with opportunities from KPMG, Deloitte, PwC, ZS Associates, and Cognizant, whereas Analytics and Research roles were extended by Accenture, Gartner, and Tiger Analytics.

The placement outcomes were highly encouraging, with the maximum CTC at ₹33.00 LPA, the average CTC at ₹14.60 LPA, and the median CTC at ₹14.50 LPA. These outcomes underscore the Institute's consistent upward growth and the industry's continued confidence in IIM Kashipur's talent pool.

The Summer Placements for the batch of 2024–26 witnessed enthusiastic participation from both our long-term recruiting partners and emerging organizations. Companies such as ICICI Bank, Tata Capital, Bajaj Allianz, Capgemini, Tech Mahindra, VE Commercial Vehicles, Puma, and Thomson Reuters offered diverse roles across BFSI, IT, Consulting, FMCG, Consumer Goods, and Manufacturing. This robust participation ensured enriching internship opportunities and a balanced mix of traditional and new-age profiles for our students.

Beyond placements, the Institute's industry engagement ecosystem grew stronger this year. The Samanvaya and Perennial conclaves brought together more than 20 distinguished industry leaders from organizations such as UltraTech Cement, HCL Tech, Pfizer, Volvo Group, Air Liquide, Rapipay Fintech, Stanley Black & Decker, Cargill, Deluxe, UST, Grant Thornton, PwC, Paytm, Asian Paints, Myntra, HP, and Kyndryl. These sessions created a vibrant platform for dialogue on the future of work, people transformation, and evolving managerial practices.

Our students continued to bring laurels to the Institute through their outstanding performance in prestigious national and international corporate competitions. They emerged as International Winners in the Data DNA Challenge organized by Onyx Data (United Kingdom); National Winners in Reliance Retail – *The Idea Buzz* by Reliance Retail and Schneider Electric Volt Season 1 by Schneider Electric; National Runners-up in the Accenture Innovation Challenge 2024 by Accenture; and National Finalists in *Mondelēz Maestros 2024 (Commercial Track)* by Mondelēz.

These remarkable achievements highlight the competence, creativity, and problem-solving ability of our students, further cementing IIM Kashipur's growing reputation on national and global platforms.

IIM KASHIPUR

2023 - 25

FINAL PLACEMENT REPORT

INDIAN INSTITUTE OF MANAGEMENT KASHIPUR

LETTER FROM AUDITOR

REF: IAR/PLA/2025-2026/0014

**THE CHAIRPERSON
PLACEMENTS**

**INDIAN INSTITUTE OF MANAGEMENT KASHIPUR,
KUNDESHWARI, KASHIPUR
UDHAM SINGH NAGAR, UTTARAKHAND-244713**

Dear Sir,

Re: **Audit of Placement Report for the batch 2023-2025 of Master in Business Administration and Master in Business Administration (Analytics) Programs.**

We have audited the data related to remuneration, function, sector and location as presented in the Placement Report prepared by you for the final placement (based on the offers received and accepted on campus) for the batch of Master's in Business Administration and Master's in Business Administration (Analytics) program of Indian Institute of Management Kashipur (IIM Kashipur) for 2023-2025.

Infomerics Analytics and Research (IAR) responsibility is to validate the information related to remuneration, function, sector and location provided in the report with the relevant documentation provided by IIM Kashipur.

In this context, we confirm the following:

1. For the purpose of the audit, we have obtained all the information and explanations which, to the best of our knowledge and belief, were necessary.

2. The validation of information presented in the report is based on communication received by "IIM Kashipur" from recruiting companies. Infomerics Analytics and Research Private Limited has not independently sourced any information or documentation.

LETTER FROM AUDITOR

3. We have verified the information with respect to job location, function and remuneration presented in the report with communication received from IIM Kashipur.

   a) The salary data has been categorized as 'Cost to Company.'

   b) Where information on the job location of some students was missing, the institute has confirmed the details on their location. An official confirmation regarding the job location details has been obtained from the Placement Chair.

4. The acceptance of offers and number of students opting out of the placement process has been established through the written communication by IIM Kashipur.

Best Regards,

TG Uday Kumar
Director-Ratings
Infomerics Analytics & Research Pvt Ltd

CHAIRPERSON'S NOTE

We are delighted to release the Final Placement report for the 2023-2025 batch of our flagship Master of Business Administration (MBA) and Master of Business Administration (Analytics) programs.

This year, 190+ organizations participated actively, across various domains including Consulting, Sales & Marketing, Business Analytics, General Management, Finance, HR, Operations and Product Management. Key sectors represented were BFSI, Consulting, IT and Analytics, Consumer Durables, E-commerce, Fintech, Manufacturing, Engineering /Technology, and Energy, among others.

Our students have consistently stood out for their problem-solving and creative thinking abilities, achieving remarkable success in corporate and non-corporate competitions. Our students emerged as national-level achievers in prestigious Corporate Competitions, including 5 National Winners, 6 National Finalists, and numerous National Semi-Finalists.

These accomplishments would not have been possible without the unwavering support of our recruiters, who have placed immense trust in the institute. The recruitment drives also welcomed several new organizations to our esteemed list of hiring partners. We extend our sincere gratitude to all the corporate organizations and recruiting partners for their invaluable contributions to this success. We look forward to continuing fruitful collaborations in the future.

Warm regards,

Prof Utkarsh & Prof Deepak Verma
Chairperson Placement and Corporate Relations
Indian Institute of Management Kashipur

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PLACEMENT HIGHLIGHTS

▶ **PROMINENT FIRST TIME RECRUITERS**

- Aditya Birla Capital
- Airtel Payment Banks
- BNP Paribas
- Epack Durable
- Frost and Sullivan
- Grant Thornton
- Hilti
- IBM
- Indus Valley Partners
- Insurance Samadhan
- JK Cement
- JSW Energy

- Jubilant Food Works
- Kalyani Group
- Mother Dairy
- NTT Data
- Physics Wallah
- PwC India
- Sugar Cosmetics
- Tech Mahindra
- TVS Electronics
- Wells Fargo
- Yamaha
- ZS Associates

▶ **PROMINENT LEGACY RECRUITERS**

- ABinBev
- Accenture ATCI
- Accenture Strategy
- Axis Bank
- Bank of America
- BlackBrix
- Capgemini
- Cognizant
- Deloitte
- Digit Insurance
- Reliance Retail
- SLMG Beverages
- Tata Capital
- Tiger Analytics
- Wakefit
- TVS Credit

- Hexaware
- ICICI
- IDBI Bank
- IndiaMart
- Infosys
- Leap India
- Mahindra and Mahindra
- NatWest
- NeenOpal
- OfBusiness
- Orient Electric
- PwC Acceleration Center
- RBL Bank
- Tredence
- Tresvista

3

PLACEMENT HIGHLIGHTS

Cost to Company

Highest	Average
INR 33.12 LPA	INR 14.95 LPA

Median	Top 25%
INR 14.46 LPA	INR 20.92 LPA

190+ Number of Recruiters

4

PLACEMENT HIGHLIGHTS

Top Functions

- Marketing & Sales 21%
- General Management 20%
- Consulting 15%
- Business Analytics 14%
- IT & Analytics 11%
- Others 19%

Top Sectors

- Information Technology 26%
- BFSI 20%
- Manufacturing 17%
- Consulting 16%
- Fin Tech 8%
- Others 13%

5
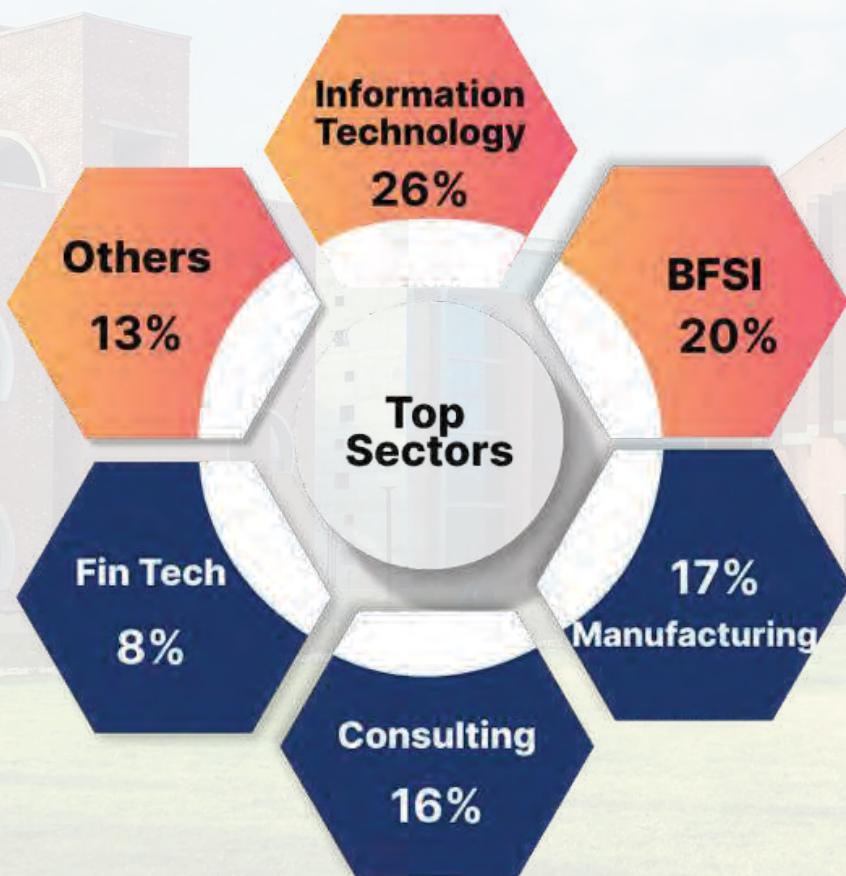
CONTENTS

1. CLASSIFICATION OF STUDENTS

1.1 CLASSIFICATION OF THE ENTIRE POOL

Categories	Number of students
Sought Placement Through institute	433
Did not seek placement through the institute	
a. Company-sponsored or already employed	-
b. Continuing education	2
c. Postponing job search	3
d. Entrepreneurship	2
e. Returning to / joining family business	3
f. Sought placement outside the campus placement process	9
g. Did not seek placement for other reasons	18
Total who did not seek employment through institute	37
Unplaced (if any)	10
Total graduates	**480**

1.2 CLASSIFICATION BASED ON SECTOR

Sector	Number of offers Accepted
Information Technology (IT)	114
BFSI	85
Manufacturing	72
Consulting	70
FinTech	33
EBusiness	18
Engineering / Technology	12
Energy	9
Consumer goods	8
EdTech	4
Retail	3
Market Research	2
Health	1
Media / Entertainment	1
Telecom	1
Total	**433**

7

1.3 CLASSIFICATION BASED ON FUNCTION

Function	Number of offers Accepted
Marketing / Sales	90
General Management	86
Consulting	66
Business Analytics	62
IT & Analytics	48
Finance	36
Product Management	24
Operations / Supply Chain	16
Human Resources	4
International Business	1
Total	**433**

1.4 CLASSIFICATION BASED ON LOCATION

Location	Data
Bangalore	68
Chennai	13
Hyderabad	24
Kolkata	5
Mumbai	68
National Capital Region	80
Rest of India	56
TBD	118
UAE	1
Total	**433**

2. SALARY DATA

Salary Data	CTC
Minimum	820000
Maximum	3312000
Mean	1495464
Median	1446950
Data	433

3. CLASSIFICATION OF SALARY BASED ON SECTOR

Sector of the employer	Max	Min	Mean	Median	Data
BFSI	2200000	1000000	1502124	1450000	85
Consulting	2795600	921600	1494344	1400000	70
Consumer goods	1700000	1200000	1510003	1530004	8
EBusiness	3312000	850000	2115437	1701812	18
EdTech	1950000	1950000	1950000	1950000	4
Energy	1875000	1200000	1383333	1250000	9
Engineering / Technology	1700000	1000000	1352083	1300000	12
FinTech	2302042	820000	1573574	1655640	33
Health	2300000	2300000	2300000	2300000	1
Information Technology (IT)	2900000	900000	1496691	1471451	114
Manufacturing	2702000	1000000	1305094	1236125	72
Market Research	1439518	1200000	1319759	1319759	2
Media / Entertainment	1600000	1600000	1600000	1600000	1
Retail	1501689	860004	1253898	1400000	3
Telecom	1800000	1800000	1800000	1800000	1

4. CLASSIFICATION OF SALARY BASED ON FUNCTION

Function	Max	Min	Mean	Median	Data
Business Analytics	2302042	960000	1553567	1450000	62
Consulting	2795600	921600	1408683	1257502	66
Finance	2200000	820000	1471291	1450000	36
General Management	2900000	972000	1579444	1655640	86
Human Resources	1300000	1200000	1245842	1241684	4
International Business	1200000	1200000	1200000	1200000	1
IT & Analytics	1802000	1100000	1604038	1633000	48
Marketing / Sales	3312000	850000	1440040	1200012	90
Operations / Supply Chain	2702000	860004	1466481	1450844	16
Product Management	1800000	900000	1383287	1400002	24

5. CLASSIFICATION OF SALARY BASED ON LOCATION

Location	Max	Min	Mean	Median	Data
Bangalore	3312000	900000	1599580	1419000	68
Chennai	3312000	1000000	1714039	1750000	13
Hyderabad	1900000	820000	1330885	1333876	24
Kolkata	2003620	1000000	1400726	1400004	5
Mumbai	2396500	860004	1428093	1410006	68
National Capital Region	2740600	960000	1468904	1450000	80
Rest of India	2795600	1000000	1346208	1204190	56
TBD	3312000	850000	1564637	1560008	118
UAE	2900000	2900000	2900000	2900000	1

PROMINENT PAST RECRUITERS

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Accreditation and Institutional Review and Assurance of Learning 2024-25

1) **Institutional Performance Review**

The first Institutional Performance Review report was submitted to the Board of Governors (BoG) of IIM Kashipur in April 2024, and thereafter, the report was made publicly available on the institute's website in May 2024.

2) **AACSB Accreditation**

During the academic year 2024–25, the Accreditation & Institutional Review (AIR) and Assurance of Learning (AoL) Committees focused extensively on meeting the requirements for AACSB Accreditation. A few key points are highlighted as follows.

- Successful mapping of program learning objectives (PLOs) with the evaluation components (i.e., mid-term and end-term exams) across all programs.
- Successful completion of the Assurance of Learning (AoL) reports across all programs for AY 2023-24.
- Revised the Eligibility Application (EA) report based on the suggestions given by Ms. Amy Memon (Former Regional Head, South Asia, AACSB).
- The committee members discussed the strategic planning report in detail and significantly contributed to finalizing it for the revised EA report. The revised EA report was submitted in February 2025 without repaying the submission fee.
- After considering the viewpoints of Chairperson Placement & IRC, AIR committee members unanimously decided to cancel EFMD membership from January 2025.

3) **Seminars/ Events Attended**

- Chairperson AIR attended the India Symposium of the EFMD Globa (EQUIS) held at Noida on April 22nd, 2024.
- Chairperson AIR and Chairperson AoL attended a seminar titled "Starting Your Accreditation Journey Seminar" organized by AACSB on 18 September 2024 at IIFT Delhi. This seminar assisted us to understand the AACSB approach to accreditation and other requirements for the eligibility application form.
- Prof. Shivam (Chairperson, AoL) and Prof. Deepak (Committee Member, AoL) attended a Virtual Seminar on AoL conducted by AACSB on 12-14 November 2024 to gain a working knowledge of the steps in the AoL process and understand the fundamentals of competency goals (learning goals) and learning objectives as well as designing effective rubrics.

Executive / Management Development Programs

Building capabilities and enhancing skills is a lifelong process. With the ever-changing dynamics of corporate management, keeping abreast with the latest skill sets has become a need of the hour. To stay relevant and ahead of the competition in the corporate world, Executive/Management Development Programs offered by IIM Kashipur provide an opportunity to learn and upgrade oneself. The content for these programs is designed based on a strong analytical understanding of future market trends. The programs offer dynamic management skill sets that give the participant a head start to take the lead and be an asset at their workplace.

IIM Kashipur understands business challenges and provides learning solutions to help companies and individuals stay ahead of the curve. IIM Kashipur's Executive/Management Development Programs are designed in conjunction with the current business dynamics and translate them to actionable learning content, use of interactive methodology based on case studies, role-plays and simulations, exposure to open discussions and one-on-one coaching along with Experiential Learning helps in bringing out the best business learning for participants.

IIM Kashipur's strength lies in its diverse faculty traits and experience of nearly one decade of training public and private sector executives. Experts from the Corporate sector are also included in the faculty team as and when required to make the programs contemporary and more practical. The MDP programs are either customized in-house/in-company programs designed to suit an organization's specific needs or open programs where participants from different organizations enrol. The Institute has been organizing these programmes for nearly the past eleven years for officers of state and central governments and practising managers of public and private sector organizations.

In essence, the Executive/Management Development Programs offered to epitomize the quest for knowledge that ties together the IIM Kashipur faculty and the industry/corporate through mutual exchange. As a result, IIM Kashipur equips the leaders with not only the tools to build what tomorrow will be but also with the knowledge of today that works effectively.

Customised Management Development Programs

The Institute accepts requests from organizations to conduct customized training programs for their executives at different levels and offers unique programs to suit the business and developmental needs of client organizations. Standard modules from regular MDPs are also combined and adapted, wherever necessary, to suit the requirements of client organizations.

The duration of these programs ranges from three to five days, depending upon the variety, magnitude and complexity of topics covered. IIM Kashipur has conducted three Nurturing Future Leadership Programs under the aegis of the Malaviya Mission Teacher Training Programme (MMTTP) funded by the Ministry of Education, Government of India. This programme is designed for teachers/faculty from Central/State Government/Private Universities or Institutes to enhance their capabilities and develop leadership skills and pedagogical insights in steering the institution toward achieving the scheme's intended goals. In the year 2024-25, IIM Kashipur conducted the following MDPs:

Program Name	Client Organization
Training Program on "Mastering Interpersonal Connections" for the GAIL (India) Limited Executives (2 Programs)	GAIL India Limited
Management Development Program on Business Strategy and Financial Performance, for IOCL Officials (2 Programs)	Indian Oil Corporation Ltd (IOCL)
Madhyama-I, Mid-career Training Program for the Officials of IOCL, (3 Programs)	Indian Oil Corporation Ltd (IOCL)
Max Leadership Development Program, Batch 2	Max Healthcare

Management Development Program on Women Leadership for the Officials of IOCL, Batch 3	Indian Oil Corporation Ltd (IOCL)
Management Development Programme on Effective Communication, Influence and Persuasion Skills for Leaders for Petronet LNG Limited Executives	Petronet LNG Limited
Management Development Programme on From Data to Decisions – Strategic Thinking & Behavioral Communication	Petronet LNG Limited
Management Development Program on Managing Teams for the officials of Power Grid	PowerGrid Corporation of India Limited
HPCL Dealer Development Programme powered by NSE Academy	NSE Academy
Nurturing Future Leadership Programme (NFLP) under the aegis of the Malaviya Mission Teacher Training Programme (MMTTP) (3 Programs)	An initiative of Ministry of Education, Government of India
Management Development Programme on Strategy and Leadership for RWS Group of SDL Technologies India Pvt. Ltd. Executives	RWS Group of SDL Technologies India Pvt. Ltd.

Online Certificate Programs

In the new normal of blurring boundaries between work and personal life, the advent of high-speed internet and enabling technology platforms, online education can be imparted without participants leaving their comfort zones. IIM Kashipur, being a front-runner in Executive education, has forayed into this domain and has been offering online programs since 2017. IIM Kashipur endeavours to provide management education through online mode and prepare participants for dynamic careers in industry across functional areas and an array of topics.

The programs equip participants with strong conceptual and analytical skills to manage businesses in an integrated manner. The emphasis is on developing a holistic manager with a vision to take of the challenges of the future in a socially sensitive manner.

Our online programs thus intend to serve the needs of such professionals who are hard-pressed for time to help them acquire new skills, build expertise in a specialized area, update their professional profile for career advancement and broaden their knowledge base. For our Online Certificate Programs logistics, technology, and delivery infrastructure-related issues are taken care of by contractual agreements with other organizations which are competent to do the task. Currently, Times Edutech and Events Limited (TEEL), a unit of Bennett Coleman & Co. Ltd – A Times Professional Learning Division (Times TSW), Human Racers Advisory Pvt Ltd (Nulearn), Teamlease Edtech Limited, NSE Academy, Zenith Railway Academy, Max Healthcare Institute Limited, UpBuild Global Inc., Physicswallah-Medarthi provide the required support for sales-marketing and program operations, etc.

IIM Kashipur has formalised an MoU with Nagpur-based pManifold EV Academy Pvt. Ltd. (evACAD) to collaborate in research and training in the areas of clean energy technologies, carbon markets, green finance, ESG, circular economy and sustainability.

As part of this collaboration, both organizations are launching an innovative program - Post Graduate Executive Certificate Program in Net Zero Strategy and Sustainability Leadership - aimed at working professionals from core engineering, energy, oil & gas, power, consulting, Corporate finance, sustainability & related backgrounds who wish to upskill and lead the transition to sustainable development and clean energy for industries, social sector, MSMEs, govt. agencies and the general public. The curriculum covers critical subjects necessary for professionals to develop a holistic perspective on the challenges organizations

face today. Covering a wide gamut of topics from climate systems, decarbonization technologies, net zero pathways to carbon markets, climate financing and sustainable business models, this program will enable the changemakers of tomorrow with the analytical, cross-functional management and leadership skills required to build the right solutions for their organizations.

This program is structured around three fundamental pillars: People, Planet and Profit. Through engagement strategies, case study-based learning and sustainability-focused teamwork, the participants will learn inclusive leadership in sustainability initiatives & change management methodologies. Additionally, they will be well trained on climate risk & economics and ecosystem thinking as well as circular economy aspects. Participants will also explore new-age financing mechanisms for sustainability projects and investment evaluations.

At present, IIM Kashipur offers two types of online certificate programs, and one diploma programs as given below:

ONE-YEAR POST GRADUATE CERTIFICATE/EXECUTIVE PROGRAMS
(150 hours or more of duration)

EXECUTIVE DEVELOPMENT/CERTIFICATE PROGRAMS
(60 to 140 hours of duration)

EXECUTIVE POST GRADUATE DIPLOMA PROGRAM IN BUSINESS MANAGEMENT
(500+ hours duration)

One-year Post Graduate Certificate/Executive Programs

One-year Postgraduate Certificate/Executive Programs offered by IIM Kashipur are designed to impart skills that are necessary to thrive in today's corporate environment and are aimed to develop managerial skills of the participants to keep abreast of today's fast-changing business environment using different pedagogical tools such as case studies, simulation, and exercises to deliver the course content best. These programs are offered in a mixed mode of synchronous classroom teaching, making use of information and communication technology with a balanced dose of face-to-face physical sessions with the professors at the IIM Kashipur campus. The duration of these programs ranges between 150 to 200 hours.

These programs are offered in direct-to-device (D2D) mode, where competent participants from multiple organizations join a course. The duration of such programs is one year, and a participant can attend the sessions from the convenience of a studio located in his/her city or even from the office or the comfort of their home. Participants are admitted based on selection criteria befitting the requirements of the professional needs and the rigour of the curriculum of the specific program.

Certification is done following a due examination and evaluation process. Academic contents are designed and delivered following state-of-the-art pedagogy by the faculty members of IIM Kashipur with occasional inputs from outside professional experts. These programs have an in-built component of campus visits of short durations. These visits are meant to offer the participants opportunities to interact with our faculty members, including those who may not have directly participated in each program. These visits turn out to be memorable events for our participants as they experience the serene campus life with its bountiful flora and fauna. Participants enrolled under these programs are eligible for the IIM Kashipur Executive Alumni Status.

One-year Post Graduate Certificate/Executive Programs offered by IIM Kashipur in 2024-25:

Program Name	Program offered in association with
Executive Program in Operations and Supply Chain Management, Batch 5	Times Edutech and Events Limited (A Unit of Bennett Coleman & Co. Ltd.)
Executive Program in Operations and Supply Chain Management, Batch 6	Times Edutech and Events Limited (A Unit of Bennett Coleman & Co. Ltd.)
Senior Management Program, Batch 3	Times Edutech and Events Limited (A Unit of Bennett Coleman & Co. Ltd.)
Executive Post Graduate Certificate Program in Rail Management, Batch 2	Zenith Railway Academy
Post Graduate Executive Program in Hospital Management, Batch 2	Max Healthcare Institute Limited

The following are the One-year Post Graduate Certificate/Executive Programs launched by IIM Kashipur in 2024-25:

Program Name	Program offered in association with
Senior Management Program, Batch 4	Times Edutech and Events Limited (A Unit of Bennett Coleman & Co. Ltd.)
Executive Program in Operations and Supply Chain Management, Batch 7	Times Edutech and Events Limited (A Unit of Bennett Coleman & Co. Ltd.)
Executive Post Graduate Certificate Program in Rail Management, Batch 3	Zenith Railway Academy

Executive Development/Certificate Programs

The Executive Development/Certificate Program offered by IIM Kashipur is a blended program comprising both online and on-campus modules. For the online modules, the primary method of instruction is through LIVE lectures that are delivered online via the internet to participants' desktops/laptops or classrooms. The lectures are delivered by the eminent faculty from IIM Kashipur and professional experts from the industry.

These programs are primarily taught through a combination of class exercises, presentations, take-home exercises, simulations, and case studies. The course content is organized in a way that provides the participants with an introduction to the application of content to various business aspects. There are periodic evaluations built in throughout the course. These may be in the form of a quiz, assignment, exercises, or objective/subjective assessments.

The evaluations are designed to ensure continuous student engagement with the course and encourage learning. Students who successfully clear the same along with the requisite attendance criteria are eligible for the Certificate of Completion. Otherwise, a Certificate of Participation is issued to the participant who fails to fulfil the completion criteria of the course. The duration of these programs ranges between 60 to 140 hours.

The on-campus modules are delivered in classrooms at IIM Kashipur campus. The duration of on-campus modules can be two to five days as per the course demand.

The following are the Executive Development/Certificate Programs offered by IIM Kashipur in 2024-25:

| Program Name	Program offered in association with
Executive Development Program in Applied Financial Risk Management, Batch 11	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Advanced Supply Chain Management and Analytics, Batch 3	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Advanced Supply Chain Management and Analytics, Batch 4	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Advanced Project Management, Batch 5	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Advanced Project Management, Batch 6	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Operations Management with Six Sigma, Batch 7	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Strategic Human Resource Analytics, Batch 2	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Strategic Management, Batch 18	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Applied Finance and Investment, Batch 1	Teamlease Edtech Limited
Executive Development Program in Fintech and Applied Financial Analytics, Batch 1	NSE Academy
Executive Development Program in Strategic Marketing Management, Batch 1	Teamlease Edtech Limited
Executive Development Program in HR Analytics and Management, Batch 1	Teamlease Edtech Limited
Executive Development Program in HR Analytics and Management, Batch 2	Teamlease Edtech Limited

The following are the Executive Development/Certificate Programs launched by IIM Kashipur in 2024-25:

Program Name	Program offered in association with
Executive Development Program in Advanced Project Management, Batch 7	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Strategic Management, Batch 19	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Operations Management with Six Sigma, Batch 8	Human Racers Advisory Pvt Ltd (Nulearn)
Executive Development Program in Applied Financial Risk Management, Batch 12	Human Racers Advisory Pvt Ltd (Nulearn)

Executive Post Graduate Diploma Program in Business Management

In line with the institute's mission, this 14-month PGDBM program is designed exclusively for all mid-career professionals aspiring to have a thorough grounding in management. Thoughtfully curated by IIM Kashipur faculty, this program's curriculum includes all the functional and cutting-edge courses that can prepare the participants for higher managerial and leadership responsibilities. Keeping in mind the professional demands, this program is designed to be a blended program – live sessions with world-class faculty and CXOs and e-learning content – that is well poised to manoeuvre the demanding professional responsibilities along with the expected program rigour.

The program is a blended program comprising both online and on-campus modules. For the online modules, the primary method of instruction will be through LIVE lectures that will be delivered online via the internet to participants' desktops/laptops. The lectures will be delivered by eminent faculty from IIM Kashipur and experts from the industry. The program will be primarily taught through a combination of class exercises, presentations, take-home exercises, simulation and case studies. The program contents are organized in a way that provides the participants with an introduction to the application of content to various business aspects. The on-campus module will be delivered in classrooms at IIM Kashipur. This program is offered in association with Times Edutech and Events Limited (A Unit of Bennett Coleman and Co. Ltd.). A total of 34 participants are enrolled in the first batch. The program fee per participant is Rs. 4,36,500/-. The second batch of the program has been launched and will start the first session in September 2025.

GENDER DIVERSITY

- 14.50%
- 85.50%
- ■ FEMALE PARTICIPANTS
- ■ MALE PARTICIPANTS

PARTICIPANT EDUCATIONAL QUALIFICATION BREAKUP

- ■ ENGINEERING
- ■ COMMERCE
- ■ SCIENCE
- ■ OTHERS

ENGINEERING 70%, COMMERCE 13%, SCIENCE 8%, OTHERS 9%

PARTICIPANT EXPERIENCE BACKGROUND

Bar chart values:
- SALES/MARKETING: 16%
- MANUFACTURING/PRODUCTION/CONSTRUCTION: 17%
- CS/IT/ITES: 23%
- LOGISTICS AND SUPPLY CHAIN: 9%
- BANKING AND FINANCIAL SERVICES: 18%
- EDUCATION: 4%
- HEALTHCARE: 2%
- CONSULTING: 5%
- OTHERS: 6%

PARTICIPANT WORK EXPERIENCE

Bar chart values:
- 0-5 YEARS: 29%
- 6-10 YEARS: 32%
- 11-15 YEARS: 26%
- 16-20 YEARS: 9%
- 20+ YEARS: 4%

Senior Management Program, Batch 2

Post Graduate Executive Program in Hospital Management, Batch 2

Management Development Program on Effective Communication, Influence and Persuasion
Skills for Leaders for Petronet LNG Limited Executives

Nurturing Future Leadership Program (NFLP) under the aegis of Malaviya Mission Teacher Training Program (MMTTP), Funded by the Ministry of Education, Government of India

Max Leadership Development Program, Batch 2

Executive Post Graduate Diploma in Business Management, Batch 1

Executive Post Graduate Certificate in Rail Management, Batch 1

Executive Development Program in HR Analytics and Management, Batch 1

Executive Development Program in Advanced Supply Chain Management and Analytics, Batch 3

Executive Development Program in Advanced Project Management, Batch 5

International Relations and Consulting

1. International Relations:

Model United Nation

The IRC student body conducted the flagship Model United Nations (MUN) event offline for the first time in six years on February 15-16, 2025, and received a total of 90 registrations across both the online and offline committees.

2. Student Exchange:

Long -term exchange program

- The IRC have successfully facilitated the Long-term Exchange Program for 09 students at Alba Graduate Business School, Greece, Solbridge International School of Business, South Korea, Turiba University, Latvia and University of Limba, Peru. Details of participation are:

S.No.	Name of University	No. of Participation
1	Alba Graduate Business School, Greece	02
2	Solbridge International School of Business, South Korea	02
3	Turiba University, Latvia	04
4	University of Limba, Peru	01

Short- term exchange program with ALBA

- The short-term exchange program with ALBA Graduate Business School, Greece was successfully held between 1st April- 13th April 2024. A total of 36 students from MBA, MBAA, and Executive MBA and MBAA programs participated in the short-term exchange program. This was the first time that executive program participants participated in any foreign exchange program.

- Successfully conducted the Short-Term Exchange Program (STEP) 2025 in collaboration with ALBA Graduate Business School, Greece. A total of 21 students participated in the STEP program at ALBA.

3. International Collaborations:

- We have successfully forged one more foreign collaboration with Rabat Business School (RBS) Morocco. RBS is AACSB accredited and ranked 54 in FT Masters in Management Ranking 2023.
- In consultation with the IRC office, the IRC student body has started the process of long-term exchange with our foreign partners in France, Peru, South Korea, Greece, Israel, Latvia, Morroco etc.
- Discussion is going on with Brunel University for renewal, which includes online certification programs, an offline conference with Brunel University is planned to further strengthen the collaboration
- Initial meetings and discussions were held with Porto Business School and Lagos Business School to explore potential partnership opportunities.
- The Memorandum of Understanding (MOU) with COPPEAD Graduate School of Business, Brazil is in its final stages and expected to be signed soon.
- Successfully renewed long-term partnerships with Coller University and University of Lima. Additionally, an offline conference is scheduled with Brunel University in May 2025 to further strengthen bilateral collaboration.

4. Consulting:

Consultancy with the Government of India, Ministry of Commerce and Industry, Department of Commerce

Project titled "Evaluation Study of Interest Equalization Scheme" was floated by Government of India, Ministry of Commerce and Industry, Department of Commerce. A team of 4 professors from IIM Kashipur comprising of Prof. Abhradeep Maiti, Prof. Kunal, Prof. Gyasuddin Ansari, and Prof. Jagdish Prasad Sahu, have expressed interest. The consultancy amount will be Rs. 2,45,000/-.

Consultancy with Forest Conservation Department, Haldwani.

Prof. Somnath Chakraborti and Prof. Preeti Narwal have been awarded the project titled "Market survey of Important Timber wood". The work will start after the signing of the MoU. The consultancy amount will be Rs. 23,40,000/-.

Consultancy with Dairy Food Company, Saudi Arabia

Prof. Sunil Jauhar have been awarded the project title "Transport & Employee Scheduling Optimization". The consultancy amount will be Rs. 10,00,000/-

Centre of Excellences

Centre of Excellence in Public Policy and Government (COEPPG)

The Centre of Excellence on Public Policy and Government is dedicated to research, training, and promoting best practices in public policy and governance. Such centres often aim to enhance the capacity of government institutions, improve public service delivery, and foster innovation in policy-making processes. The Institute established the Centre of Excellence on Public Policy and Government (COEPPG) at IIM Kashipur to create a platform that connects policymakers, government agencies, civil society, industry, and academia, facilitating scholarly research, public policy studies, and capacity-building activities.

Since it was founded in 2014, the Centre has undertaken several key projects and programs in specialised areas such as disaster management, sustainable management (Green MBA), judicial service delivery, open-access legal education, gender diversity in the corporate sector, and preventing violence against women. By integrating action research, training, and advisory services focused on thematic public policy analysis, the Centre has carried out numerous projects funded by The World Bank, the Indian Council of Social Science Research (ICSSR), Shastri Indo-Canadian Institute, Ministry of Housing and Urban Affairs, and other departments of both central and state governments.

Doctoral Programme in Public Policy

During this period, one of our research scholars was upgraded to a Senior Research Fellowship by the University Grants Commission (UGC). Another scholar completed his Internal Thesis Defense. The Centre's primary interest in the doctoral programme has been the smart city governance concept that refers to an urban development approach incorporating digital technology, data, and innovation to enhance the quality of life for citizens, improve urban services, and promote sustainability. An evaluation study sanctioned to the Centre by the Ministry of Housing and Urban Affairs also focuses on the role of consulting agencies in implementing the Smart City Mission in India.

ICSSR Special Call Research:

The Centre successfully completed a major research project on "Addressing Gender Discrimination through Sukanya Samriddhi Yojana in North India: A Study of Delhi NCR, Punjab, Haryana, and Uttarakhand" during this period. The Sukanya Samriddhi Yojana (SSY) was launched by the Government of India in 2015 as an important component of the Beti Bachao Beti Padhao [Save the daughter, educate the daughter] scheme. This research undertook a multi-dimensional investigation to understand the Sukanya Samriddhi Yojana (SSY), examining the implementation of this scheme across four states in India: Delhi-NCR, Punjab, Haryana and Uttarakhand. This empirical public policy evaluation project examined the overall impact, relevance, effectiveness, and sustainability of the SSY and the impact on the lives of both beneficiaries (girlchild) and the investors (parents/guardians). Centre of Excellence in Public Policy and Government (COEPPG) at IIM Kashipur conducted this study with funding from the Indian Council of Social Science Research (ICSSR). It was a collaborative study with three partner institutions - Delhi University, Panjab University and Kurukshetra University.

Our study found that there is a positive social impact of the Sukanya Samriddhi Yojana (SSY) in supporting the education of girl children and improving the child sex ratio in the Delhi-NCR, Punjab, Haryana, and Uttarakhand regions. It highlights the growing interest in saving for girls' education, driven by high interest rates and tax exemptions, leading to financial security. Post offices have emerged as popular venues for SSY

accounts, and there is a need for greater contributions from marginalised populations. Overall, the SSY has positively influenced underprivileged groups, enhancing their financial security and educational opportunities, though some states face challenges in monitoring and sustaining the program effectively.

SAAR Sameksha Series: Smart City Project

The Centre completed a research study for the Ministry of Housing and Urban Affairs evaluating the effectiveness of consulting firms engaged as Design and Project Management Consultants in India's Smart Cities Mission (SCM). Launched as a Centrally Sponsored Scheme the SCM aims to address India's rapidly growing urbanization by strengthening core urban infrastructure—including water, power, sanitation, mobility, housing, digital connectivity, governance, safety, and social services.

The study critically assessed the contribution of some consulting firms, examining their influence on project quality, management efficiency, cost-effectiveness, and overall outcomes. It also identified challenges and opportunities based on project experiences and case studies, highlighting the central role consultants play in translating smart city visions into practical, citizen-centric urban development.

FIED

Foundation for Innovation and Entrepreneurship Development (FIED) is the incubation center of IIM Kashipur, established as a Section 8 company on 9th March 2018 under the Companies Act, 2013. Fully owned and hosted by IIM Kashipur, FIED is committed to nurturing and strengthening India's entrepreneurial ecosystem. Over the past six years, FIED has supported more than 200 startups across diverse sectors including agriculture, education, healthcare, logistics and supply chain, green energy, waste management, tourism and hospitality, social entrepreneurship, and the Sustainable Development Goals (SDGs).

FIED plays a pivotal role in refining business ideas, developing minimum viable products, crafting detailed business plans, providing market linkages, facilitating access to early-stage capital through angel investors and venture capital firms, and supporting startups in scaling from seed to growth stages. To date, FIED has disbursed INR 15.6 crore as seed funding and has facilitated the mobilization of over INR 350 crore from venture capital firms for its incubated startups.

In addition to startup support, FIED promotes inclusive entrepreneurship by training over 400 rural entrepreneurs, particularly members of self-help groups (SHGs) and federations in Uttarakhand, operating in both farming and non-farming sectors. Through its holistic approach, FIED continues to drive innovation, economic empowerment, and sustainable development in rural and urban India alike.

Key Startup & Entrepreneurship Promotion Programs at FIED

RKVY RAFTAAR Agri Business Incubation (ABI) Program – Ministry of Agriculture & Farmers Welfare- The RKVY RAFTAAR ABI Program at IIM Kashipur FIED supports early-stage agri-startups through funding, mentoring, and capacity-building initiatives. Backed by the Ministry of Agriculture, it has incubated 182 agri-startups, of which 75 received grants totalling ₹10.2 crores, and helped raise ₹328 crores in external funding. The program includes agripreneurship training, market linkage support, and business development guidance. Notable incubated startups include Bijak, Loopworm, Greenpod Labs, and My Pahadi Dukan, with an outreach impacting over 4 lakh farmers across India.

Startup India Seed Fund Scheme (SISFS)- DPIIT, Ministry of Commerce- Under the Startup India Seed Fund Scheme, FIED provides financial support and incubation to early-stage startups across sectors like agri-tech, clean-tech, health-tech, and ed-tech. Startups receive up to ₹20 lakhs in seed grants and ₹50 lakhs in debt or convertible debentures, along with mentoring and market access. FIED has supported 23 startups under SISFS, disbursing ₹5 crores and enabling them to raise over ₹90 crores in external funding. Startups such as Ikayu Foodlabs and Witness the Fitness have emerged as strong performers.

GENESIS- Ministry of Electronics & Information Technology (MeitY)- The GENESIS (Gen-Next Support for Innovative Startups) program, supported by MeitY, focuses on fostering tech-enabled solutions for underserved regions. As an implementing partner, FIED supports startups through Entrepreneur-in-Residence (EIR) grants, prototyping support, and mentorship. Currently, two startups working in digital tourism and school transportation have been selected under the program. GENESIS at FIED aims to strengthen digital innovation and inclusive growth in Tier 2 and Tier 3 geographies.

Women Entrepreneurship Program (WEP)-NSRCEL, IIM Bangalore-In partnership with NSRCEL, IIM Bangalore, FIED implemented the Women Entrepreneurship Program to support early-stage women-led ventures. The program provided mentoring, business planning, and access to networks for eight selected startups. It aimed at enhancing women's participation in entrepreneurship by strengthening their capabilities to build viable and impactful businesses, especially in regional and rural settings.

Startup Bootcamps- Supported by Directorate of Industries, Uttarakhand- FIED has organized 33 startup bootcamps across 13 districts in Uttarakhand, engaging over 4,000 students and 200 entrepreneurs. These bootcamps focused on ideation, innovation, investor pitching, and awareness of government startup

schemes. The initiative has significantly contributed to seeding an entrepreneurial mindset among youth and aspiring entrepreneurs across the state.

Rural Enterprise Support in Collaboration with UGVS- In partnership with Uttarakhand Gramya Vikas Samiti (UGVS), FIED has been actively promoting rural entrepreneurship through SHGs, Village Organizations, and Federations. The support includes business planning trainings, entrepreneurship development, and Training of Trainers (ToT) programs for officials. These initiatives aim to build capacities in governance, marketing, and financial management, enabling rural enterprises to scale sustainably.

Key Program Partners

Key Highlights for FY 2024-25

Recognition Received on Innovation- Achieving rating of Four Stars In IIC:
IIM Kashipur has proudly achieved a 4-star rating under the Institution's Innovation Council (IIC) 4.0, awarded by the Ministry of Education, Government of India, for its consistent efforts in fostering a culture of innovation and entrepreneurship. This marks the second consecutive year that the institute has received this prestigious recognition, reflecting its sustained commitment to innovation-driven initiatives. Spearheaded by the Foundation for Innovation and Entrepreneurship Development (FIED), IIM Kashipur has actively engaged in organizing innovation-focused activities in collaboration with academic institutions, central and state government ministries, and local industry stakeholders. The 4-star rating highlights the institute's robust ecosystem for nurturing startups, promoting design thinking, and integrating innovation across academic and entrepreneurial domains.

Key Programs to Support Startups at FIED
Sahas & Saksham 6.0 (Agri Startup Incubation Program)

The Rashtriya Krishi Vikas Yojna - Remunerative Approaches for Agriculture and Allied Sector Rejuvenation (RKVY-RAFTAAR) Agripreneurship is a scheme of the Ministry of Agriculture and Farmers' Welfare (MoA&FW), Govt. of India aimed at strengthening infrastructure in agriculture and allied sector in order to promote agripreneurship and agribusiness by providing financial support and nurturing the incubation ecosystem. Under the RKVY RAFTAAR Agri Business Incubation (R-ABI) Program, IIM Kashipur FIED has played a pivotal role in nurturing agri-based startups through a structured support system that includes agripreneurship orientation, funding, and mentorship. The program begins with an Agripreneurship Orientation phase, where early-stage innovators and aspiring entrepreneurs are introduced to key concepts of agribusiness, market dynamics, and business model development. Promising ideas are then selected for Idea/Pre-Seed Stage Funding, enabling them to validate their concepts and develop a minimum viable product (MVP). Startups that demonstrate strong potential for scalability and impact are further supported with Seed Stage Funding, which facilitates product commercialization, team expansion, and market entry. This multi-tiered approach ensures that agripreneurs receive the right support at the right stage, significantly improving their chances of success and long-term sustainability in the agri-business ecosystem.

From April 2024 to March 2025, IIM Kashipur FIED assisted 7 startups in raising a total of INR 60 lacs grant. Through the Sahas program, 5 pre-seed stage startups underwent a rigorous selection process and were awarded a total of 25 lakhs. Through the Saksham program, 2 startups were awarded a total of 35 lakhs as funding.

Training in Business Plan Preparation for Rural Entrepreneurs in REAP

IIM Kashipur FIED conducted training program from 6th May 2024 to 11th May 2024 for representatives of cluster level federations/livelihood collectives/self-help groups on developing a business plan for enterprise under series of entrepreneurship development program. A total of 51 participants from Uttarkashi, Tehri, Chamoli, Rudraprayag, Haridwar, Pauri Garhwal, Pithoragarh, Bageshwar participated in six days business planning exercise. Making a business plan enables people associated with the business to generate a collective understanding of their business idea, how they can articulate it, and how they will deliver it to 'target markets. Business plan training has helped the participants from rural enterprises by strengthening team members skills in enterprise development so that they can better adapt to the market-dominated environment. Skills in areas such as business planning, marketing and finance have helped the participants to find solutions to market-related problems; manage farm or enterprise operations better; compete more effectively; and consider other market opportunities.

Entrepreneurial Development Training (VIKAS)

FIED launched the fourth cohort of its VIKAS (Venture, Innovation, Knowledge, And Skills) program, which aimed to cultivate entrepreneurial thinking among senior and mid-level executives from industries across Kashipur and nearby areas. With 20 participants enrolled for Year 2024-25, the VIKAS training focused on fostering innovative business approaches to increase competitiveness in today's dynamic market. Through a series of workshops, interactive sessions, and hands-on activities, participants learned essential skills to rethink traditional business strategies and implement entrepreneurial techniques within their organizations. This training enhanced their problem-solving abilities, empowers them to leverage new technologies, and promotes innovative solutions that drive growth. The program helped bridge the gap between conventional management practices and forward-thinking entrepreneurial strategies, positioning participants to make a tangible impact in their respective industries.

Workshop on Leadership Development with Round Table India

FIED hosted a leadership and personality development workshop for the Kashipur chapter of Round Table India, a global organization with over 300 chapters across 15 countries. The workshop, attended by 25 delegates from Kashipur and surrounding areas, focused on fostering leadership qualities and introducing innovative practices in modern industries. Through interactive discussions and practical sessions, participants explored strategies to manage teams effectively, adopt technological advancements, and think creatively in their approach to business challenges. This initiative underscores FIED's

commitment to enhancing leadership capabilities across diverse sectors, contributing to a culture of innovation and collaboration within local industry.

Celebration of World Entrepreneurs Day:

In honor of World Entrepreneurs' Day, FIED organized a session on business development for more than 20 women-led community enterprises from Kashipur and nearby areas. This session included insights into market expansion, branding, and scaling strategies tailored to the needs of small businesses. FIED also hosted an exhibition, providing a platform for these women entrepreneurs to showcase their products to the faculty and students of IIM Kashipur. The exhibition generated considerable interest and engagement, with students showing enthusiasm for the showcased products. This event celebrated the entrepreneurial spirit of these women and offered valuable exposure, creating future networking and growth opportunities for these community-led enterprises.

Gap Assessment Exercise with CLF & FPO of REAP

As part of the REAP initiative's master trainer program, FIED conducted a comprehensive gap assessment for 26 cluster level federations (CLFs) and farmer producer organizations (FPOs) across all 13 districts of Uttarakhand. This assessment aims to analyze the current practices of community-based enterprises in areas such as governance, leadership, business planning, marketing, and financial management. The findings

identified specific areas requiring development and will inform targeted training sessions designed to address these needs. This assessment allows FIED to deliver tailored training that strengthens organizational capacity, improves operational efficiency, and supports the sustainable growth of these rural enterprises.

Participation in SAMARTH Training by IARI-Pusa Krishi

The RABI team at FIED, led by Prof. Safal Batra, actively participated in the SAMARTH training program organized by IARI-Pusa Krishi. This training served as a collaborative platform for incubation centers mentored by Pusa Krishi, aimed at discussing recent agri-startup initiatives carried out across various geographies in partnership with corporates and technology providers. The program also facilitated the exchange of best practices in incubation, focusing on enhancing the effectiveness of startup support frameworks.

Through this engagement, FIED gained valuable insights and exposure to innovative strategies, enabling it to strengthen its incubation processes by integrating the best global practices and collaborative approaches into its agri-startup ecosystem.

Exposure Visit to NSRCEL-IIM Bangalore

The FIED team was invited to attend the official launch of the Women Startup Program (WSP) at NSRCEL, IIM Bangalore. The event witnessed participation from over 100 startups and representatives from 10 incubation centers across the country, including institutions such as BITS Pilani, IIM Jammu, IIM Indore, and the Tamil Nadu Startup Mission. The visit proved highly insightful, enabling the FIED team to deepen its understanding of program deliverables and the evolving needs of women-led startups. It also provided exposure to effective incubation models being implemented across leading institutions and offered valuable networking opportunities with peer incubators and startups, paving the way for future collaborations and knowledge exchange.

Participation in Renewable Energy Event in Uttarakhand

IIM Kashipur FIED actively participated in a Renewable Energy event organized by the Ministry of Renewable Energy in Dehradun. The Uttarakhand Ministry had invited IIM Kashipur to set up a stall and showcase its contributions towards supporting sustainable enterprises in the state. Two startups incubated at FIED, focusing on enhancing the quality and nutrition of animal feed, represented the incubation center under its banner. These startups demonstrated innovative and sustainable solutions addressing critical challenges in the

agricultural sector. During a stakeholders' meeting held as part of the event, FIED reiterated its unwavering commitment to fostering sustainable enterprises, emphasizing its role in shaping a better and greener future for Uttarakhand.

Supporting Tech Startups under GENESIS Program

IIM Kashipur FIED has been selected as an incubation center to implement the GENESIS program, an initiative of the Ministry of Electronics & Information Technology, Government of India. The program is designed to nurture next-generation technology-based startups emerging from tier-2 and tier-3 cities by providing funding, mentorship, and incubation support. Under this initiative, the expert investment committee at FIED recommended two promising startups for funding assistance of INR 10 lakhs each. The first, *DigiStay*, is a guest experience platform inspired by DigiYatra, focused on transforming the hospitality industry by making ID sharing seamless, secure, and efficient while enriching the overall guest journey. The second, VanLink, is a mobile application aimed at modernizing school transportation by digitally connecting parents, drivers, and schools. It offers real-time tracking, automated notifications, and streamlined communication to enhance safety and convenience for all stakeholders involved. These startups reflect the GENESIS program's vision of empowering technology-driven innovations that address real-world challenges through scalable digital solutions.

Uttishtha-Entrepreneurship Summit of IIM Kashipur

IIM Kashipur successfully organized its flagship entrepreneurship summit, Uttishtha'25, on February 22 & 23, 2025. The event was organized in collaboration with FIED, IIM Kashipur, and received support from the Ministry of Agriculture & Farmers Welfare, Government of India. With a vision to foster innovation, entrepreneurship, and collaboration, the summit brought together industry leaders, entrepreneurs, investors, and students from across the country. Uttishtha'25 was a two-day summit filled with engaging discussions, startup showcases, business competitions, and networking opportunities. The event successfully brought together over 10,000 attendees, including 200+ Agri-Startups, MSMEs, and FPOs, and 2,000+ business school students, making it one of the most impactful entrepreneurship summits in the region.

MoU Signing Under Devbhoomi Udyamita Yojana

IIM Kashipur's Foundation for Innovation and Entrepreneurship Development (FIED) has signed a

significant Memorandum of Understanding (MoU) with the Department of Higher Education, Government of Uttarakhand, and the Entrepreneurship Development Institute of India (EDII) under the Devbhoomi Udyamita Yojana. The primary objective of this partnership is to foster a robust ecosystem of innovation, entrepreneurship, and startup development within the higher education institutions across Uttarakhand. Through this collaborative effort, FIED will play a key role in implementing structured entrepreneurship development programs, mentoring young innovators, and providing capacity-building support to faculty and students. The MoU aims to integrate entrepreneurial thinking into the academic environment and create a pipeline of startup-ready youth who can contribute to the socio-economic development of the state. This initiative is a crucial step toward making Uttarakhand a hub for grassroots innovation and youth-led enterprises.

Training of Trainers Program under REAP

IIM Kashipur's Foundation for Innovation and Entrepreneurship Development (FIED) successfully conducted two comprehensive 6-day Training of Trainers (ToT) programs under the Rural Enterprise Acceleration Program (REAP), an initiative of the Department of Rural Industries, Government of Uttarakhand. These programs were organized for a total of 78 district and block-level officials who are actively involved in implementing enterprise promotion activities across the state. The training focused on two critical thematic areas—Good Governance & Leadership and Business Planning & Marketing Management—delivered by expert faculty members of IIM Kashipur through interactive sessions, practical exercises, and real-world case discussions.

The objective of the ToT program was to build a strong cadre of master trainers equipped with the knowledge, tools, and facilitation skills necessary to support rural enterprises at the grassroots level. These master trainers will now be responsible for cascading the training to board members of Farmer Producer Organizations (FPOs) and Cluster Level Federations (CLFs) in various districts. The initiative is a key component of the capacity-building strategy under REAP, aimed at strengthening the institutional capabilities of rural collectives and fostering sustainable enterprise development in Uttarakhand.

Design Innovation Centre – Navaashay

Introduction

The Design Innovation Centre (DIC) at IIM Kashipur, also known as **'Navaashay'**, has continued its mission in FY 2024–25 to promote design-led innovation, grassroots creativity, and experiential learning across educational institutions, particularly in the Himalayan region. Guided by the national objectives of NEP 2020 and the Ministry of Education's design innovation framework, Navaashay has played a pivotal role in introducing **Design Thinking** methodologies to school students, educators, and professionals through structured workshops, conclaves, exposure visits, and competitions.

This report highlights the key activities, initiatives, outcomes, and participant engagement undertaken by the DIC from **April 2024 to March 2025**.

1. Design Thinking Workshops under HELP Initiative

About HELP Initiative

The **Himalayan Education Learning Program (HELP)** is an in-house initiative of DIC, IIM Kashipur. It aims to support academic institutions—especially from Tier-2 and Tier-3 cities—in adopting **design thinking pedagogy** through real-life, hands-on experiences. These workshops are tailored to suit school and college learners, helping them unlock creativity, collaborative problem-solving skills, and innovation mindset early in life.

April – June 2024

Workshop on Design Thinking Led Innovation

- **Partner Institution**: The Gurukul Foundation School, Kashipur
- **Participants**: 63 students, 3 teachers
- **Objective**: Introduce design thinking principles through structured classroom activities.
- **Outcome**: Students developed empathetic observation, problem framing, and idea generation skills. Teachers acknowledged the relevance of design thinking in school education.

The Gurukul Foundation School, Kashipur

Workshop – Sai Public School, Kashipur

- **Date**: 15[th]October 2024
- **Participants**: 47 students, 2 teachers
- **Training Hours**: 188 hours

Focus: User-centric design thinking challenges like school sanitation, transport, and peer well-being.

Sai Public School, Kashipur, Uttarakhand

2. AVISHKAR 3.0 – Robotics Innovation Challenge

- **Date**: 23[rd]December 2024
- **Collaborators**: Atal Tinkering Lab (ATL), The Gurukul Foundation School Kashipur
- **Event Summary**: A state-level robotics and innovation competition
- **Participants**: 155 students from 15 schools (Udham Singh Nagar & Nainital)
- **Outcome**:
    - Students showcased tech-driven solutions using sensors, automation, and coding.
    - Judges applauded the creativity and clarity of thought among young innovators.
    - Encouraged interdisciplinary thinking at school level and STEM career interest.

3. AVINYA – National Design Thinking Conclave 2025

- **Date**: 01ˢᵗ February 2025

- **Objective**: AVINYA aimed to create a knowledge-sharing platform for thought leaders, educators, corporates, and designers to explore the power of **human-centered design thinking** for problem-solving in real-world contexts.

- **Speakers & Topics**:
  - **Mr. Pulin Raje** (McKinsey & Co.): Design Transformations in Healthcare
  - **Mr. Prasanna Balasubramanian** (Akirah Analytics): IDIPE Framework and Innovation in Business Strategy
  - **Ms. Shuchi Aggarwal**: Change Management in Fortune 500 Contexts
  - **Mr. Sanjay Daflapurkar** (Tata Motors): Process Excellence through Design Thinking

- **Outcome**:
  - Participation from over 100 delegates including educators, industry professionals, and students.
  - Case-based workshops and networking sessions created cross-sector innovation linkages.

AVINYA- National Design Thinking Conclave

4. CBSE Principals' Exposure Visit to IIM Kashipur

- **Dates**: 26th – 27th June 2024

- **Participants**: 41 principals from 9 Indian states

- **Program Objective**:

  o Develop leadership competencies in school administration.

  o Familiarize participants with IIM's pedagogical strategies, digital tools, and policy alignment with **NEP 2020**.

- **Key Sessions**:

  o Campus development and resource planning

  o Teaching innovation and student engagement

  o Technology and school management

- **Outcome**: Strengthened the institute's outreach and created a roadmap for CBSE–DIC collaboration in future capacity-building initiatives.

In FY 2024–25, the Design Innovation Centre 'Navaashay' made significant progress in integrating **design-led thinking** across school systems, colleges, and innovation events. By focusing on experiential learning and regional outreach, DIC bridged the gap between **academic theory and practical problem-solving**, especially in underserved areas.

All activities reinforced the DIC's core mission to **inspire, empower, and transform young minds through design innovation**. The centre aims to scale these programs further by building collaborations with national missions and local stakeholders.

CHAITYA LIBRARY

Through its modern collection of knowledge resources and innovative information services, the library plays avital role in supporting the intellectual pursuits of the academic community.

IIM Kashipur Library is a hybrid library with state-of-the-art technological applications; to achieve this goal, it has provided services to its clientele, such as e-databases. The online databases are made available through the Institute's network. Users can access online databases and find the real-time availability of library materials from their computer terminals. The library offers various information services that are set to the highest professional standards.

The library adopts all the modern techniques for generating, storing, processing, and disseminating information. In achieving this goal, the library has been providing services such as WEB OPAC Services, interlibrary resource sharing, automated circulation, email alert services, cyber lab services, and other services to its clientele required for the smooth functioning of a modern library.

The library is fully computerized using Koha's library management software (latest version). The RFID System has already been installed for surveillance, circulation and other operations. The library is connected to high-speed internet & intranet of the IIM Kashipur network, which plays a vital role in quenching the thirst of the academic community in their intellectual pursuits from within the allotted library budget.

It continues to be the hub of all research and academic activities of IIM Kashipur and plays a significant role in facilitating the creation and dissemination of knowledge. It offered various services, including reference, consultation, membership and circulation, document delivery, resource sharing, and information alert services.

Collection, Development, and Management:

Collection building is one of the essential functions of the library, and itsupports academic and research scholars and students. The library collection comprises books, journals, databases, theses, reports, standards, and other reading materials in management and its allied subjects—the library's total collection as of 31stMarch 2025.The holdings of the library of various information resources are given in tabular form:

Table 1: Holdings of the library of various information resources

Particulars	No of Items added during the F/Y 2024-25	Items as on 31.03.202
Printed Books*	245	11676
e- Books	294	6228
Bound Volumes of Periodicals	-	799
Theses	18	49
Project Reports	-	628
CDs / DVDs	-	103
Current Subscription to Journals Print+Online	5463 (12 Print + 5451 Online)	16478
Magazines	-	16
Newspaper print	-	11

Includes books received gratis.

Procurement of Library Material:
In the fiscal year 2024-25, the library expanded its collection by adding 539 new books (both printed and electronic) valued at ₹35,63,936, including books received as gifts.

Full-Text e-Journal Access:
IIM Kashipur is also subscribing to several full-text online e-journal databases for unlimited usage. The details are given below in tabular form.

Table 2: List of Resources: Full-Text Access for Unlimited Usage

Publisher	No of Titles
Emerald "Online e-Shodh Sindhu e Journals Collection	312
Wiley Online Jr. Database of core and custom collection	1325
Informs Pubs Suit	17
Science Direct an Online Journals Database (04 Subject Collection)	2271
EBSCO Business Source Ultimate is an online database	4722
Taylor & Francis Online Jr. Database	2509
ABI Inform Complete	3529
Sage Management & Organization Studies Subject collection	1096
EconLit	685

Bibliographic / Factual Databases:
The library has full access to several bibliographical/factual databases for unlimited Usage. Details are given below: -

Table 3: List of Bibliographic Databases

Title	Area of Interest	Resources/Titles Covered
EBSCO Database	Management and allied fields	7938
Scopus	The largest abstracting and citation database of peer-reviewed literature	Total no of Journals in Core Collection: 27,933
Web of Science	The largest abstracting and citation database of peer-reviewed literature	Total Number of Journals: 22,209

Usage Statistics of Electronic Resources

Full-Text Resources:
Emerald's "Online e-Shodh Sindhu 309 e Journals Collection, Wiley Online Jr. Database of core and custom collection, Informs Pubs Suit, Science Direct, EBSCO Business Source Ultimate, Press Reader, Taylor & Francis Online Jr. Database, Oxford University Press Online Jr. Database, Scopus, Sage Management & Organization Studies Subject collection, Frost & Sullivan, EPWRF India Time Series, Indiastat.com, EBSCO Discovery Services, ABI Inform Complete, CMIE Industry Outlook, Prowess for Interactive querying, Economic outlook, CMIE-tp CPDX, Web of Science, Venture Intelligence PE-VC Deals, Cabbels Journals Whitelist for Business Set Online, Compu stat Database, Supreme Court Cases, Statista database, Grammarly, EconLit full-text database, The usage details are presented in figure on a logarithmic scale.

Table 4: Usage Statistics for Major Databases (Full text)

Usage Report from January 2024 to December 2024	
Description of Items (Journal Database)	**Total Usages**
Emerald	**64543**
Wiley	**13318**
Informs Pubs Suit	**2148**
Science Direct	**47372**
EBSCO BSU	**1153**
Press Reader	**110982**
Taylor & Francis	**16261**
Scopus	**14537**
Sage	**5984**
FSOD	**1615**
EPWRF India Time Series	**296**
Indiastat.com	**270**
EBSCO Discovery Services (EDS)	**1719**
ABI Inform Complete	**11187**
CMIE Industry Outlook	**2054**
Web of Science	**216674**
Prowess IQ	**2066**
Cabells	**31438**
Consumer Pyramids Household Survey	**2725**
Economic outlook	**151**
EBSCO EconLit	**78**
Statista	**1474**
Supreme Court Cases	**349**
Total	**548394**

E-Books Collection on a Perpetual Basis:
The library has subscribed to Cengage, EBSCO, Oxford handbooks, Palgrave Encyclopaedia, Sage, Springer, and Taylor & Francis e-books containing more than 6158 (Six Thousand One Hundred Fifty-Eight) rare books in its collection from the various fields of Management i.e. Economics, Finance, Technology, Research, Humanities, etc. from all the major global publishers. The collection contains the digitized version of original works of renowned authors of the world on a Perpetual Basis, e-books available in its collection for full access and download on a perpetual basis.

Library Services:

Web OPAC: The entire library collection, including books and journals, can be searched through the web-

enabled Online Public Access Catalogue (OPAC). Users can access the OPAC to find out the real-time availability of library materials from their computer terminals.

Inter Library Loan/Resource Sharing: The library has cooperative arrangements with other major libraries through the DELNET to get documents which are not available in the IIM Kashipur Library. Faculty and researchers can benefit from this facility.

Proactive Information Services: The library provides specific information services, such as alerts on upcoming conferences, CAS, SDI, etc., to the academic community.

Today's Headlines: IIM Kashipur Library provides major English newspaper headlines to all faculty members, research scholars, students, and staff members by URL (link).

Other Services:
- Audio-Visual Facility
- Bibliography
- Automated Circulation
- E-Mail Alert Service
- Orientation Program
- Automated Circulation
- Current Awareness Service
- Data Centre & Analytics Lab
- Service for Visually Impaired Students
- Database Search Service
- Reference Service
- SMS Alert Service

Table 5: Usage Statistics for Major Databases (Full text)

Library Users Record April 2024 to March 2025	
Month	**Total No. of Users**
April, 2024	58
May, 2024	46
June, 2024	105
July, 2024	2305
August, 2024	2066
September, 2024	1369
October, 2024	973
November, 2024	1107
December, 2024	931
January, 2025	642
February, 2025	798
March, 2025	622

Library Seating Facility: The library has a seating capacity of 100 Users.

Library Timings: 9.00 AM to 12.00 Midnight (Monday to Saturday). The library remains closed on Sundays and Gazetted holidays.
During exam time: 9.00 AM to 3.00 AM (next day)

Sustainable Library Practices

1) **IIM Kashipur Hosts the Landmark 25th IIM Library Consortium: A Milestone in Scholarly Collaboration**

The 25th IIM Library Consortium was held at IIM Kashipur from September 25 to 27, 2024, marking a significant milestone in the collaborative efforts of all 21 Indian Institutes of Management (IIMs) to enhance scholarly resource sharing and academic excellence. The event brought together library heads from all IIMs and over 45 database companies with a shared mission to strengthen resource acquisition, interlibrary loans, and distributed utilisation across the consortium.

The three-day event commenced with a formal inauguration ceremony, which included a welcome address and ceremonial lamp lighting, symbolizing the start of a journey toward intellectual enrichment. The consortium's highlight was the Knowledge Tree plantation ceremony, reinforcing IIM Kashipur's commitment to sustainability and intellectual growth.

The program featured insightful presentations from renowned publishers and database providers, including ProQuest, Bharat Book Bureau, Cambridge University Press, and Sage Publications. These sessions provided valuable perspectives on emerging trends in scholarly publishing, resource management, and pricing strategies to benefit all IIM libraries.

As a host, IIM Kashipur fostered dialogue and collaboration among consortium members. The collective decisions made during the consortium aim to enhance resource accessibility and academic support across all participating institutions.

The 25th IIM Library Consortium reinforced the collaborative ethos of IIM libraries and emphasized the importance of sustainability and innovation in academic resource management. This landmark event has paved the way for long-term growth and success in enriching library resources and supporting research excellence across IIMs.

This initiative underscores IIM Kashipur's commitment to advancing academic resources and fostering a culture of collaboration within the IIM ecosystem.

2) **Children's Day Program**

In collaboration with the Parivartan Cell and the Institute Library successfully organized a Children's Day program on 14th November 2024, as recommended in the Library Committee meeting held on 25.11.2024.

The event included a welcome session, a colouring and art competition, a storytelling session, and refreshments. The program received enthusiastic participation and positive feedback from attendees, fostering creativity and engagement among children.

3) **Implementation of One Nation One Subscription (ONOS):**

In compliance with the Ministry of Education, Government of India's directives (D.O. No. 8-16/2024-TEL dated 5th November 2024), the Indian Institute of Management Kashipur successfully aligned its e-resource subscriptions with the One Nation One Subscription (ONOS) (Phase-I) initiative for the period 2025–2027. Under this initiative, the Union Cabinet approved e-journal subscriptions for 30 publishers, ensuring seamless access to diverse academic resources.

Through this initiative, IIM Kashipur has ensured uninterrupted access to e-resources critical for academic and research excellence.

ONOS-Enabled Access:

Under ONOS, IIM Kashipur confirms its continued access to subscribed e-resources from the 30 publishers included in this initiative. This effort has facilitated broader access to high-quality academic content, supporting research, teaching, and learning activities within the institute.

The library's commitment to advancing its resources and aligning with national initiatives reflects its proactive approach to supporting academic growth and fostering innovation.

4) **Outreach and Institutional Representation:**
Under the supervision of the library, the following academic visits were successfully organized and coordinated, strengthening IIM Kashipur's institutional visibility:

Date	Institution	No. of Participants
29 Nov 2024	Jawahar Navodaya Vidyalaya, Kalewala Thakurdwara, Moradabad	78 students, 5 faculty
5 Oct 2024	Rainbow Public School, Rudrapur	58 students + faculty
24 Oct 2024	Government Inter College, Mohan, Ramnagar (Nainital)	57 students + faculty
16 Jan 2024	Vivek Group of Colleges, Bijnor	44 students, 7 faculty
14 Feb 2025	St. Francis Institute of Management & Research, Mumbai	140 students, 6 faculty
25 Feb 2025	Holy Angel Public School, Kharmasa, Kashipur	55 students + faculty

ICT Infrastructure

Internet

The IT Department of IIM Kashipur manages the entire IT infrastructure, including the data center, network systems, audiovisual equipment, telephony, and endpoint devices. It operates under the guidance of the IT Advisory Committee, which periodically formulates IT policies and procedures. A team of qualified IT professionals and technical staff maintains the campus IT infrastructure.

The network backbone is built on Single Mode Fiber Optic Cable, providing high-speed and reliable connectivity across the campus. The internal network is secured and managed with a FortiGate firewall and router. The academic block is fully equipped with both Wi-Fi and wired LAN connectivity. Uninterrupted, 24/7 internet access is ensured through a dedicated 1.5 Gbps primary line from Power Grid Corporation of India (PowerTel), supported by a 1 Gbps backup line from the National Knowledge Network (NKN).

All buildings on campus—including academic and administrative blocks, faculty and staff residences, and student hostels (Blocks A to H)—are connected to the campus LAN and equipped with essential IT infrastructure. These facilities have round-the-clock internet and intranet connectivity. In addition to Wi-Fi coverage, this wired connectivity ensures redundancy and enhances network reliability. Furthermore, the academic and administrative buildings are equipped with IP PBX telephony systems powered by Avaya, enabling seamless internal and external communication

Campus Licensing:

IIM Kashipur has entered into a campus agreement with Microsoft to streamline the usage of licensed software. The same has been done with other packages for managerial decision-making and analyses, as well as statistical and econometric analyses. Google Workspace for Education Plus is being used for email services.

Servers:

Two Tower servers and Five Rack Servers with necessary accessories host a variety of server needs. All Servers have installed Microsoft Windows Server 2022 and Ubuntu Servers operating systems. Koha, the Library Management System, is installed on the Linux server. Stata statistical software is installed and is used to estimate econometrics models.

The user can access the library database outside campus via VPN. SAP-ERP license from Victoria University, Australia, provides students with hands-on ERP exposure.

Video Conferencing:

Placement-related activity, interviews, and interaction with persons/companies at remote locations are facilitated through high-resolution video conferencing using Zoom and IP network.

Digital Classrooms:

Classrooms are aesthetically designed and equipped with high-speed wireless internet and high-definition projectors to enhance the learning experience. Additionally, Wi-Fi and AV system facilities have been extended to the following classrooms: A1, A2, B1, B2, B3, C1, C2, C3, D1, D2, E1, E2, F1, F2, G1, H1, H2, IGL-01, and IGL-02.

Finance and Analytics Lab:

IIM Kashipur has set up a state-of-the-art Finance and Analytics Lab. The Lab supports advanced applied research in financial markets and equips students with the mathematical and conceptual theories and best practices in Data Analytics concepts. IIM Kashipur has a Bloomberg facility on its campus, in collaboration with Bloomberg L.P., which enables students to monitor and analyse real-time financial market data movements and offer knowledge about industries and economies worldwide

Software:

SAP , SPSS, Turnitin, NVivo, Microsoft License, Stata, MAXQDA, E-Views, LINGO Super, NLOGIT, Minitab, CESIM, Qualtrics, SmartPLS are subscribed/ procured for academics and research purposes.

Robust IT Help Desk

The IT Department operates a centralized helpdesk that allows end users to log both IT and non-IT-related incidents or service requests through the portal for timely resolution.

Software and Security:

The IT team managed and addressed the requirements of around 1,200 faculty, staff, and students at the Institute campus.

Faculty Members

1	Communication	Prof. Baharul Islam
2	Communication	Prof. Smarak Samarjeet
3	Communication	Prof. Aniruddha Jena
4	Economics	Prof. Thasni T
5	Economics	Prof. Atulan Guha
6	Economics	Prof. Abhradeep Maiti
7	Economics	Prof. Vaibhav Bhamoriya
8	Economics	Prof. Jagadish Prasad Sahu
9	Economics	Prof. Gyasuddin Ansari
10	Finance & Accounting	Prof. K.N. Badhani
11	Finance & Accounting	Prof. Kunal
12	Finance & Accounting	Prof. Ashish Kumar
13	Finance & Accounting	Prof. Dilip Kumar
14	Finance & Accounting	Prof. Ratikant Bhaskar
15	Information Technology & System	Prof. Mayank Sharma
16	Information Technology & System	Prof. K Venkataraghavan
17	Information Technology & System	Prof. Harish Kumar
18	Information Technology & System	Prof. Rajiv Kumar
19	Information Technology & System	Prof. Shaukat Ali Shahee
20	Information Technology & System	Prof. Gautam Pal
21	Information Technology & System	Prof. Ben Krishna M U
22	Marketing	Prof. Somnath Chakrabarti
23	Marketing	Prof. Madhurima Deb
24	Marketing	Prof. Kumkum Bharti
25	Marketing	Prof. Utkarsh
26	Marketing	Prof. Preeti Narwal
27	Marketing	Prof. Deepak Verma

34	Organisational Behaviour & Human Resource Management	Prof. Shubham Sharma
35	Operations Management & Decision Sciences	Prof. Kunal K Ganguly
36	Operations Management & Decision Sciences	Prof. Sabyasachi Patra
37	Operations Management & Decision Sciences	Prof. Alka Arya
38	Operations Management & Decision Sciences	Prof. Sunil Kumar Jauhar
39	Operations Management & Decision Sciences	Prof. Devendra Kumar Pathak
40	Operations Management & Decision Sciences	Prof. Vivek Roy
41	Operations Management & Decision Sciences	Prof. Abhishek Srivastava
42	Operations Management & Decision Sciences	Prof. Dheeraj Chandra
43	Operations Management & Decision Sciences	Prof. Rachita Gupta
44	Operations Management & Decision Sciences	Prof. Jimut Bahan Chakrabarty
45	Operations Management & Decision Sciences	Prof. Mohit Ray
46	Strategy	Prof. Safal Batra
47	Strategy	Prof. Vivek Kumar
48	Strategy	Prof. Shobha Tewari
49	Strategy	Prof. Abu Rehan Abbasi

Visiting Faculty: MBA (2024-25)

SI No.	Visiting Faculty Name	Educational Qualification	Latest Affiliation
1	**Prof. Jeayaram Subramanian**	Ph.D.	O.P. Jindal Global University
2	**Prof. Mrinalini Shah**	Ph.D., EU Postdoc, CSCP fellow	IMT, Ghaziabad
3	**Prof. Roma Mitra Debnath**	Ph.D.	IIPA, Delhi
4	**Prof. Md. Nasir**	LL.M.	AMU, Aligarh
5	**Dr. Pooja Patnaik**	Ph.D.	O.P. Jindal Global University
6	**Prof. Vinay Goyal**	Ph.D.	SP Jain Institute of Management & Research, Mumbai {Professor & Department Chair (Finance & Economics), Director Academic Operations}
7	**Prof. Gaurav Gopal Bairy**	Ph.D.	Masters' Union, Gurgaon
8	**Prof. Harsh Vardhan Samalia**	PhD (IIITM Gwalior)	National Institute of Technical Teachers Training and Research-Chandigarh
9	**Dr. Sheetal Jain**	PhD (AMU)	Luxe Analytics (Founder & CEO)
10	**Prof. Asit Barma**	PhD	Bharathidasan Institute of Management, Trichy (Director & Faculty)
11	**Mr. P. ChandraMoulee**	MBA from IIM Ahmedabad	Self employed (Management Coach & Consultant)
12	**Mr. Rijul Arora**	M.Sc (Hons). Economics	Ernst and Yound (EY), Manager, EY Global Innovation (GenAI and Metaverse)
13	**Mr Dhruv Bajaj**	MBA from Symbiosis, Pune	TASSETS (Co-Founder & CEO)
14	**Ms. Sangeetha Ganesan**	MBA	HCL Technologies
15	**Dr. Chiranjib Bhattacharya**	PhD	Wizertech Informatics Private Limited (CEO&Director)
16	**Mr. Sameep Jain**	PGP in Management	Black Brix Advisors (MD & CEO)
17	**Mr Debraj Banerjee**	MBA (IIM Banglore)	SIDBI Ventures India (Chief Investment Officer)
18	**Mr. Altamash Aslam**	PGDM (IIM Indore)	The Innovation Story (Chief Maketing Officer)

19	**Prof. Hrishikesh Bhand**	PGDM (IIM Indore)	Self employed (Business Strategy and Marketing Consultant)
20	**Mr. Prasenjit Roy**	MBA (IIFT)	NTT Ltd. (Chief Marketing Officer)
21	**Ms. Ramya Pattabiraman**	CA	Freelancer
22	**Mr. Venkatesh Krishnamurthy**	PGD (IIM Banglore)	Fee Plaza LLP
23	**Mr. Ajit Mishra**	MBA (SP Jain Institute of Management & Research)	Accenture (Principal Director-Business and Tech Innovation
24	**Mr Rahul Altekar**	Ph.D	SAP (Director)
25	**Prof. Nitin Varma**	PhD (IIM Ranchi)	Freelancer
26	**Prof. Diptiman Banerji**	PhD	Associate Professor (Marketing) at IIM Raipur
27	**Prof. Ashish Kumar Gupta**	PhD	OP Jindal University (Assistant Professor)
28	**Mr Tirthankar Choudhuri**	Mphil (Economics) Indira Gandhi Institute of Development Research	American Express (Vice President, Digital Data Science)
29	**Mr Vikas Pandey**	BE (Mechanical)	McKinsey & Company (Manager)

Visiting Faculty: MBAA (2024-25)

SI No.	Visiting Faculty Name	Educational Qualification	Latest Affiliation
1	**Mr. Abhinay Gupta**	BE, NIT Surat	Executive Director, S&P Global Market Intelligence
2	**Mr. Kaushik Swaroop**	P.G.D.M (Business Analytics), IFIM Business School	Consultant at KPMG India
3	**Prof. Harsh Vardhan Samalia**	PhD (IIITM Gwalior)	National Institute of Technical Teachers Training and Research-Chandigarh
4	**Mr. Debraj Banerjee**	MBA (IIM Banglore)	SIDBI Ventures India (Chief Investment Officer)
5	**Prof. Bipul Kumar**	Ph.D, IIM Ranchi	Head of Artificial Intelligence, Kaliber Labs
6	**Prof. Ashutosh Srivastava**	Ph.D, IIT-BHU, Varanasi	Freelancer
7	**Mr. Rahul Altekar**	Ph.D	SAP (Director)
8	**Mr. Aditya Pujari**	Master of Business Administration (M.B.A.), K J Somaiya Institute of Management	Principal Consultant, Manhattan Associates

9	**Prof. Hanish Rajpal**	Ph.D. (Management), National Law University, Jodhpur, India	Associate Professor, Goa Institute of Management, Goa
10	**Prof. Guninder Pal Singh**	PhD, Indian Institute of Management Lucknow	Assistant Professor, Jindal Global Business School
11	**Dr. Sai Siddharth VK**	PhD, Indian Institute of Management Ahmedabad	Leadership trainee Chairman's office, Madison World
12	**Prof. Nitin Varma**	PhD (IIM Ranchi)	Freelancer
13	**Mr. Samuel Devairakkam R**	Master of Business Administration (MBA), Systems, Thiagarajar School of Management, Madurai, India	Director (Delivery), Jocata

Research Publications

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STUDENT BODIES' ACADEMIC REPORT 2024-25

Prepared by:
Vibhu Garg-President
Harsh Shah - General Secretary, Student Council (2025-26)

STUDENT COUNCIL

The Student Council is the highest governing student body of IIM Kashipur which is responsible for the welfare of students in the institute by ensuring the smooth functioning of all the activities & student bodies, serving as the bridge between the student community and the institute's administration. True to the spirit of "by the students, for the students", the Council is responsible for creating a conducive environment for academic, co-curricular, and personal growth, ensuring a holistic student experience at the institute, linking the out-of-class experience to the academic mission of the Institute and incorporating student's intellectual, leadership and public service interests with their future aspirations. It collaborates with students, faculty, administrators, and other partners both inside and outside of the IIM Kashipur community to ease and complement the quality of life and learning for students. Student Council coordinates and oversees all student-led activities, including those of committees, clubs, cells, cores, and any institute-wide events under the name of IIM Kashipur.

Student Council's Vision

To be the student's voice and foster a culture promoting an ecosystem where student welfare, leadership, and institutional values go hand in hand.

Student Council's Mission

- To function as the primary representative of the student body in all internal and external matters

- To ensure smooth and appropriate functioning of all student-bodies, promoting learning, diversity, professionalism and ethical conduct

- To ensure an inclusive, transparent, and collaborative environment in the institute

- To review and realign the student initiatives that are institutionally aligned and ready for the future

Student Council Composition

The Student Council consists of:

- **President -** The President heads the Student Council and serves as the primary representative of the students for all the institutional matters. The President oversees the student governance, policy formation, ensuring alignment between student bodies and the institute's vision, and coordinates with administration for all student-related initiatives.

- **General Secretary -** The General Secretary is responsible for the operational management of all student run bodies and for assisting the President in decision making on matters concerning student welfare in general. This is accomplished by drafting of policies, liaising among student bodies, and ensuring of smooth execution and documentation of Council led activities.

- **Girls' Representative -** The Girls' Representative is the voice of the female students of the institute, presenting their issues, concerns and grievances to the Council to ensure their safety, fair representation, and support. She is also responsible for the promotion of inclusivity of female participants across all student activities.

- **Secretaries of 8 Functional Committees -** Serve as the official representatives of their respective committees within the Student Council, being responsible for the day-to-day functionality of the institutional facilities. They play a vital role in ensuring effective execution of initiatives, inter-body coordination, working on matters impacting student life, and establishing a smooth campus experience for all the students at the institute.

Each member of the Council brings unique leadership, and representational responsibilities aligned with IIM Kashipur's vision of nurturing responsible and reflective professionals.

Responsibilities and purview of the Student Council:

- Acts as the first representative of the students both inside and outside the institute, ensuring alignment of all student activities with the institute's vision
- Coordinates with Chairs, administrative heads, and relevant authorities on all matters related to academics, infrastructure, facilities, hostels, mess, security, and external engagement
- Coordinates, supervises and oversees all activities led by students including those conducted by committees, clubs, cells, cores, and institute-wide events under the name of IIM Kashipur, upholding the institute's image and safeguarding student interests
- Reviews, scrutinizes and examines the annual student body budget based on proposed action plans and activity forecasts, and recommends it for further implementation
- Conducts regular meetings with student bodies and student batches to address their concerns also maintaining attendance records and enforcing participation norms
- Undertakes annual review of the structure and composition of all student bodies and initiates necessary changes in coordination with the concerned Chairperson and Faculty Mentor
- Resolves conflicts among or within student bodies and individual students, and takes responsibility for matters that do not fall under any other student body's scope
- Maintains awareness of all student activities held within and beyond campus, ensuring prior reporting of events by organizing teams for transparency and coordination
- Oversees financial documentation and ensures fair handling of funds sourced from the institute, student contributions, or external sponsorships, maintaining them for audits
- Administers official student communication platforms including the WhatsApp Community, and addresses misuse of IT resources or mass communication channels
- Handles cases of misconduct on communication and social media platforms, taking appropriate steps to uphold decorum and student community standards
- Acts as the primary conduit for communication between administration and students, sharing important updates while also incorporating student perspectives in decision-making
- Student Council acts as the first point of contact between the students and the administration and represents student interests in academic, infrastructural, and policy-related matters
- Responsible for upholding discipline, transparency, and decorum in all student-related engagements, both offline and online
- Address concerns related to academic pressure, campus facilities, mental well-being, student safety, and inclusivity as part of their student welfare responsibilities

The following was the structure of Student Bodies in A.Y. 2024-25:

STUDENT COUNCIL · COMMITTEES · TEAM · CELLS · CLUBS · ACADEMIC CLUBS · INTERNET BASED CLUBS
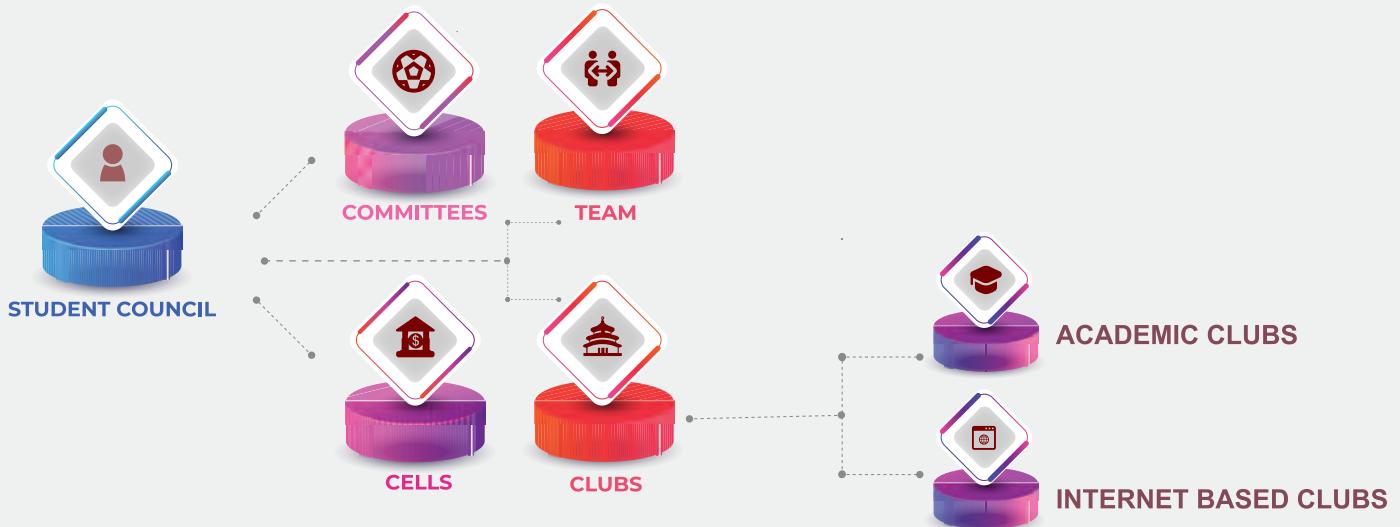
International Yoga Day

Introduction

The Indian Institute of Management (IIM) Kashipur successfully organised and executed a series of events to celebrate the 11th International Day of Yoga (IDY), 2025. Aligned with the Ministry of Education and the Ministry of AYUSH's directives, the campus undertook a range of activities under the 100-day countdown initiative, leading up to the central event on 21st June 2025.

Guided by the overarching theme - *"Yoga for One Earth, One Health"*, our aim was to foster awareness, participation and sustainable wellness habits within the IIM Kashipur community. The involvement of students, staff, faculty and administrative leadership led to a meaningful celebration that emphasized both physical and mental well-being.

Overview of Activities

Under the guidance of the Ministry of Education, a series of events were conducted from March to June 2025 as part of the IDY celebrations. These included awareness drives, yoga workshops, academic engagements, and community participation. A structured activity schedule was followed, culminating in a mass yoga demonstration on 21st June 2025.

Summary Table of Events Conducted:

S. No.	Activity	Date	Participants	Type	Venue
1	Article Writing Competition	1 June – 18 June	135+	Literary Event	Online
2	Mass Yoga Demonstration	21 June	500+	Flagship Event	Amphitheatre
3	Virtual Expert Talks on Yoga	21 June	400+	Online	Zoom

Conclusion

The IDY 2025 celebrations at IIM Kashipur embodied the true spirit of yoga — unity, health, and awareness. With strong participation, academic integration, and administrative support, the campaign created a lasting impact.

Our students begin their journey with wellness at the core — a philosophy we aim to continue throughout their time on campus and beyond.

STUDENT BODIES – Governed by the Student Council

1. Academic Committee

The Academic Committee worked toward bridging the gap between students and faculty to enhance the academic experience at IIM Kashipur. The year began with an online workshop on 29th August by Mr. Ashwin Shetty (Founder, MBB Prep) on *Cracking Case-Based Interviews*, focused on consulting prep. This was followed by the Faculty Talk Series on 13th October, where Prof. Aniruddha Jena discussed *self-expression and communication in daily life*.

In November, we hosted multiple events: the MBA Series began with Mr. Abhitanjay Choudhary on 12th Nov, speaking about translating MBA learning into real-world impact, and Margdarshan on 23rd Nov with alumnus Mr. Mayur Choudhary, who shared personal insights for navigating college life and career choices.

The series continued in January 2025, with Mr. Arun Maira (3rd Jan) discussing *inclusive economic growth* and Mr. Prashant Anand (10th Jan) linking *Indian history with modern strategy*. On 29th Jan, under Guru Nishtha, Prof. Viral Acharya spoke on *systemic risk measures* from 1927–2023, followed by Prof. Sumit Sarkar's (15th Feb) talk on *Game Theory and Strategic Thinking*.

On 1st February, we organized Avinya – The Design Thinking Conclave in collaboration with the Design Innovation Center. The panel featured experts from McKinsey, Accenture, Tata Motors, and Akirah Analytics, discussing innovation and user-centric problem-solving in business.

The committee also led 20+ peer learning sessions through the year to reinforce academic concepts and enhance class participation. Other key initiatives included facilitating IIM Kashipur's registration on the NAD portal, coordinating the upcoming new ERP launch, and organizing a webinar on 3rd Jan with Mr. Arun Maira and several others to expose students to leadership and policy challenges.

2. Alumni Relations Committee

The Alumni Relations Committee launched Safarnama: The Alumni Conclave on July 14th, 2024, bringing together students, faculty, and distinguished alumni for a panel discussion that highlighted career journeys and IIM Kashipur's role in their success. In August, a virtual reunion was held for the EMBA (Analytics) batch of 2022–24, followed by the Alumni Mentorship Program on Aug 24–25, 31 & Sept 1, where 120+ alumni mentored 320+ students through personalized one-on-one sessions. On Teachers' Day, ARC launched Pen-a-Note: An Ode to Professors, collecting heartfelt notes from alumni to honor faculty members.

The Delhi City Meet was held on Sept 14, fostering in-person alumni engagement. This was followed by the AI Speak Series, which featured Mr. Roshan Kumar Biswal (McKinsey) on Oct 6, and Mr. Sumanth S (Hero MotoCorp) on Nov 23, offering career insights on AI, case competitions, and corporate readiness. ARC also hosted virtual reunions for the PGP 2015–17, 2016–18 batches on Oct 26, EPGP 2017–19, 2018–20 on Nov 9, and PGP 2017–19 on Nov 30.

Alumni Unplugged, a podcast series, featured Mr. Ranjith Mundoor (PGP 2017–19), who shared his journey in sectors like EVs and semiconductors and stressed the importance of data-driven thinking. ARC also released Sarathi 17, the biannual newsletter featuring convocation highlights, alumni insights, and institute milestones, reinforcing alumni-institute connection.

In a unique initiative, ARC partnered with Swiggy to offer one-year free Swiggy One Memberships to alumni, enhancing engagement through real-life value. Moving into 2025, virtual reunions were hosted for the MBA 2019–21 & PhD 2019 batch on Jan 11, MBA/MBAA 2020–22 on Feb 1, and MBA/MBAA 2021–23 on Feb 22.

The flagship Homecoming 2025 took place on Jan 17–18, featuring a campus walk, cricket match, plantation drive, and gala lunch. It celebrated 11+ graduating batches and further strengthened the alumni-institute bond. Finally, the Mumbai City Meet on March 31st concluded the year by reconnecting alumni, facilitating networking, and reinforcing their ongoing role in IIM Kashipur's journey.

3. Consilium - The Consulting & Strategy Club

The year began with Consilium Bootcamp 1 on 13th July 2024, featuring Mr. Shubham Goel (Manager, Alvarez & Marsal), who delivered an insightful session titled *"Strategic Alchemy: Decoding Consulting, Guesstimates, and Business Strategy."* This was followed by Bootcamp 2 on 11th September, led by Mr. Inder N Dua (Infosys Global Consulting) on *navigating career paths in consulting.* Soon after, Foresight 8.1 was held on 14th September, sharpening participants' guesstimate and consulting skills through a competitive setting.

From 6th to 20th October, we conducted Disquisition 7.0, a national article writing competition on the theme *"India 2030: Strategic Pathways to Sustainable Development and Global Leadership."* Later that month, on 24th–25th October, we hosted Kaun Banega Consultant, a dynamic intra-college caselet challenge designed to test strategic thinking.

Endgame × Cesim Elite 2024, held from 29th November to 15th December, was a national-level business simulation competition, where top teams earned a chance to compete internationally. Midway, on 23rd November, Bootcamp 3 was conducted with Mr. Rajat Mehrotra (Director, KPMG Global Services), who spoke on *"Building a Personal Brand as a Consultant."*

The new year kicked off with Consulting Knights on 20th January 2025, a flagship pan-India case study competition hosted during IIM Kashipur's fest *Agnitraya*. From 31st January to 12th February, we partnered with IIM Nagpur to present Battle of Wittiest, an infographic case competition combining creativity with strategy. On 1st February, we launched the ConsiliumCaseBook, a comprehensive resource for aspiring consultants featuring industry trends, guesstimate practice, and case transcripts.

March opened with Ranbhoomi (1st–9th March), our national-level flagship case study competition crafted with industry inputs, challenging students to solve real-world business problems. This was followed by StrategiX on 4th March, an interactive junior initiative that tested participants through a strategic game, quiz, and pitch round to foster critical problem-solving skills.

4. Creative Studios

1. Merchandise Design & Assistance
Creative Studios actively assisted multiple student bodies in designing and curating their merchandise, ensuring quality and brand consistency including Xtatic, Consilium, Lit Club, FLCC, Quest, Sponsorship Cell, Gambit, Prep Cell, HRythm, Parivartan Cell, Mess Committee and PhD Community and others.

2. Official Merchandise Releases
This year, we successfully launched multiple merchandise collections for the batch, including:
- Essentials Kit – Featuring a diary, pen, keychain, and tumbler.
- Casual T-Shirts – A comfortable and stylish addition to batch apparel.
- Official Batch Hoodies – High-quality hoodies representing batch unity.
- Campus Collectibles – A collection of stickers, badges, and bag tags.
- Official Batch Polo T-Shirts – A classic polo design with a professional and sleek design.

3. Events Conducted
- Inktober 2024 – An online art competition with over 2500+ impressions and 20+ registrations, fostering artistic expression on campus.
- ClayDate – A fun, interactive physical event that attracted over 3100+ impressions and 55+ registrations, promoting creativity and relaxation.

4. Campus Infrastructure Contribution
We designed and developed the *Campus Map of the Institute*, aiding navigation for students and visitors.

5. Collaborations & Engagements
- Career Counselling Event with Parivartan Cell – Conducted an engaging clay-based activity for participants.
- Children's Day Event with Parivartan Cell – Organized a fun art activity using hand painting for children.

Creative Studios remains committed to enhancing campus life through creativity and engaging initiatives.

5. The Cultural Committee

The year began with the Independence Day celebration on August 15, marked by flag hoisting, speeches, and patriotic performances including a soulful act by *Parwaaz*. On August 25, Janmashtami was celebrated with vibrant décor, Rasleela, and Dahi Handi between the A-B hostel block. In September, we honored Teacher's Day (5th) with a cake-cutting and speeches in the mess, followed by Ganesh Utsav (7th–14th) and Onam (14th), featuring rituals, games, and community spirit.

October was festive with Garba Night (7th), Durga Puja (8th–12th), Dussehra (12th), and Prarambh (18th–19th)—a spirited cultural faceoff between juniors and seniors. Diwali on October 31 included a floor decoration contest, puja, firecrackers, and gift distribution.

In November, we celebrated Gurupurab (15th) with the Punjabi community, Jan Jatiya Gaurav Diwas (26th) in the mini amphitheatre, and launched our flagship event Kacofonia (Nov 29 – Dec 8), a spirited cultural battle with decoration, rallies, performances, and treasure hunts.

Christmas (Dec 19) lit up the campus with décor, cake cutting, and Secret Santa. In January, Kashipur Night (11th) brought warmth through music and bonfires, while Harvest Festivals (11th–12th) celebrated Lohri, Pongal, Makar Sankranti, and Bihu with food, dance, and kites. Agnitraya (17th–19th) drew national participation in competitions like Battle of Bands and Fashion Show. On Republic Day (26th), flag hoisting, cultural performances, and speeches brought the community together in patriotic spirit.

In February, we hosted Bollywood & Masquerade Night (13th) featuring games, ramp walk, and a DJ night full of glamor and dance. March wrapped up the year with Munchy March (8th), a cooking competition, Holi (14th) celebrated with colors and music, and Signature Day (15th), a heartfelt farewell to our graduating seniors with handwritten messages, speeches, and a Guard of Honour.

#BEYONDCELEBRATIONS

6. Econs – The Economics Club of IIM Kashipur

To promote economics in everyday life, the club ran a series of social media campaigns aimed at demystifying economic concepts for a wider audience. We launched engaging quizzes to boost interaction and interest. Three new initiatives were introduced: Policy Watch, a photo series explaining recent government policies; Sustainability Spotlight, an infographic series on industry sustainability issues; and Economic Equation, a video reel series breaking down how major businesses apply economic principles behind the scenes.

In collaboration with the Academic Committee, we hosted a Peer Learning Session on Microeconomics to support students in revising key concepts before end-term exams.

On the offline front, we organized several interactive events. Filmonomics 5.0 creatively blended cinema and economics through a competitive learning experience. Ecopoly, a board-game-style activity, tested students' economic vocabulary and concepts in a fun setting. Game of Econs encouraged strategic thinking through a simulation that applied ideas like collusion to real-life scenarios.

The club also conducted impactful online national-level events. Our PAN India Poster Making Competition on Unstop pushed participants to blend creativity with economic insight. Infographics challenged students to summarize their research visually on a single digital sheet. In Arthat 4.0, participants proposed carbon taxation solutions, culminating in a final presentation round. Arthashastra 6.0, the club's flagship Agnitraya event, included an online quiz, policy design challenge, and final presentations judged by experts, helping participants apply economic theory to real-world policymaking.

We also engaged students through budget-focused competitions. The Union Budget Prediction Challenge tasked participants with forecasting key elements of the 2025–26 Union Budget, while the Budget Analysis Competition encouraged them to identify overlooked but potentially impactful provisions, promoting analytical thinking and economic interpretation.

7. Expedition Club

The academic year was packed with adventure, exploration, and storytelling. We kicked off with a thrilling two-day trip to Chakrata, Uttarakhand, where students enjoyed scenic treks, bonding experiences, and nature at its finest. Next came The Slow Clan, a unique cycle race where participants tested their patience and control by cycling as slowly as possible without losing balance, blending fun with skill.

To foster community and creativity, we hosted an Open Mic Competition, giving students a platform to share travel stories that sparked laughter, nostalgia, and inspiration. Our "Go Nomad" vlog competition encouraged participants to narrate their journeys through video, celebrating travel through creative storytelling.
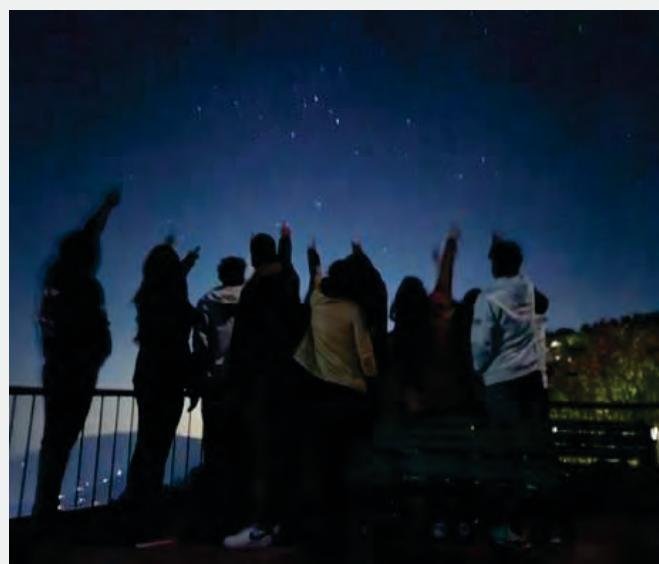
We took our passion nationwide with Voyager of the Year, an article-writing contest on Unstop that attracted travel enthusiasts from across India, showcasing personal tales of culture and adventure. Another major highlight was the Jibhi–Jalori Pass–Kasol trip, a 3-day trek through snowy trails, scenic beauty, and spiritual stops like Manikaran Sahib.

Our visit to the Army Cantonment for The Obstacle Course gave students a first-hand look at military life, including demonstrations of army drills and a rare up-close view of helicopters. We wrapped up with Celestial Odyssey at ARIES, Nainital—a mesmerizing night of stargazing, where participants observed the moon, Jupiter, and deep-space wonders, sparking curiosity and wonder.

8. Experiential Learning Cell

The interviews and placement process for Batch 2023–25 was successfully completed with 82 participating firms across MSME, ESBP, and URP domains. For the incoming Batch 2024–26, 33 new companies were onboarded and 55 retained, with job descriptions (JDs) from these firms floated to students weekly.

Early in the cycle, virtual batch meets were conducted—first for Batch 2023–25 to guide them on engaging with partner firms, and later for Batch 2024–26 to introduce the Experiential Learning (EL) program. An integrated Master Data Sheet was also created to track student groups, partner firms, contact details, and team leaders.

Phase 1 of junior EL member selection was conducted through an evaluation process, followed by a stakeholder meeting involving the EL Chair, senior members, newly inducted juniors, and EL Office representatives. Meanwhile, partner outreach reached out to 80 organizations, with 33 firms onboarded across all three domains. Structured communication ensured smooth integration.

In late September 2024, over 65 student groups conducted field visits across Uttarakhand, with some teams covering multiple regions. Client meetings were also held with organizations such as Nature Vidya, KVK, Safari Sisters, Nehir Foundation, and Terra Pizzeria.

Mid-presentations were conducted for senior batches and evaluated by faculty, with structured feedback collected from 27 ESBP, 27 URP, and 28 MSME firms. Group leaders also shared updates on project progress. Final domain allotment for Batch 2024–26 was done based on student preferences, with balanced distribution and inclusion of restructured students; this was formally communicated to the MBA Office.

During 1st–7th January 2025, over 15 groups undertook their final field visits, followed by detailed feedback collection. End-presentations marked the completion of senior batch projects, with evaluations by faculty and client representatives based on final deliverables.

In collaboration with MPRC, a social media campaign showcased field visit stories, student testimonials, and appreciation posts for partner firms. A podcast featuring Prof. Vaibhav Bhamoriya was also launched. The year culminated with a Felicitation Ceremony on 22nd February 2025, graced by Director (I/C) Mr. Somnath Chakrabarti, honoring the top three projects from each domain, with certificates awarded to groups scoring above 90.

9. Foreign Language & Culture Club (FLCC)

FLCC kicked off its flagship Halloween Celebration on 24th October 2024, with face painting, a costume competition, and a ramp walk that attracted over 500 participants, celebrating creativity and cultural expression. On 28th November, we marked Thanksgiving through an Instagram campaign, where students shared moments of gratitude and connection with loved ones.

In December, we hosted Kuizu on 6th Dec, a PAN-India quiz on Unstop that tested participants' knowledge of world history, myths, and cultures. On 12th Dec, the event "All Around the World in One Day" featured a culture-themed treasure hunt, with 15+ teams exploring global diversity. For Christmas on 25th Dec, students once again shared joyful personal moments, highlighted on our Instagram page.

January 2025 began with Word Workout on 9th Jan and FLCC Note on 22nd Jan, where we explored foreign word origins in business contexts and showcased how cultural awareness can drive organizational success. On 18th Jan, we held The Ultimate Product Pitch during Agnitraya 2025, where teams devised Indian market strategies for international brands, promoting cross-cultural marketing acumen. On 26th Jan, we hosted a Global

Cultural Fest for KHWAAISH NGO, immersing children in Italian culture through games, language lessons, cuisine, and etiquette.

In February, FLCC launched ProdLaunch on 17th Feb, where students crafted global expansion plans for Indian brands. This was followed by a French Workshop on 18th Feb, led by a DALF C1-certified instructor, focusing on practical corporate French skills. Running from 14th to 22nd Feb, the Duolingo Challenge encouraged students to compete in language learning, enhancing cultural literacy and global communication skills.

10. Gambit – The Gaming Club

We kicked off the year with an unofficial Gaming Night on 20th July 2024, offering students a fun break through games like Poker, UNO, FIFA, Tekken, and NFS. In October, we hosted a series of dynamic events: Prarambh 8.0 (15–16 Oct), a competitive gaming fest featuring BGMI, FIFA, NFS, and Sudoku; Agent Assault (26 Oct), an online Valorant tournament testing strategy and reflexes; and Poker Lights (27 Oct), a Diwali-themed unofficial Poker event for enthusiasts.

Dribble Duel followed on 22nd November, a 1v1 FIFA challenge that blended football passion with tactical gameplay. In December, we organized Sangram 8.0 (5 Dec), spotlighting Tekken, Call of Duty, and Checkers; a second Gaming Night (8 Dec) with casual favorites like Darts and UNO; and Brawl Ground: BGMI (21 Dec), a high-stakes battleground competition showcasing team coordination and survival skills.

In January 2025, we began with Turbo Thrust (12 Jan), a fast-paced NFS racing tournament. During Agnitraya XI (17–19 Jan), Gambit hosted three major attractions: a BGMI Online Tournament, an inter-college battle royale; a FIFA Tournament held in a live setup; and an innovative Airsoft Gun Shooting event that brought real-world action to campus. We closed the month with King of the Ring (31 Jan), a Mortal Kombat face-off featuring intense one-on-one matches.

February included Strikers Elite (5 Feb), a Counter-Strike 2 team tournament focused on strategy and precision. On 25th Feb, we hosted a special Girls' Gaming Night, promoting inclusivity and providing a welcoming space for female gamers to engage in both casual and competitive formats.

11. HRHYTHM – The HR Club

We began with Siddhi – The HR Analytics Case Study Competition on 15th June at Holiday Inn, Bangalore, held under Perennial 2024 in collaboration with the Placement Committee, it saw 1700+ registrations, with 100+ offline participants and top 5 teams presenting to a jury.

June also included an Electives Session led by second years, a Faculty Meet for elective guidance, a professional certification tie-up discussion with Phoenix, dossier preparation for the incoming batch, and promotion of external HR events.

SAMVAAD – The HR Talk Series began on 9th July with a session on *Effective CVs*, followed by a guest lecture on 24th August on *Consultative Problem Solving*. August also featured Scribble Dribble 8.0, a quiz and article writing contest on HR's strategic role.

In October, we hosted DecipHR 5.0 (OB-HR quiz) and launched Netrutva 3.0, a PAN-India leadership contest with rounds in October–November, judged by Mr. NN Vibhakar (Clicktech Retail).

Under SAMVAAD, November featured two key sessions:

- *Innovation & Digitalisation* by Mr. Vaibhav Goel (Reliance) – 16th Nov
- *Resilient Culture* by Mr. Mukund M.A. (Bugworks) – 26th Nov

In December, we conducted Ignite 6.0, a national recruitment bidding challenge with quiz, bidding, and presentation rounds. We also rolled out monthly newsletters and social media content like *Anubhav* and *CineHR*.

Pragyan 9.0, our flagship event under Agnitraya XI, took place in January, featuring a quiz, case round, and offline finale judged by industry experts.

In February, "A Day in an HR's Life" engaged students through scenario-based roleplay, blending OB-HR concepts with workplace dilemmas.

Finally, March saw industry leader visits, fostering dialogue between faculty, students, and corporate professionals.

Ongoing: Monthly newsletters and social media initiatives (*Anubhav*, *CineHR*, event promotions).

12. Infrastructure and IT Committee

Throughout the year, the committee focused on enhancing student living, campus infrastructure, digital tools, and service management. Hostel room planning and allocations were managed to ensure a comfortable and inclusive environment. Regular maintenance and upgrades were carried out across campus, including gym expansion, mirror installation, treadmill repair, and extension of gym hours till 2:00 AM. Over 700 incident reports were resolved, with efficient classroom management and coordination of over 150 staff members.

On the hospitality front, the Kiosk & Gate 1 Café Feedback Form led to food service improvements, such as pasta at Nescafé and hygiene caps at Gate 1. Cycle pumps and stands were added at five locations to improve cycle usability. New door seals were installed in G and H Blocks after snake sightings, and bed bug treatments were conducted in affected hostel rooms. Issues like dustbin spillage were resolved via a new lock mechanism on every floor. Additionally, 21 benches were installed, a pavement constructed near the hostel kiosk for accessibility, and an umbrella canopy added at Amul and Nescafé kiosks to provide weather protection.

Library statistics were collected and analyzed across IIMs, supported by a Library Review Form post the IIM Consortium Meet. Assessment rooms were introduced in the library to support placements and competition prep. The Turnitin subscription was upgraded from 900 to 1300 users to meet academic needs, and a Zoom plan upgrade expanded session capacity from 300 to 500 participants.

Digital upgrades included a major revamp of the IIMinSync app, which added fresh fruit delivery, tailor services, and sports updates from Prarambh and Sangraam, leading to a rise in active users. Security saw a boost with biometric machines installed at Gate 1. The committee also oversaw the removal of beehives and wasp nests, ensuring campus safety.

In terms of student engagement and gratitude, Immaculate 3.0 was held to thank hostel, maintenance, and admin staff for their continued service. Cleanliness initiatives included housekeeping feedback forms, enabling quality assessment and improvements.

Finally, 40 new washing machines were installed in junior hostel blocks, with parts procured for further expansion, and gym mirrors were reframed after damage due to faulty installation—rounding off a year focused on comfort, safety, accessibility, and service quality.
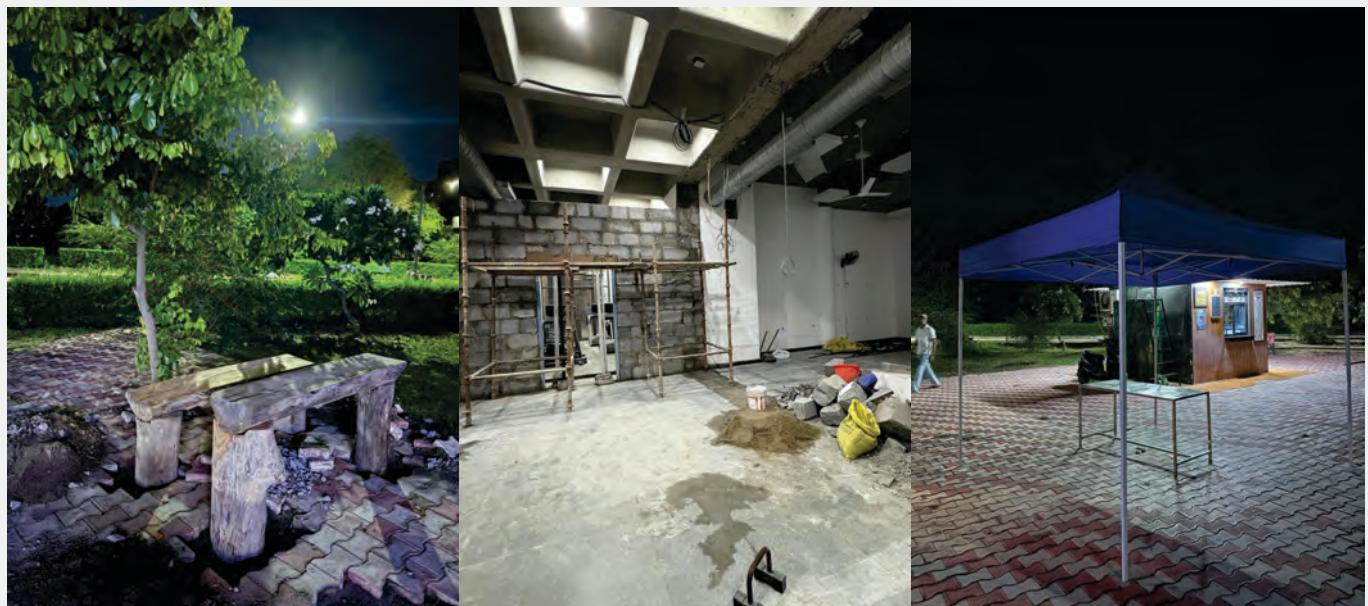
13. International Relations Committee

Over the past year, the IRC successfully managed various global engagement initiatives to strengthen international exposure and academic partnerships at IIM Kashipur. Starting with Long Term Exchange (LTE) 2024, nine students participated in exchange programs across four global universities: ALBA (Greece), Solbridge (South Korea), Turiba (Latvia), and the University of Lima (Peru). Alongside, a dedicated database of 250+ universities was compiled, including points of contact, eligibility, and partnership potential. We also introduced a standardized IRC letterhead, redesigned the IRC brochure for 2024–25, and revamped our social media presence, featuring exchange updates and team introductions. Outreach efforts were amplified through targeted emails to 450+ universities, aiming to initiate new collaborations.

In parallel, we conducted a batch session on the Short-Term Exchange Program (STEP) 2025, followed by the successful facilitation of STEP with ALBA, Greece, where 21 students participated. Simultaneously, we renewed our partnership with Brunel University, launched online certification tie-ins, and scheduled an offline conference in May 2025. Preliminary discussions were also held with Porto Business School and Lagos Business School, and we are nearing the finalization of an MOU with COPPEAD Graduate School of Business (Brazil).

For the upcoming LTE 2025, a batch meet session was organized to present the program structure and benefits, further engaging partner universities. The IRC also proudly hosted Model United Nations (MUN) 2025 on 15–16 February, marking the event's first offline edition in six years. It featured two committees—UNSC (online) and UNHRC (offline)—and received 90 registrations in total.

14. Kaptured - The Photography Club Of IIM Kashipur

The academic year 2024–25 was an impactful one for KAPTURED, as we successfully documented and preserved the vibrant life of IIM Kashipur. We ensured complete coverage of institutional events like Constitution Day, Republic Day, and the Prof. Altamash Aslam Class Photoshoot, along with key student-centered moments such as batch photos, Signature Day, and PhD photoshoots. Major committee shoots, including CCC, faculty, and team-specific sessions, were also completed and archived on IIMSync.

Our lens extended across all major clubs, committees, and cells. From the Academic Committee's MBA and Faculty Talk Series to Alumni Committee's Sarathi shoot and Homecoming'25, and from Agnitraya's full event coverage to Cultural Committee's festive events like Diwali, Dussehra, Kashipur Nights, and Masquerade Night—we captured it all. Events under Consilium, E-Cell, Expedition Club, Finance Club, FLCC, Gambit, HRhythm, Infra & IT, IIC, IRC, Literary Club, Marketing, Operations, Placement Committee, Parivartan Cell, Parwaz, Quest, Reverb, Spectrum, TEDx, TMPC, Wellness Coordinators, Xtatic, and TITAN were extensively covered, ensuring no moment was missed.

In addition to coverage, we organized signature events like Team Photowalk, Pixellar, Vacation Frames, Campus Celebration (November), and Unforgettable '25 (March). Our comprehensive archive, linked within the report, stands as a visual narrative of IIM Kashipur's dynamic student life.

Through dedication, consistency, and creativity, KAPTURED has helped immortalise the memories of the 2024–25 batch, building a lasting repository for celebration, reflection, and promotion

15. OnYourMark – The Marketing Club of IIM Kashipur

From July 2024 to March 2025, OnYourMark has actively organized a series of engaging events and initiatives to promote marketing acumen, creativity, and practical exposure among students.

Our year began with Meme-Omento, a quiz and meme-making event focused on moment marketing, which saw participation from over 75 students. Dumb-Char-ads, an offline brand-acting event with multiple elimination rounds, attracted 150+ students who showcased their creative flair through taglines and performance. OWSM, hosted on Unstop, challenged around 200 teams to produce viral video ads based on a given theme. Product Resurrection pushed participants to revive discontinued products with innovative positioning strategies, testing creativity and market insight.

Pitch Please, a high-impact inter-college sales pitch competition hosted on Unstop, drew 500+ teams nationwide. Participants were evaluated on creativity, content, and communication. Guerrilla MarFair engaged 65+ students in a hands-on offline guerrilla marketing contest where teams created brand displays and campaigns.

Our flagship event, Markaholic '25, held during Agnitraya, witnessed massive participation from top B-schools including IIM Lucknow, IIM Kozhikode, and IIFT, with 1800+ registrations. We also conducted Brand Blitz, a real-world case competition in collaboration with Phoenix Global, which drew 800+ teams, pushing students to solve practical marketing challenges.

In a unique crossover with the Kashipur Premier League, we hosted Ambush Marketing, an offline event where students creatively hijacked rival teams' campaigns with spontaneous ambush tactics.

Beyond events, we launched Coffee Reads, a weekly email series sharing insights on marketing trends, campaign case studies, and digital tools. Our consistent Instagram and LinkedIn content further engaged the community with informative and relevant posts, strengthening our digital presence and thought leadership.

16. OSM Club

The OSM Club kicked off its industrial engagement with a visit to Bajaj Auto Ltd. on 6th July 2024, followed by visits to India Glycols Ltd. on 17th August and Tata Motors on 28th August, offering students first-hand exposure to real-world operations, green manufacturing, and strategic processes. In July and March, 173 students were certified in the Green Belt Six Sigma Program conducted by Grant Thornton.

Our flagship quiz event, OSMOSIS 6.0, was held on 27–28 September via Unstop, featuring two competitive rounds and cash prizes worth ₹13,500. In October, we organized OPS-HUNT 5.0 (21–22 Oct), blending quizzes and scavenger challenges to test strategic thinking, with a ₹4,000 prize.

In November, the club hosted three major events. OPS-KASCADE 3.0 on 24th Nov promoted creativity through a structure-building competition. OPS-ENLIGHT, a guest session with Mr. Prateek Srivastava from Amazon Fresh, was held on 22nd Nov, offering insights into industry practices. This was followed by OPERACLE 6.0 on 28th Nov, conducted in collaboration with ISCEA SCNext India SkillPRO. With a prize pool of ₹1.85 lakh, it challenged participants through quizzes, case submissions, and presentations.
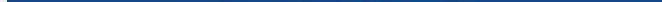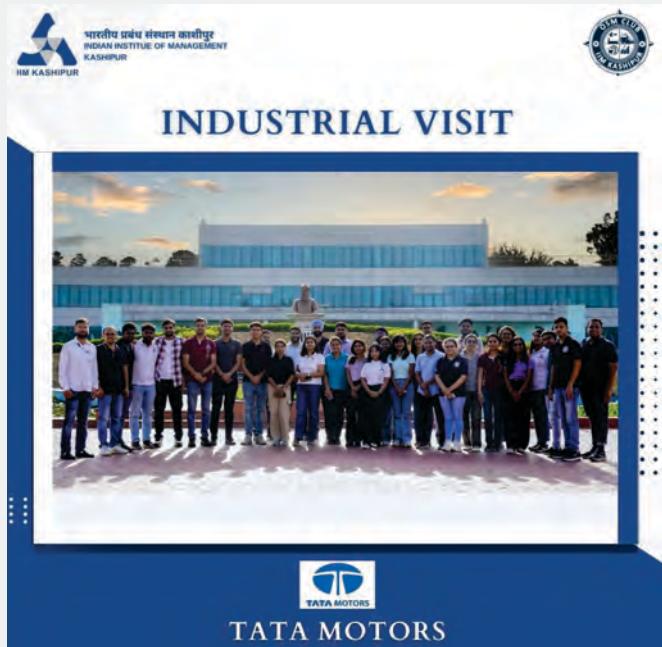
On 4th December, we hosted Mr. Anjani Verma, Head of Omnichannel Supply Chain at Myntra, for another OPS-ENLIGHT session on innovation in omnichannel operations.

In January 2025, we organized OPS-BLAZE 4.0 (10–12 Jan) in partnership with CESIM, where students applied operations and supply chain concepts to simulated business challenges for prizes worth ₹27,000. This was followed by OPERATIUS '25 on 17th Jan, a PAN-India case competition under Agnitraya, judged by Prof. Ben Krishna and offering ₹36,000 in prizes.

In February, the junior team led OPS-ANALYSIS 1.0 on 25th Feb, where participants combined research with strategic operations thinking in an analytical competition.

17. Parivartan Cell

Parivartan Cell proudly presents its annual report, highlighting a year filled with impactful social and cultural initiatives that enriched the community spirit at IIM Kashipur.

The journey began on 31st August 2024 with a Blood Donation Camp in collaboration with 'Parivartan The Change' NGO and LD Bhatt Government Hospital, collecting 75 units of blood. In September, we organized a Cleanliness Drive at Moteshwar Mahadev Mandir, where 25 volunteers collected 150 kg of waste, and launched KITES and UDAAN, two long-term education initiatives benefiting local school children and construction site kids through regular teaching sessions (Sep–Mar).

October was action-packed. We celebrated Gandhi Jayanti (2nd Oct) with school-level quizzes and cultural events and conducted a Daan Utsav donation drive (2nd–8th Oct) for construction workers. Article Writing (13–20 Oct) on financial inclusion drew 40+ submissions, and on 20th Oct, students participated in Skip A Meal, donating essentials to the underprivileged via NGO Khwaahish. The Diwali Exhibition (24th Oct)

raised funds for NGO initiatives, and Run for Unity (25th Oct) marked Sardar Patel's birth anniversary.

In November, we celebrated Children's Day (14th) with school events, hosted a Public Policy Discussion (1st Dec) on NEP, and organized two Blanket Donation Drives (8th & 10th Dec), distributing 220+ kits to NGOs and local communities. Christmas (20th Dec) was celebrated with school children through cultural activities.

January 2025 featured Pitch Karo (12th Feb), a social entrepreneurship pitch event covering health, environment, and education. In March, we hosted Mai Bada Hokar Kya Banna Chahta Hu (6th Mar), a career guidance event for students at Bhimnagar and Khwaahish NGO. On 8th March, the Parivartan Cup promoted sports and vitality among youth, accompanied by a Stationery Drive benefiting over 100 children. Additional stationery kits were distributed on 20th Mar (25 kits for construction workers' children) and 22nd Mar (40+ kits to JSR School in Ramnagar).

Throughout the year, we maintained a strong social media presence with 53 posts, observing national/international days across health, education, and environment themes. Our content engagement grew by 40%, with 150+ new followers. We also participated in Swachhta Pakhwada, organizing a cleanliness campaign under the Ministry of Jal Shakti and Ministry of Housing & Urban Affairs, in partnership with the IIMK administration (2nd Oct).

We extend our heartfelt thanks to the administration, faculty, student volunteers, and our dedicated team. The Parivartan Cell remains committed to creating lasting change and looks forward to another year of meaningful impact.

18. Parwaaz – The Dramatics Club Of IIM Kashipur
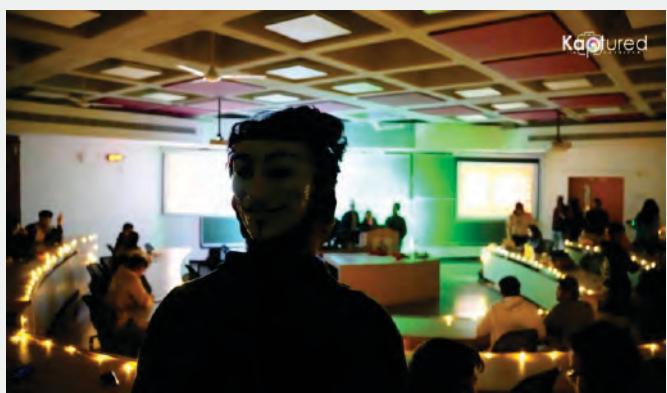
Parwaaz, the dramatics club of IIM Kashipur, brings stories to life by blending emotion, social themes, and theatrical artistry. Through Nukkad Nataks, stage plays, and collaborations, the club has continued to captivate the IIM community and beyond.

The year began with a powerful Independence Day Nukkad Natak titled *"Swaraj Pvt. Ltd. – A Case Study"* on 15th August, portraying the journey of the freedom struggle. This was followed by a humorous stage play, *"Yaha Ke Hum Sikander,"* performed during the Prarambh 8.0 Opening Ceremony on 8th October, capturing senior-junior dynamics with wit and charm.

On 24th October, the club embraced Halloween with *"Jeena Yahan, Marna Yahan,"* a clever Nukkad Natak mixing horror and comedy. The momentum continued on 23rd November with Tamasha, a vibrant platform led by juniors that showcased creative acting and storytelling, judged by esteemed guests. Around the same period, Parwaaz also hosted The Boardroom Drama, a unique Pan-India dramatics case competition, challenging participants to perform acts based on business scenarios.

In January 2025, Parwaaz launched two major events: Scene Kya Hai on 13th January, a fun dubbing contest where participants reimagined iconic scenes with original voiceovers; and Lekhni on 15th January, a national scriptwriting competition featuring powerful, imaginative narratives. On 26th January, Republic Day, the club presented *"Samvidhaan ke Stambha,"* a gripping street play highlighting the four pillars of democracy and the consequences of their misuse—a bold, reflective piece that sparked thought and discussion.

In February, Parwaaz hosted an Acting Workshop on 16th February with renowned theatre artist Mr. Prashant Tarun Jadav, founder of Rangam Theatre. The immersive session enriched participants' acting skills through deep character work and expressive techniques. Finally, on 23rd February, Parwaaz performed a socially driven Nukkad Natak at Uttishtha '25 during the Startup Expo, blending activism and performance to spotlight pressing issues.

Parwaaz has consistently grown in reach and impact, with 110 registrations in 2024, up from 61 in 2023 and 95 in 2022—testament to its growing popularity and influence on campus.

19. Prep Cell

We kicked off with a Batch Meet on 1st July 2024 to guide students on resume building and address queries. This was followed by floating the PI Questionnaire on 6th July, with a detailed doubt-clearing session on 14th July.

From 5th July to 10th August, we conducted multiple one-on-one Resume Review Sessions in hybrid mode, providing personalised feedback. To prepare students for the SIP process, we organised Mock GDs (12–14 July) and Mock PIs (17–20 July).

The Selection Process for new Prep Cell members was held from 4th–6th September 2024.

We conducted Domain Discussion (DD) Workshops to offer insights into careers and industry expectations:

- Marketing – 29th August
- IT & Analytics – 25th October
- Finance – 9th December
- Operations – 10th January

To aid PI prep, we designed flyers for 10+ companies and created both SIP & Final Placement Question Banks, compiling GD topics, technical rounds, and HR interview questions from past processes.

We also held company-specific interview prep sessions, including:

- BNP Paribas (20th Feb & 9th March 2025) – for both Summer and Final Placements

To boost visibility and awareness, we launched the official Prep Cell LinkedIn page, sharing content around resumes, interviews, and placement prep.

20. Quest - The Quiz Club

Throughout the year, we ran our popular "Question of the Day" series on Instagram to boost engagement. Each week featured a theme-based quiz question, along with results from the previous week's challenge. Eye-catching visuals and interactive posts helped build a lively online presence and kept the club community connected.

On 2nd October 2024, we celebrated Gandhi Jayanti by organizing a quiz at Bhimnagar Secondary School in collaboration with the Parivartan Cell, engaging local students in a meaningful tribute. This was followed by the Freshers' Quiz on 15th October, which welcomed over 45 teams across three MAD-themed (Music, Art, Dance) rounds, successfully introducing new students to the world of quizzing.

The Kashipur Quiz League (KQL) series launched with KQL-1 on 12th November, themed *Rewind and Replay*, with 12+ teams. On 27th November, we hosted a special quiz for Jan Jatiya Gaurav Diwas, focused on tribal freedom fighters, culture, and heritage, with 14+ teams participating.

KQL-2 and KQL-3 were held on 14th January and 26th January, respectively, with 20+ teams each competing on the themes *Brand Matrix* and *Lights, Camera, Music*. The final round, KQL-4, was conducted on 1st March with 15+ teams, themed *Science and Society*, culminating the league leaderboard.

In March, we hosted two major PAN-India quizzes on Unstop. Prashnamanch, held on 6th March, saw 400+ participants, with a thrilling online finale featuring the top 10 quizzers. Questopia, on 13th March, attracted 600+ participants from across India, testing speed and accuracy over two intense rounds.

21. Reverb- The Music Club

We began with a Jamming Session on 31st August 2024, offering students a relaxing musical space to unwind and participate.

In October, Reverb actively contributed to key campus events:

- 5th Oct: Performed at the Opening Ceremony of Prarambh 8.0
- 7th Oct: Delivered a special performance at the Inauguration of Uttarakhand Cell, graced by the Honourable Governor
- 21st Oct: Gave an electrifying performance at the Closing Ceremony of Prarambh
- 26th Oct: Enhanced Diwali celebrations with a vibrant musical act

In November, we had back-to-back high-energy performances:

- 24th Nov: Performed at TEDxIIMKashipur, Chapter X
- 25th Nov: Opened Sangram 8.0 with a dynamic act

December included two special contributions:

- 6th Dec: Co-hosted a Jamming Session with E-Cell
- 9th Dec: Performed during Pakhwada, Spectrum's initiative to raise awareness against domestic violence

We kicked off Agnitraya 11.0 on 17th January 2025 with a high-energy opening performance, followed by participation in the Republic Day celebration on 26th Jan.

In February, we hosted Twilight Tunes on 12th Feb, a competitive music quiz featuring genre-based rounds and cash prizes.

We closed the year with a final Jamming Session on 9th March 2025, continuing our tradition of creating inclusive, musical spaces for the student community.

22. Spectrum

We began the year with a PoSH Workshop on 25th June 2024, led by certified trainers Ms. Karuna S. G. and Ms. Ruchira, under the guidance of Prof. Shobha Tewari and the ICC. The session emphasized workplace safety, legal awareness, and respectful conduct in academic and professional spaces.

On 1st July, we launched the Buddy Program for the incoming MBA batch of 2024. Each new student was paired with a senior buddy to ease their transition into MBA life, with a focus on confidentiality, professionalism, and support throughout Term 1.

As part of Anti-Ragging Week, an Anti-Ragging Workshop was held on 16th August, reinforcing IIM Kashipur's commitment to a safe and inclusive campus environment.

On 14th October, we hosted a DE&I Workshop led by Harish Iyer, SVP at Axis Bank, who delivered an interactive session on inclusive leadership and equity. This was followed by "Heart to Heart" on 24th October, where over 500 participants exchanged handwritten letters, rekindling meaningful personal connections through nostalgic communication.

In November, we celebrated Jan Jatiya Diwas from 15th–26th with a social media campaign highlighting tribal achievers and a quiz competition conducted in collaboration with Quest. This was followed by Pakhwada from 25th November to 10th December, a campaign to eliminate violence against women. The initiative featured dance and musical performances by Xtatic and Reverb, and concluded with an oath ceremony promoting gender equality.

In January 2025, IIM Kashipur participated as a panelist at Vibhinn (IIT Delhi) from 17th–19th, engaging in vital conversations on inclusion, accessibility, and intersectionality. The event deepened student understanding of systemic challenges and emphasized the ongoing need for structural change and inclusive policy reforms.

23. Sponsorship Cell

The Sponsorship Cell at IIM Kashipur successfully onboarded a wide network of sponsors, ranging from leading financial institutions like State Bank of India, LIC, Central Bank of India, Union Bank of India, Punjab National Bank, and India Glycols Ltd., to premium consumer brands such as Raymond, Denver, Tanishq, and Young Skilled India. Their support enriched the student experience and added immense value to institute events.

Our partnerships extended to popular local businesses including Papa Bakers, SC Guria College, Fat Tiger, The Village, Corbett Haveli, Manor, Drona Place, and Campus Express, who contributed to the vibrant campus life. We also secured in-kind sponsorships from well-known lifestyle and FMCG brands like Jio Saavn, Bro Code, Hell Energy, Dabur, and Times Prime, offering perks that enhanced student engagement and well-being.

Major initiatives included securing sponsorships for Agnitraya 11.0, IIM Kashipur's annual cultural, sports, and management fest. For the incoming MBA 2024–26 batch, we collaborated with Raymond to distribute neckties and suits, elevating their induction experience. A promotional collaboration with Papa Bakers provided special snacks post-ceremony, supporting both student satisfaction and brand exposure.

We facilitated education loan promotions through on-campus campaigns with banking partners, improving financial accessibility for new students. At the Model United Nations 2025, organized by the International Relations Committee, Bro Code sponsored energy drinks, while Dabur energized the Kashipur Premier League (KPL) along with Bro Code—supporting both health and performance.

The Campus2Home initiative, powered by Campus Express, helped students transport their belongings affordably across India, easing logistical challenges. At the Confab City Meet 2025, Dabur and Ferns N Petals sponsored refreshments and exclusive offers. Dabur also supported Parivartan Cell's career counselling session for local school students, ensuring proper hydration for participants.

Lastly, a significant collaboration with ICICI Bank enabled the distribution of lifetime-free credit cards and premium accounts, empowering students with financial tools and promoting responsible banking habits

24. Sports Committee

The Sports Committee began its year with National Sports Day celebrations on 29th August 2024, honoring Major Dhyan Chand through a series of energetic events including Table Tennis, Basketball, a 3 KM Mini-Marathon, and Tug of War. On 8th September, we hosted Chess-e-Thon 5.0, an online chess tournament conducted via Lichess, featuring players from both MBA-1 and MBA-2.

Our flagship intra-college tournaments followed. Prarambh 8.0, a 15-day sports battle between MBA-1 and MBA-2, featured 12 games and highlighted athleticism, teamwork, and campus spirit—culminating in a win for MBA-2. Soon after, Sangraam 8.0 brought four teams—Airavatas, Garudas, Rudras, and Vasuki—into a competitive arena with nine games. The event showcased strategic play and sportsmanship, with Team Airavatas emerging victorious.

The momentum continued with Agnitraya XI, held from 17th to 19th January 2025, bringing together athletes from premier institutes like IIM Amritsar and MDI Gurgaon. Spanning 11 events including Futsal, Badminton, Chess, and Volleyball, the tournament reflected competitive spirit and athletic excellence, backed by a prize pool exceeding ₹2,00,000.

Rounding off the season was Kashipur Premier League (KPL) 11.0, an IPL-style cricket tournament that emphasized strategy, leadership, and fair play. With an auction-driven team formation process and over 180 student participants, KPL exemplified our motto: *"Play Hard, Play Fair."*

25. Team Agnitraya

Agnitraya is the annual cultural, sports, and management fest of IIM Kashipur. The event witnesses diverse talents from different premier management institutes and other prominent colleges. "AGNITRAYA" means the three sacred fires lit to appease the gods and represents the three ingredients of success: humility, endurance, and dedication. These ingredients are embodied in the three aspects of Agnitraya –

- Humility in Culture,
- Endurance in Sports
- Dedication needed in Business.

The fest sees a heavy footfall, with participants ranging upward of 500 from more than 50 top colleges across India each year. Agnitraya XI hosted Ash King (Singer), Nishant Tanwar (Comedian), Ignia (Band) and DJ Revoic.

Events Description

Agnitraya organizes the following types of events across the 3 days:

Management and Non-Management Events: *Management events* in Fest involve various competitions and workshops related to management topics such as operations, marketing, finance, human resources, etc. There are various *non-management* events such as gaming tournaments, literary events, and poetry are also organized. These are conducted by the various academic and non-academic clubs over the space of 3 days.

Sports Events: In the eleventh edition of Agnitraya, the Sports Committee of IIM Kashipur, successfully hosted inter-college sports events in 13 disciplines. The event drew participation from prestigious colleges like IIM Amritsar, MDI Gurgaon FORE, etc., all vying for a total prize pool of Rs. 2,20,000. The competitions encompassed a wide range of sporting disciplines including Badminton, Basketball for both men and women, Chess, Cricket, Frisbee, Futsal, Throwball, Volleyball, and Table Tennis.

Cultural Events: There were seven cultural events which included Dance performances, Singing competitions, Band performances, Fashion-Walk, Rap Battles, etc. The events witnessed participation from colleges like JIIT Noida, IMI Delhi, TMU, IIM Udaipur, IIM Amritsar, Deen Dayal Upadhyaya, MDI Gurgaon, Jaypee Institute Noida, Gyanaarthi Media College.

Cultural events include Dance performances, Singing competitions, Band performances, Fashion-Walk, Rap Battles, etc.

Star Performance: Star performances feature well-known musicians, comedians, actors, or other celebrities. Agnitraya XI hosted Ash King (Singer), Nishant Tanwar (Comedian), Ignia (Band) and DJ Revoic.

Event Images
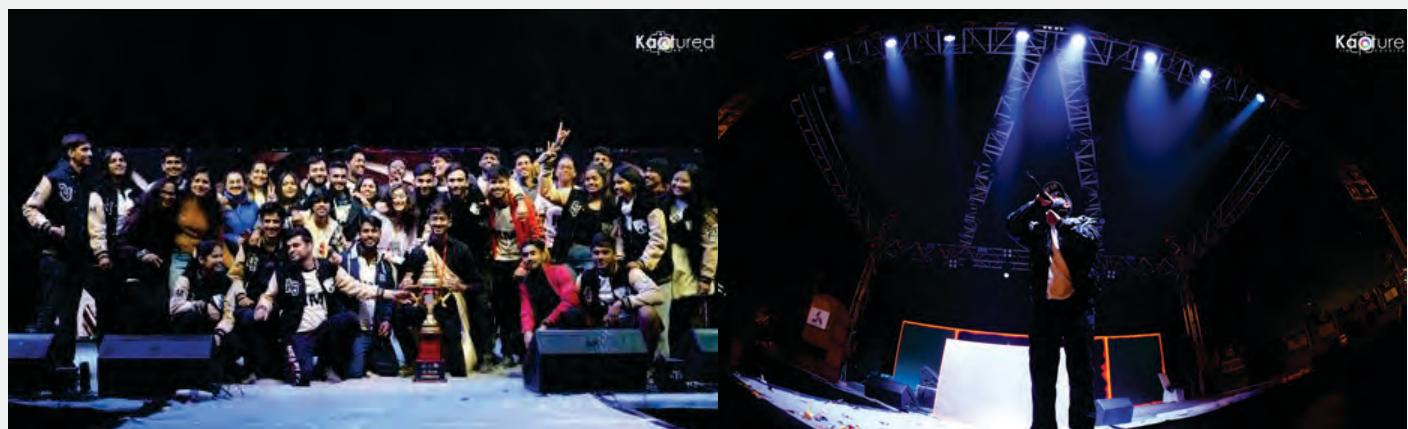
26. Team Corpus

To encourage thought leadership and self-learning, we launched the Corplens Initiative in December 2024, sharing over 50 insightful articles from reputed sources such as the *Harvard Business Review* to enhance conceptual clarity among students. In parallel, we began regularly publishing LinkedIn posts celebrating student achievements in case competitions, aiming to foster a culture of recognition and peer motivation. As of now, 6 such posts have been shared.

Throughout the academic year, multiple workshops on case competitions were organized to build student capability and confidence. These included:

- Reliance TUP 9.0 by Tunir Sahoo
- Mastering the AB InBev 100+ Challenge by Saksham Birla & Sakshi Sharma
- Samsung Edge 8.0 by Prachi Bisht
- Creating Impactful Presentations and Making Informed Decisions by Kinshul Singhal (Learn from the Best)
- Mastering Case Competitions by Rio

These sessions equipped students with practical strategies, from crafting winning presentations to navigating complex case problems, thereby enhancing their competitive edge.

On 31st January 2025, we conducted Mindscape Mania, a dynamic business quiz that tested knowledge across core management domains. The event featured two engaging rounds—an initial quiz round, followed by a strategic "villain" round where teams were challenged to disrupt real-world companies. With participation from 15+ teams, the event encouraged critical thinking and out-of-the-box problem-solving.

27. Team Impact

This year, Team Impact led a range of impactful initiatives focused on civic engagement, outreach, and social awareness. We began with a general election campaign to boost voter participation in the 2024 elections. Collaborating with government officials, we designed and shared awareness posters and reels through their social media channels to maximize visibility.

Under the guidance of Prof. Shobha Ma'am, we initiated collaborations with local development bodies, including the Kashipur Development Forum and Rotary Club Kashipur, with formal discussions planned for the upcoming month.

To streamline communication with authorities, we created a comprehensive database of Class 1 & 2 government employees across six zones in Uttarakhand—including Dehradun, Nainital, Kashipur, Haridwar, Rudrapur, and Roorkee—detailing their roles and contact information. We also developed a database of government schemes focusing on education, health, and employment to benefit parents of Kashipur's government school students and promote holistic social development.

As part of our cleanliness initiative, we conducted a ground-level survey across key areas in Kashipur (Railway Station, Jail Road, Chima Chauraha) engaging hospitals, residents, vendors, and shopkeepers. Based on these insights, we proposed cost-effective solutions to improve hygiene standards in collaboration with the local municipality.

For Jan Jatiya Gaurav Diwas, we prepared a consolidated report compiling activities of all student bodies, aligned with directives from the Ministry of Tribal Affairs and Ministry of Education. Additionally, we launched a new logo symbolizing our mission: the bridge reflects our role in connecting the institute with society, birds signify vision and innovation, and hands represent community support and contribution.

Throughout the year, we ran several social media campaigns to raise awareness about key societal issues such as *Road Safety*, *World Civil Defense Day*, and *Zero Discrimination Day*, inspiring the student community to act responsibly and meaningfully.

28. Team Insite

We kicked off with Insite Impacts on July 2, 2024, capturing student testimonials from CAT prep to onboarding at IIM Kashipur. On August 8, MBA Insights provided a peek into the MBA journey of the 2023–25 batch. Later in August, we posted a CAT'24 Registration Guide Video across platforms, followed by the CAT Tips & Tricks video series, covering preparation strategies for QA, DILR, and VARC.

In September, we launched KrackCAT 2.0 via a social media reel (Sept 26), offering section-wise booklets to aid CAT prep. Starting October, the WORDsmith campaign boosted vocabulary via weekly Instagram stories (7 in total). Around the same time, we rolled out Strat-o-Sphere, sharing mock test strategies, and Quizzlets, a set of 8 interactive Instagram stories with CAT-style questions and answers.

As CAT approached, we released In Your Sight, offering last-mile prep tips; a detailed CAT Do's and Don'ts video; Admit Card announcements; and a "Best of Luck" reel on exam day. Following CAT, we posted the CAT Results announcement.

In January 2025, we expanded Confab – City Meets to 16 cities, rolling out teasers, venue reveals, a trailer, and culminating with Confab Days 1 & 2 on Jan 25–26. We also launched the MBA PI Kit and began the MBA Mentorship Program, connecting 4000+ students with mentors via WhatsApp groups based on academic profiles.

To support admissions further, we released academic programme posters for PhD, Executive PhD, and Executive MBA, and ran the PhD Spotlight campaign showcasing research journeys of scholars. The Easy As PI campaign featured MBA1s sharing interview tips, while Kashipur Frames highlighted campus USPs—from infrastructure to lifestyle.

In February–March, we continued PhD Spotlight, Easy As PI, and Kashipur Frames with new content. We also launched the MBAA PI Kit and began the MBA Analytics Mentorship Program, guiding 1600+ aspirants through dedicated peer mentors after the PI shortlist.

29. Team TEDxIIMKashipur

The TEDxIIMKashipur team had a vibrant and impactful year, driven by a passionate group of 25 volunteers and 9 core team members. Our journey began with an energetic Theme Reveal Event held at B4 Ground, which sparked excitement across the campus and set the stage for what was to come.

To maintain engagement and build anticipation, we organized a TED-themed quiz competition, encouraging students to explore TED's legacy of storytelling and innovation. Winners received Amazon vouchers, adding a competitive edge to the fun.

The year's highlight was the TEDxIIMKashipur event under the theme "Continuum of Change." This flagship event brought together nine distinguished speakers, each sharing powerful stories, unique perspectives, and insights that inspired both students and faculty. The lineup included: Jitender Panihar, Amal Varghese, Sumita Goyal, Ankita Shree, Ramsiva Linga, Dr. Venkata Subramaniam, Dr. Rakshita Singh, Jyoti Mamgain, and Sumita Ghose. Their talks explored topics ranging from personal growth to systemic transformation, leaving a lasting impression on the audience.

With creativity, commitment, and a shared vision, TEDxIIMKashipur successfully fostered a culture of ideas worth spreading on campus.

30. The Finance Club

Throughout the year, the club actively managed the Pragati Investment Fund, handling research, fact sheet creation, and trading activities. In June 2024, we successfully conducted a fundraising campaign for Pragati, engaging both current students and alumni. As part of the induction process, we also organized an Induction Task for incoming members.

In July, we hosted a guest lecture by Peeyush Chitlangia, CFA and founder of FinShiksha, who provided insights into careers across Investment Banking, Equity & Credit Research, PE/VC, and the essential skills required in finance such as valuation, financial and industry analysis.

September was packed with impactful events. We organized a guest session with Vivek Ramji Iyer on careers in risk management, conducted a PAN-India Equity Research Challenge with 1200+ registrations on Unstop, and collaborated with the CFA Institute to host the CFA Ethics Challenge, where students presented solutions to real-world ethical dilemmas based on CFA's Code of Conduct.

In October, we introduced Breaking Bond, a two-round intra-college event curated by the junior team to make finance engaging through gamified learning.

In November, we reopened the Pragati investment window, promoting long-term investing habits on campus and facilitating redemptions. We also conducted a Knowledge Sharing Workshop by Nikit Tyagi from CFA Institute on ethical decision-making frameworks and professional co

December featured The Simulation Challenge, a national virtual stock trading competition hosted in collaboration with StockGro, and a guest lecture by Mr. Samir Arora, Founder of Helios Capital, on timeless lessons from the stock market.

In January 2025, we delivered a webinar on equity research report writing for GGDSD College, expanding our outreach. During Agnitraya XI, we hosted our flagship events—Aestimatus, a case competition, and Open Outcry, an on-floor trading simulation replicating traditional market practices.

In February, we collaborated with the Sports Committee for High Stakes (12 Feb – 4 Mar), a predictive analytics game based on the Kashipur Premier League, blending sports and finance through probability-driven decision-making.

We concluded the year in March with a Finance Electives Workshop, helping students align their elective choices with long-term career goals in finance.

31. The Literary Club

We began our initiatives with a social media campaign on 3rd July 2024 in collaboration with TMPC, highlighting *Best Movie Adaptations from Books*. On 13th August, we conducted "Voices for Change: United Against Ragging", an offline article and slogan writing competition aligned with National Anti-Ragging Week.

From 25th to 27th September, we supported the 25th Annual IIM Libraries Consortium Meet by preparing hosting scripts for the 3-day event held at IIM Kashipur. Then on 23rd October, 42 students from MBA1 and MBA2 participated in a structured debate competition, showcasing sharp reasoning and communication.

On 5th November, we organized Du Coeur '24, a pan-India poetry contest on Unstop, attracting 174 entries. The top 3 poems were selected by Prof. Vaibhav Bhamoriya. This was followed by a book review session on *The Metamorphosis* by Franz Kafka on 9th November, promoting critical thinking and reading habits. Continuing the literary celebration, we conducted a regional literature social media campaign on 10th November featuring authors from Bihar.

Our popular offline word game, Shabdkosh – Guess the Word Challenge, was held on 21st November, with 92 enthusiastic participants engaging in vocabulary and non-verbal communication tasks. On 25th November, we hosted an essay writing competition on *Jan Jatiya Gaurav Diwas*, encouraging students to explore India's tribal cultural heritage.

December opened with the launch of our blog on 1st December, featuring a reflective post titled *"What is Defeat?"* written from the perspective of an MBA aspirant. On 11th December, we celebrated Bharatiya Bhasha Utsav through a crossword and slideshow themed around linguistic diversity. This was followed by War of Words, a vocabulary challenge designed to nurture critical thinking and creativity.

Our flagship discussion event, Perspectives, was conducted online on 5th January 2025, attracting 237 registrations and featuring a quiz and GD on geopolitical issues judged by Prof. Jagadish Sahu. On 18th January, we hosted Abhivyakti, a national-level spoken word competition featuring influencers with a combined reach of over 600K, significantly boosting the literary profile of IIM Kashipur.

Rounding off the month, we held SpelLit – The Spelling Bee Challenge on 31st January, testing vocabulary under pressure while promoting public speaking confidence. Meanwhile, our Yearbook 2024 project remains ongoing—documenting batch memories through photoshoots, testimonials, and faculty contributions to create a lasting convocation keepsake.
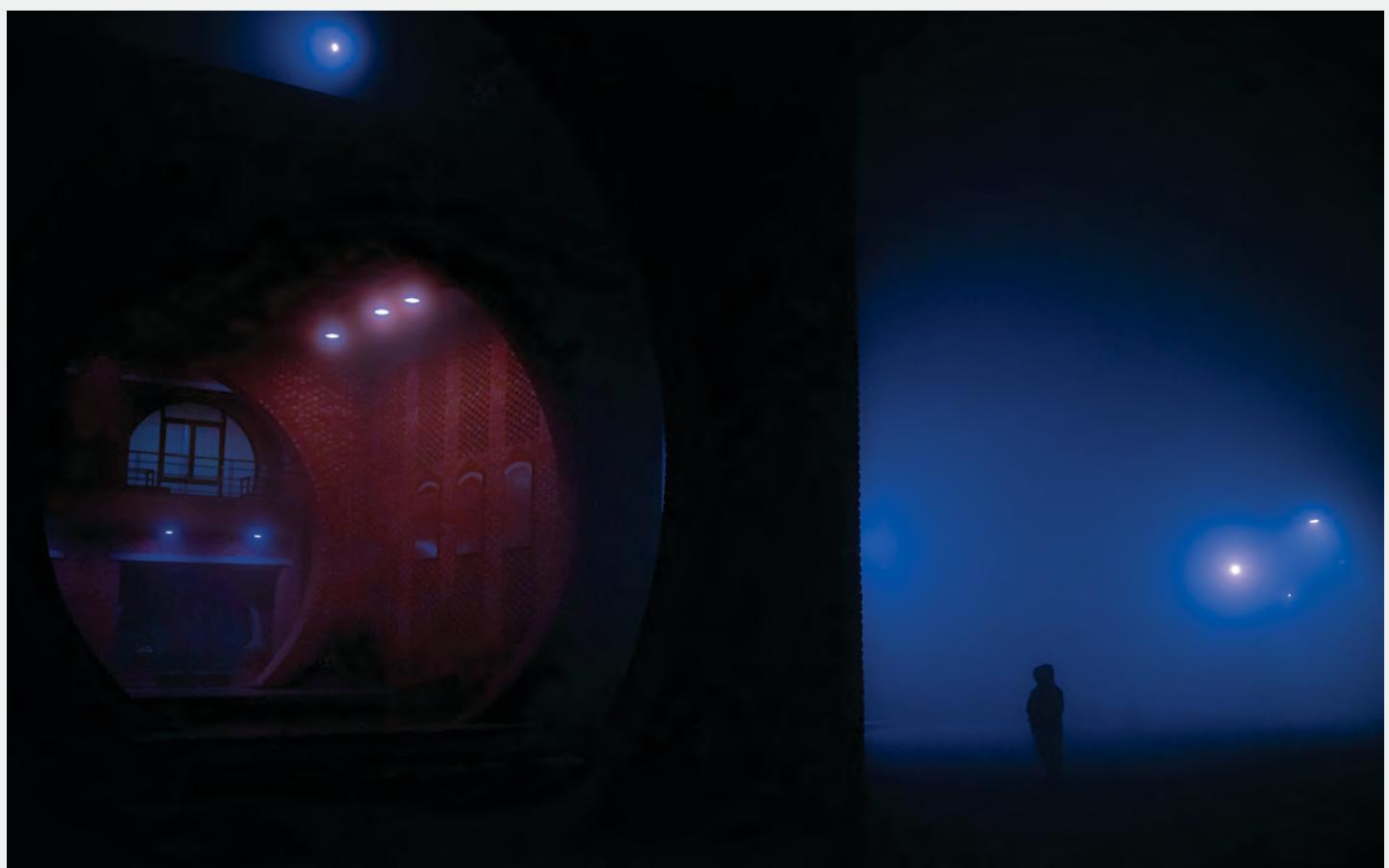
32. The Mess Committee

Welcoming the New Batch
A special Fresher's Dinner was hosted for the 2024-26 batch on July 31st.

A New Beginning
In July, the Mess Committee was officially registered as a Trust named "Aahar Students Foundation." A special Pooja and festive lunch were organized to mark the occasion.

Special Occasions & Festive Dinners
Throughout the year, the Mess Committee curated special menus for festivals and celebrations:
- Independence and Republic Day – Special lunch with Thandai & snacks
- Janmashtami & Onam – Shrikhand& festive dinner
- Teacher's Day – Special snacks & cold coffee for faculty and families
- Eid-e-Milad-un-Nabi – Mutton Curry & Achari Paneer, honoring regional sentiments
- Navratri, Mahashivratri& Jain Paryushan – Fasting-friendly meals
- Diwali, Dussehra, Holi, Halloween & Christmas – Themed meals and festive decorations
- Children's Day – Special snacks for children of campus construction workers, in collaboration with the Parivartan Cell

Special Arrangements
To keep menus engaging, the Mess Committee introduced:
- Theme Nights & Regional Nights– Italian and Indo-Chinese menus
- Exam Season Night Mess – Served midnight snacks & tea on exam nights
- Uttishtha'25 – Collaborated with E-Cell for exclusive dining experiences over the event

- Pongal & Makar Sankranti – Special regional menus to celebrate traditions

Agnitraya Special Meals
The Mess Committee curated three days of exclusive dining experiences during Agnitraya, bringing together students, faculty, and staff under a beautifully decorated mess, creating lasting memories.

Staff Appreciation Day
To honor our mess staff's dedication and hard work, the committee hosted a special appreciation day with a hotel outing, celebrating their tireless efforts in providing fresh and wholesome meals throughout the year.

Nescafé Beverage Vending Machine
A Nescafé vending machine was introduced, offering hot coffee & lemon tea at student-friendly prices, ensuring easy access to refreshing beverages.

Farewell Dinner
A special farewell dinner was organized for the Batch of 2023-25, featuring vibrant decorations, music, and a carefully curated menu, making it a memorable send-off.

33. The Motion Picture Club

The Motion Picture Club had a vibrant and engaging year, marked by a wide range of screenings, competitions, and events that added entertainment and cultural depth to campus life. In August 2024, we hosted two special screenings as part of Anti-Ragging Week and National Space Day. Among our key competitions, *Prabandh* (Oct) was an online article writing contest on Unstop that drew 17,000+ impressions and 300+ registrations. January saw *Adla Badli*, a poster-making competition with 1,645+ impressions and 70+ participants; *Cinephile Conundrums*, a movie quiz during Agnitraya with 837+ impressions; and *Film Phoria*, a short film competition with 920+ impressions. In February, we conducted *System Hang*, a fun movie-based event with quizzes and crosswords, and *Pariksha Pe Charcha*, an educational government-mandated screening.

Our movie and match screenings drew consistent student participation. We kicked off with the World Cup T20 Final on 29th June (90+ attendees), followed by Euro 2024 matches, new movie releases like *Deadpool & Wolverine* (July), *Dune 2* and *Aavesham* (Aug), *Bhool Bhulaiyaa*, *Ready or Not*, and Halloween & collaboration screenings in October. November highlights included *Laila Majnu*, *F1 Las Vegas GP*, and *Children's Day Screening* with the Parivartan Cell (80+ turnout). December featured *Interstellar's* 10th anniversary and *The Polar Express* for Christmas. In early 2025, we continued with *Tees Maar Khan*, *All We Imagine as Light*, *Godzilla x Kong*, and major match screenings like *India vs Pakistan* and *India vs Australia* cricket matches, consistently attracting 50–70 viewers.

From cinema classics to sports screenings and national festivals, the club has remained active in creating memorable experiences. These efforts have fostered a strong cultural presence on campus, offering students an engaging outlet beyond academics and uniting the community through a shared love for films and storytelling.

34. TITAN – The IT & Analytics Club

TITAN began the year with tech-focused awareness through social media posts starting 2nd July 2024 with topics like *Semiconductor Technology & AI*, *Excel*, *Analytics in Olympics*, and *Biotechnology & AI*. On 8th August, we hosted Fact-O-Real, a Pan-India case study competition with 1,165 teams, followed by our first newsletter on 1st September. We continued thought leadership with posts on *Tech Jargons* (8th Sept) and *Microsoft Fabric* (25th Sept). A Knowledge Sharing Session (KSS) on *Business Statistics* was conducted on 14th September.

Quiznalytics 4.0, an intra-college analytics quiz, was held on 7th October, testing students' IT and analytics know-how, followed by Braindare 6.0 on 27th October, which enhanced participants' Excel and data visualization skills. We also shared posts on *Unpacking Duolingo* (18th Oct), *Sustainable Diwali* (31st Oct), and *Project Kuiper* (1st Nov).

Survival Room 2.0, a strategy-based problem-solving event, was conducted on 23rd November, and the second KSS—*Intro to Business Analytics*—took place on 14th December. We hosted Prod & Seek (8–9th Dec), a product strategy treasure hunt, and DataZoids 3.0, a Pan-India case competition, on 15th Dec in collaboration with KOED. Our December newsletter featured *The Secret Behind Fast Fashion* and *SAP Business Objects*.

January was packed with high-impact events: Dashboard Wars 4.0 (9th Jan) tested participants on data visualization, followed by an SQL Workshop (11th Jan) with 806 participants, and Coherence 6.0 (19th Jan), our Agnitraya flagship event, which drew 576 registrations. We kicked off 2025 content with posts on *Generative AI* (1st Jan), and a newsletter featuring *Digital Banking via Finacle* (1st Feb).

DataSights 6.0, another flagship Pan-India analytics competition, was held on 23rd February, engaging 610 participants in solving real-world challenges. We ended the academic year with a March newsletter covering *Transformer Models in NLP*.

In addition to events, certification programs in IT and Product Management were introduced through a partnership with KOED to provide students with industry-ready skills. Monthly newsletters and regular knowledge posts remained a key channel to promote tech trends and analytics awareness throughout the year.

35. Wellness Coordinators

We began the academic year with the YourDOST Orientation Session on 29th–30th June 2024, conducted in collaboration with Team Insite. Ms. Yashica, Customer Success Manager at YourDOST, introduced first-year students to mental wellness resources and hosted an engaging *Wheel of Happiness* activity.

On 31st August, we organized a Blood Donation Drive in collaboration with the Parivartan Cell and Bharat Vikas Parishad at the Wellness Centre, promoting community responsibility and student participation in social causes.
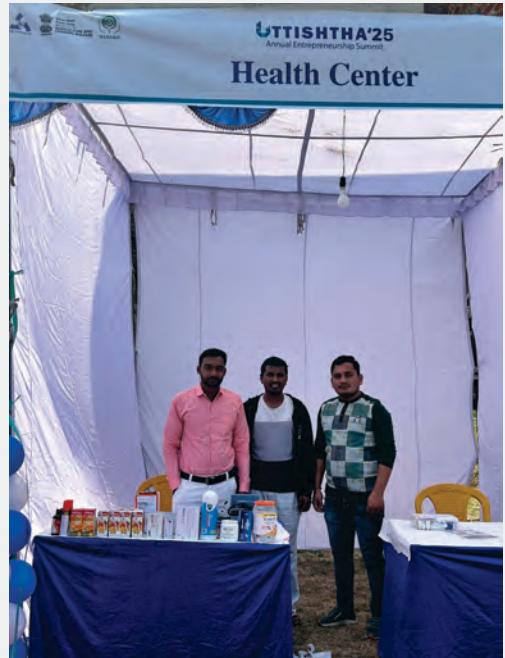
As part of stress-relief initiatives, we hosted Inquisition 3.0 – KABOOM 2024 on 11th November, featuring games and puzzles with 39 teams participating and a ₹4500 prize pool. In the fitness domain, Mr. and Ms. Fitness 2024 was held on 4th December, where 40 students competed in high-intensity challenges, celebrating physical strength and endurance with ₹5000 in rewards.

In our commitment to preventive healthcare, we conducted a Cervical Cancer Vaccination Drive for female students, administering the first dose in January 2025 and the second in March, ensuring full protection and awareness around HPV prevention.

Recognizing the need for accessible healthcare, we facilitated a change in pharmacy vendor effective 1st February, raising student discounts on medicines from 12% to 18%. This step significantly improved affordability and access to essential medication.

During Uttishtha 2025 on 23rd February, we set up a medical support stall to handle any on-ground health emergencies. A fully equipped team, first aid resources, and an ambulance on standby ensured swift and effective care for all attendees.

From June 2024 to March 2025, our team has effectively handled multiple emergency medical cases on campus—from critical illnesses to accidents—ensuring timely response and care. Our dedicated efforts have reinforced a safe, supportive, and health-first environment at IIM Kashipur.

36.XTATIC - The Dance Club

"When you dance, you can enjoy the luxury of being you." — Paulo Coelho. At Xtatic, we believe dance is more than movement—it's freedom, joy, and expression. Amidst the demanding MBA life, Xtatic offers a creative escape where rhythm meets emotion. We're not just a dance club; we're a community of passionate performers who breathe life into every beat.

Our flagship event, *Chote Miya Bade Miyan*, fostered camaraderie between batches through dance duets of one junior and one senior per team. Danza De Papel, a fun paper dance challenge, brought out teamwork under pressure in a lighthearted setting. In PROPX, dancers innovatively used props like hats, ribbons, and chairs to push the limits of storytelling and choreography. To make dance accessible to all, we hosted Garba, Salsa, and Bhangra workshops, encouraging students to try something new and build confidence on the floor.

As part of Agnitraya XI, we organized *Ignite the Rhythm*, an inter-college solo dance competition hosted on Unstop. It provided a national platform for performers to showcase individuality and creativity through movement.

Xtatic also brought energy to various events through captivating performances. We performed during the Onam celebration, and at both inaugural and closing ceremonies of Prarambh 8.0 and Sangraam 8.0, in collaboration with the Sports Committee. At Agnitraya XI, we lit up the opening ceremony and participated in the group dance contest *SYNERGY*.

Our flash mob at Uttistha'25, in collaboration with E-Cell, was a crowd-puller, blending dance with entrepreneurship energy. We were proud to honor IIM Kashipur's staff with a vibrant performance at Immaculate 3.0, and to inspire change through our impactful act at Pakhwada, organized by Spectrum, advocating against gender-based violence. We closed with a spirited performance on Republic Day, celebrating unity and cultural pride.

Be Xtatic. Stay Ecstatic. Dance is our language—and we speak it with passion.

Corporate Case Competitions

Competition Name	Organization Name	Team Name	Team Leader Name	Current Position
AB InBev 100+ Challenge 2024	AB InBev	The Fast Lane	Vaibhav Mishra	National Semi-Finalist
AB InBev 100+ Challenge 2024	AB InBev	Skippers	Sanjana Sinha	National Semi-Finalist
BlinkXBrainathon: The Product Innovation Challenge	BlinkX	Team Cosmic Pegasus	Megha Singh Panwar	National Semi-Finalist
Boldfit X Pickleball Market Disruption Challenge 2024	Boldfit	Picklefit	Mary S Melna	National Winners
Chaotix Case competition	Chaotix.AI	Naman Pareek	Naman Pareek	National Runner-Up
Colgate Transcend : Supply Chain Track	Colgate-Palmolive	Chainbreakers	Garvit Gupta	National Semi-Finalist
Data DNA Challenge	Onyx Data(United Kingdom)	Ajay kamboj	Ajay Kamboj	International Winner
Flipkart Wired 8.0	Flipkart	Team anindya.mba23154	Anindya Sarkar	National Semi-Finalist
Flipkart Wired 8.0	Flipkart	ashutosh.mba24011	Ashutosh Sahoo	National Semi-Finalist
GRAD - Galderma Rising Achievers in Dermatology	Galderma	Team Sea Wolves	Naghma Firdous	National Semi-Finalist
HiveMinds: The Strategy Conquest S1	HiveMinds: The Strategy Conquest S2	jai.mba24191	Jai Mehta	National Finalist
IDFC First Bank FAME 4.0	IDFC First Bank	Corporate Chanakya	Atharva Atul Dhokte	National Semi-Finalist
IDFC First Bank FAME 4.0	IDFC First Bank	Profit Mavericks	Yashika Bali	National Semi-Finalist
IDFC First Bank FAME 4.0	IDFC First Bank	Team Vengeance	Avani Singh	National Semi-Finalist
IDFC First Bank FAME 4.0	IDFC First Bank	The Falcons	Seerat Saini	National Semi-Finalist
Make Your Own MARS, A Retail Strategy Competition	IIM Bangalore	anup.mba24008	Anup Mangwani	National Finalist

NationBuilding Case Study Competition	Nation with Namo	Team Miraculous	Pragya Agarwal	National Semi-Finalist
PepsiCo | Learn Today Give Tomorrow Challenge	PepsiCo	Team ID: 26435767	S Nivedha	National Finalist
PwC Challenge 6.0	Pwc	Tripod	Vaibhav Jaipurkar	National Semi-Finalist
Steel-a-thon Season 11	TATA STEEL	Iron Intellect	Nischith Betageri	National Semi-Finalist
Steel-a-thon Season 11	TATA STEEL	Roller	Mehul Gajjar	National Semi-Finalist
Sun Tzu	Avalon Consulting	Master Sun	Reetuparna Saha	National Semi-Finalist
Sun Tzu	Avalon Consulting	Team Cosmic Pegasus	Megha Singh Panwar	National Semi-Finalist
Sun Tzu	Avalon Consulting	Team Business Warriors	Kavya Vijaya Kannan	National Semi-Finalist
Sun Tzu	Avalon Consulting	Tripod	Manasa B	National Semi-Finalist
SUSTAIN-A-THON 2024: Sustainability Hackathon	IOCL	Savannah	Gagan Aggarwal	National Semi-Finalist
SUSTAIN-A-THON 2024: Sustainability Hackathon	IOCL	Sustainers	Tamilarasi S	National Semi-Finalist
SUSTAIN-A-THON 2024: Sustainability Hackathon	IOCL	Team Strategize	Lina Rose Raju	National Semi-Finalist
Talented Saregama	Saregama	Sangram	Naghma Firdous	National Semi-Finalist
The Social Samurai: Marketing Case competition	Rezo.AI	G Town mates	Naman Pareek	National Finalist
TVS Credit E.P.I.C 6.0 (IT Challenge)	TVS Credit	Code Titans	S Nivedha	National Semi-Finalist
V Guard Big Idea Business Plan Contest 2024	V-Guard	EcoVisionaries	Yashi Gupta	National Finalist
V Guard Big Idea Business Plan Contest 2024	V-Guard	Team VNA	Aarzoo Kashyap	National Finalist

V Guard Big Idea Business Plan Contest 2024	V-Guard	Electrifiers	Uma Yashaswinee	National Finalist
V-Guard Big Idea'2024	V-Guard	Chhpaan	Anant Raj	National Finalist
TVS Credit E.P.I.C. 6.0 Analytics track	TVS Credit	dhotre.mba24020	Vinayak Dhotre	National Finalist
Rebel Foods' EatSure Cloud 2024	Rebel Foods	Hit Squad	Deepesh Singhal	National Semi-Finalist
The Governance Challenge 2024	Samagra	Team Prabhav	Aashish Finney Jakkula	National Semi-Finalist
Reliance Retail - The Idea Buzz	Reliance Retail	The Heisenberg Innovators	Utkarsh Ojha	National Winners
Rebel Foods' EatSure Cloud 2024	Rebel Foods	Mavericks	Riddhi Mhatre	National Semi-Finalist
Samsung E.D.G.E. 9.0	Samsung India	Cubical Sphere	Nimitya Phalke	National Semi-Finalist
Samsung E.D.G.E. 9.0	Samsung India	Tech Wizards	Nischith Betageri	National Semi-Finalist
Samsung E.D.G.E. 9.0	Samsung India	Achievers!	Pallavi Rathi	National Semi-Finalist
Rebel Foods' EatSure Cloud 2024	Rebel Foods	Team AV	Vinayak Dhotre	National Semi-Finalist
GSK E-Cube 2024	GSK	Meraki	Akshar Thakkar	National Finalist
Tata Imagination Challenge	Tata	Yash Kulkarni	Yash Kulkarni	National Semi-Finalist
Trendsetter 3.0	DS Group	Aries	Sushil Vaidya	National Finalist
Arthabhedam 4.0	Leveraged Growth	Team Notebook	Ajay Kamboj	National Finalist
Arthabhedam 4.0	Leveraged Growth	Cosmic Pegasus	Megha Singh Panwar	National Finalist
HiveMinds: The Strategy Conquest S1	HiveMinds: The Strategy Conquest S1	rupali.mbaa24119	Rupali Rout	National Finalist
Accenture Innovation Challenge 2024	Accenture	Team Planet	Akash Gautam	National 2nd Runner Up
Reliance TUP, Season X	Reliance	Team V	Sony Benny	National Semi-Finalist

ADXiaomi 2.0	Xiaomi	-	Shubhojit Ray	National Finalist
Tata Imagination Challenge 2024	Tata	-	Simran	National Semi-Finalist
Tata Imagination Challenge 2024	Tata	-	Shrey Gupta	National Semi-Finalist
Tata Imagination Challenge 2024	TATA	-	Hassan Rustamrayyan	National Semi-Finalist
Tata Imagination Challenge 2024	Tata	-	Rajat Saini	National Semi-Finalist
Tata Imagination Challenge 2024	Tata	-	Nithin Babu K	National Semi-Finalist
Tata Imagination Challenge 2024	TATA	-	Lavish Saini	National Semi-Finalist
Tata Imagination Challenge 2024	Tata	-	Anish Chatterjee	National Semi-Finalist
Schneider Electric Volt Season 1	Schenider Electric	ELECTRON	Boga Vamshi Krishna	National Winners
Schneider Electric Volt Season 1	Schenider Electric	All stars	Reetuparna Saha	National Semi-Finalist
Tata Imagination Challenge 2024	Tata	-	Vinayak Dhotre	National Semi-Finalist
NEST	Novartis	Team Alchemists - Ksp	Kavya Vijaya Kannan	National Semi-Finalist
NEST	Novartis	Team Sea Wolves	Naghma Firdous	National Semi-Finalist
NEST – Nurturing Excellence, Strengthening Talent	Novartis	NestFit	Nikhil Kumar	National Runner-Up
Mondelēz Maestros 2024 - Commercial Track	Mondelēz	IIMKsp_Planet	Akash Gautam	National Finalist
HPCL-HP poWerLab:Ideas for Viksit Bharat	HPCL	Petrol Pirates	Afshan Ali	National Semi-Finalist

B-School Case Competitions

Competition Name	Organization Name	Team Name	Team Leader Name	Current Position
Headhunters	IIM Indore	Nexus	Purva Singh	National Finalist
Tact-4-Ops	SCHMRD	Team Sea Wolves	Naghma Firdous	National Runner-Up
EPISTEME 2024	Shri Ram College of Commerce	Team Inferno	Naghma Firdous	National Runner-Up
StrategiX 2024	NIT, Surat	Team Sea Wolves	Naghma Firdous	National Finalist
The Socio Summer II Voice For Change II Article Writing	IIT Bhubaneswar		Krutika Wagh	National Runner-Up
Ops.-Wise 12.0	IIM Trichy	Double Impact	Riddhi Mhatre	National Winners
Cash conundrum	IIM Bangalore	TFF	Sk Arif Ahmed	National Runner-Up
Pharminnovate	IIT Bhubaneswar	Team A1	Shubhojit Ray	National Winners
Concept-O-Mania	IIM Raipur	Team Kashipur	Sushanto Bose	National Finalist
Fact-O-Real	IIM Kashipur	Taurus	Ajay Prathap	National Finalist
Siddhi HR case competition	IIM KASHIPUR	G Town mates	Anushi Jain	National Winners
Prabhav 5.0	IIM Nagpur	HR Mavericks	Yashika Bali	National Finalist
Infographics Competition	IIM Kashipur	Info Mavericks	Yashika Bali	National Winners
Beyond the Glass Ceiling: Advancing Women into C-Suite Roles	IIM Calcutta	Team Velocity	Ayush Jaiswal	National Finalist
Kurukshetra '24	FORE School of Management	The Third Floor	Sonia Chauhan	National Finalist

| Consilium- The Consulting Case competition | IIM Indore | Resilient Beginners | Saumya Kansal | National Winners |
| LazerFocus | Master's Union | Cosmic Pegasus | Megha Singh | National Runner-Up |

Internal Complaint Committee

IIM Kashipur, in its commitment to create an inclusive and congenial workplace, follows the policy of zero tolerance towards sexual and workplace harassment. The Internal Complaints Committee (ICC) of IIM Kashipur, as per the guidelines of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, is committed to ensuring that no employee is deprived of equal opportunities due to race, caste, sex, religion, colour, nationality, disability, etc. All women and men of the IIM Kashipur community (permanent, temporary, contractual, and trainees), as well as any individual visiting the Institute's office premises or service providers, are covered under this Policy. All employees are treated with dignity with a view to maintaining a work environment free of sexual harassment, whether physical, verbal, or psychological. In this endeavour, the institute organized a POSH awareness and sensitization workshop for its new community members, MBA, MBAA & Ph.D students, with the support of Lawcubator during the Induction & Orientation program 2024. Along with this, the ICC, IIM Kashipur, has planned to organize POSH awareness and sensitization training for all its staff and faculty members in July 2025, facilitated by trained POSH trainers. In the academic year 2024-2025, ICC handled all emails and complaints received by the ICC office with utmost integrity and confidentiality by conducting due diligence as per the POSH Act, 2013 guidelines.

Works Department

In the 2023-2024 financial year, our esteemed institute initiated several infrastructure projects aimed at enhancing the living and working conditions for our staff and students. We began constructing a new faculty residence, which will have a capacity of 24 flats. This project is nearing completion and is expected to be ready for allocation by the end of July 2025.

In the 2024-2025 financial year, the institute also commenced constructing a boundary wall for Plot-2, which has now been completed.

Faculty Residence

Recruitments

A.   Joining of new Faculty Members:

Name	Designation	Financial Year
Prof. Ben Krishna M U	Assistant Professor (Grade II)	2024-25
Prof. Thasni T	Assistant Professor (Grade II)	2024-25

B.   Joining of new Staff Members:

Name	Designation	Financial Year
Col. Ajay Kumar Upadhyay	Chief Administrative Officer	2024-25
Mr. Maneesh Kumar Sharma	Administrative Officer	2024-25
Mr. Ravi Kiran Kune	Administrative Assistant	2024-25
Mr. Manish Kumar Sharma	Administrative Assistant	2024-25
Mr. Jeetpal Singh	Administrative Assistant	2024-25
Mr. Mayank Kumar	Administrative Assistant	2024-25
Mr. Ranjan Pandey	Administrative Assistant	2024-25
Mr. Deepak Ghildiyal	Administrative Assistant	2024-25

Media and Public Relations Committee (MPRC)

The Media and Public Relations Committee (MPRC) serves as the strategic communication and branding arm of IIM Kashipur. It is entrusted with shaping and managing the institute's public image across all stakeholder groups, prospective students, corporate partners, media, alumni, and the general public. At its core, MPRC team works to strengthen and elevate the brand equity of IIM Kashipur by amplifying the achievements, initiatives, and thought leadership of the institute through compelling story telling and targeted outreach.

Key Responsibilities:

1- Social Media Management :-The committee oversees all official social media handles of IIM Kashipur. It curates, creates, and shares engaging content while monitoring public sentiment and strengthening community engagement. Through real-time updates, strategic campaigns, and influencer collaborations, Committee ensures the institute's digital presence is dynamic, relevant, and consistent with its brand values.

2- Media Relations and Strategic Outreach:- MPRC spearheads all communication efforts for the institute's major initiatives and events. From drafting and dissemination of press releases to coordinating with national and regional media houses—including Economic Times, Times of India, Hindustan Times, The Indian Express, Dainik Bhaskar, Dainik Jagran and Amar Ujala etc., —the team ensures timely and impactful coverage in both digital and print formats. It also handles media presence and TV coverage during high-profile campus events.

3- Content Creation & Digital Storytelling:- Creating compelling narratives is central to the committee's mission. This includes writing features, scripting and editing videos, producing short films, and launching multimedia campaigns that capture the vibrant culture and academic spirit of IIM Kashipur. All creative processes—from ideation to final design—are executed in-house to maintain consistency and quality.

4- Website & Digital Infrastructure:- The committee also helps to manage updates and content enhancement for IIM Kashipur's official website, ensuring that it reflects the institute's achievements, upcoming events, and evolving academic environment in a user-friendly and visually coherent format.

5- Crisis Communication & Reputation Management:- In critical situations, MPRC helps in crafting unified, transparent, and value-driven communications. It safeguards the institute's reputation by ensuring that all external messaging is timely, sensitive, and strategically aligned.

Activities/Events:-

1- Coverage of all major events conducted at IIM Kashipur during the academic year 2024–2025.

2- Organic Promotion of various programmes, seminars, conferences, and lectures such as Samanvaya, MERC 2024, Manthan, and others.

3- Regular management and updating of content on the IIM Kashipur website and social media platforms.

4- Execution of digital campaigns and content creation for flagship events like Uttishtha, Agnitraya, and TEDx etc.

MEDIA HIGHLIGHTS

IIM Kashipur is organising three-day-long Management Education & Research Colloquium (MERC) 2024.

By : ABP News Bureau | Updated at : 01 Apr 2024 04:41 PM (IST)

IIM Kashipur To Organise Management Education And Research Colloquium

IIM Kashipur introduces PG in Hospital Management for doctors, healthcare professionals

The Indian EXPRESS
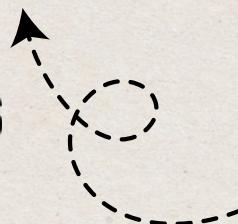
IIM Kashipur introduces PG in Hospital Management for doctors, healthcare professionals

The PG Executive Program in Hospital Management will provide professionals with the specialized knowledge required to excel in hospital management.

By: Education Desk
New Delhi | Updated: April 7, 2024 10:00 AM IST

Axed from job, doctor claims warnings about 'current leakage' were ignored

A hospital official has alleged that repeated warnings about safety lapses and poor maintenance at Jaipur's SMS Hospital were ignored by higher authorities. The trauma centre's in-charge, Dr...

The new program has been designed to address the increasing demand for skilled professionals in the...

The event also featured a Knowledge Tree plantation ceremony, where consortium members and dignitaries participated.

Published on: Sep 27, 2024 2:48 PM IST

By HT Education Desk | Edited by Tisha Jacob , New Delhi

The event saw the participation of library heads from all 21 Indian Institutes of Management (IIMs).

IIM Kashipur hosted the 25th IIM Library Consortium

Hindustan Times

IIM Kashipur to host Annual HR Conclave 'Samanvaya 2024' on August 31

shiksha.com

IIM Kashipur launches Uttarakhand Cell, to promote local products

ET THE ECONOMIC TIMES

Governor inaugurates Uttarakhand Cell on IIM, Kashipur campus

PTI
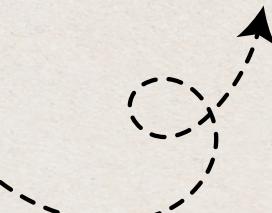
Additional Details

National Institutional Ranking Framework (NIRF)

IIM Kashipur's journey in the NIRF Management Rankings reflects a blend of progress, resilience, challenges, and steady improvement over the years. The institute made a strong debut in 2016 at the 21st position, rising marginally to 20th in 2017 and where it remained 20th in 2018. This was followed by a period of decline, 25th in 2019, and 33rd in 2020, where it remained in 2021. In 2022, however, the institute staged an impressive comeback, moving up 10 places to 23rd, and further advancing to 19th in 2023. In 2024, IIM Kashipur stood at 23rd and retained the same position in 2025 with a total score of 61.74, an improvement over the previous year's 60.82.

An analysis of the score differentials highlights the potential for upward mobility. For the top 10 institutions, the score gap is 12.66 points, while those ranked 11–20 are separated by just 5.84 points. The margin narrows even further to 1.94 points for institutes ranked 21–30. This indicates that IIM Kashipur, currently placed consistently at 23rd, demonstrates stability while also holding strong potential to climb higher in the coming years, given the relatively narrow score gap within its bracket.

Brief on financial activities during the Financial Year 2024–25

The Government of India has discontinued capital and revenue grants to the Institute since FY 2019–20. Consequently, the Institute has been operating solely on its internally generated revenue to meet both its revenue and capital expenditure requirements.

Despite these constraints, the Institute has once again delivered a strong financial performance. During FY 2024–25, the Institute recorded a consolidated gross income of ₹118.75 crores, marking a significant increase from ₹96.47 crores in FY 2023–24. A major contributor to this growth has been the Internal Revenue Generation (IRG), which stood at ₹109.51 crores, up from ₹89 crores in the previous financial year—an impressive 23.06% year-on-year increase.

The gross revenue expenditure for the year amounted to ₹82.99 crores, which includes a depreciation expense of ₹14.15 crores. In addition, the Institute incurred ₹23.14 crores on the creation of capital assets, which includes ongoing campus construction and infrastructure development.

As of the end of FY 2024–25, the total corpus stands at ₹120.51 crores, with ₹112.31 crores invested in Fixed Deposit Receipts (FDRs).

The excess of income over expenditure can primarily be attributed to increased academic receipts driven by higher student enrolment. The Institute remains debt-free and continues to generate sufficient cash flows to meet its operational and capital requirements.

This robust financial position has been made possible due to the collective and sustained efforts of all stakeholders involved in the Institute's growth and development.

INFORMATION REGARDING STUDENTS						
Category	MBA 2024-26	MBA 2023-25	MBAA 2024-26	MBAA 2023-25	PhD 2023-24	PhD 2024-25
Female (%)	26.33	19.80	73.13	69	37.74	34.61
SC (%)	8.54	9.09	14.38	14.2	8	3.84
ST (%)	2.84	1.62	10	15.4	0	0
OBC (%)	23.48	25.97	23.75	18.4	19	11.53
EWS (%)	6.76	8.76	15	10.7	15	15.38
PwD (%)	4.27	3.24	0.63	7.7	0	0

INFORMATION REGARDING FACULTY		
Category	Faculty 2024-25	Faculty 2023-24
Female (%)	20.4	22.64
SC (%)	6.12	9.43
ST (%)	0	0
OBC (%)	12.25	13
EWS (%)	0	0
PwD (%)	0	0
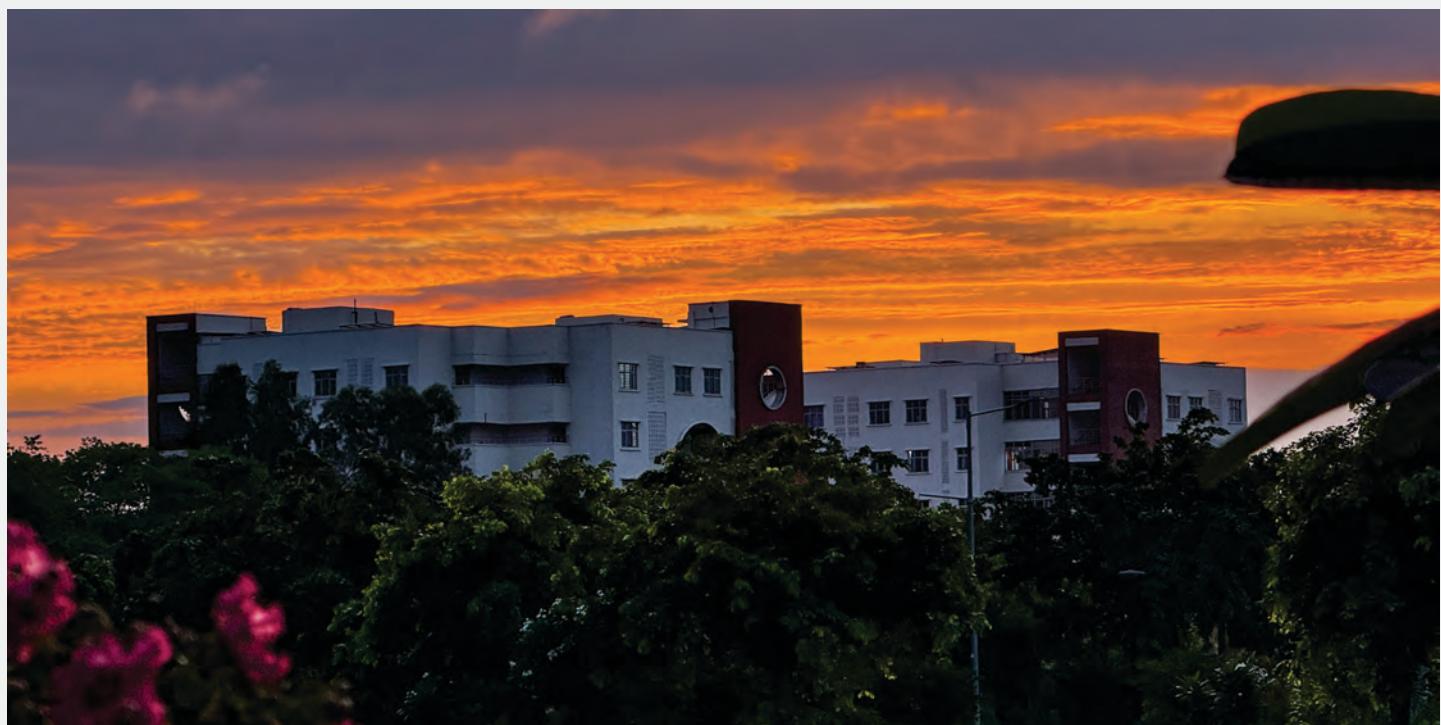
NEP Implementation at IIM Kashipur

The National Education Policy (NEP) 2020 envisions a transformative shift in India's educational landscape, emphasizing flexibility, interdisciplinarity, skill development, innovation, and inclusion. IIM Kashipur continues to align its strategic initiatives and academic programs with this vision—embedding NEP principles into institutional governance, pedagogy, program structure, research, and community outreach.

The institute not only adheres to the core elements of NEP but also acts as a catalyst for its accelerated implementation through entrepreneurship, innovation, and design-led outreach in the Himalayan region and beyond.

1. Curriculum Innovation and Academic Flexibility

- A significant proportion of credits (up to 50%) in the MBA and MBA (Analytics) programs are available as electives, promoting customization and cross-domain learning. The student counselling and academic advisory policy guides the support available to students to successfully complete the course despite the challenges in the process.

- A **dissertation component** in the MBA (Analytics) ensures rigorous empirical research rooted in quantitative or mixed methods, aligned with the NEP's emphasis on critical thinking and research application. As part of the second-year coursework, MBA (Analytics) participants must complete a Dissertation in the second year of the programme. The Dissertation is a year-long component consisting of four credits. The purpose of the MBA (Analytics) Dissertation is to develop participants' ability to apply their business knowledge and analytics skills to address business problems. The participant is expected to carry out a research project independently, though supervised, continuously through the year, earning one credit each at the end of Term IV and Term V and two credits upon completing the Dissertation in Term VI. The MBA (Analytics) Dissertation is based on quantitative or mixed methods research, empirical nature – based on primary or secondary data collection, shall either apply analytical techniques to solve managerial problems or contribute to new analytical techniques. The students are expected to avoid topics such as narrative, systematic, or bibliometric literature reviews. They are also expected to avoid completely qualitative research and non-empirical case studies.

- The Academic Council is also conceptualizing interdisciplinary programs like the Master's in Economics, Finance, and Data Sciences (MSEFDS) and sector-specific offerings in healthcare, supply chain, and rail management, signaling a shift toward integrated, application-driven education.

2. Sectoral and Online Executive Education

In alignment with NEP 2020's emphasis on lifelong learning, vocational integration, and technology-enabled modular delivery, IIM Kashipur has significantly broadened its portfolio of Executive Postgraduate and Certificate Programs. These programs cater to mid-career professionals across emerging and critical sectors, equipping them with specialized managerial capabilities tailored to real-world challenges.

In FY 2024–25, the institute introduced and expanded offerings in:

- Hospital Management, in collaboration with Max Healthcare, is addressing the growing demand for managerial talent in India's evolving healthcare ecosystem.
- The Rail Management program is aimed at professionals seeking domain expertise in large-scale infrastructure and public transport operations.
- Supply Chain and Operations Management, with multiple batches executed in association with Times Edutech, building advanced capabilities in an increasingly digitized global supply chain landscape.
- HR Analytics, Strategic Marketing, Finance, and FinTech, delivered through online platforms in collaboration with TeamLease EdTech, NSE Academy, and Nulearn, supporting upskilling in data-driven decision-making roles.
- The newly launched Post Graduate Executive Certificate Program in Net Zero Strategy and Sustainability Leadership reinforces NEP's vision of sustainability-conscious professional education. It addresses emerging domains such as decarbonization technologies, ESG frameworks, and climate risk management through the "People, Planet, Profit" lens.

These executive programs are delivered in blended or direct-to-device (D2D) formats, incorporating synchronous online lectures, face-to-face campus immersions, and interactive pedagogies such as simulations, case-based learning, and capstone projects. They are designed to meet the constraints of working professionals without compromising academic rigor or learning outcomes.

To further support the upskilling needs of professionals across industries, the institute also launched the 14-month Executive Post Graduate Diploma in Business Management (EPGDBM). This program integrates core functional knowledge with cutting-edge management tools and leadership development, delivered through live sessions with faculty and industry experts, and self-paced digital content. The EPGDBM supports career progression into leadership roles and aligns with NEP's call for flexible, multidisciplinary education with strong industry linkage.

Through these initiatives, IIM Kashipur continues to act as a national hub for future-ready, modular executive education, preparing professionals to navigate complex, fast-evolving work environments while remaining rooted in the values of equity, excellence, and innovation espoused by NEP 2020.

3. Experiential Learning

In line with NEP 2020's emphasis on holistic, experiential, and multidisciplinary education, IIM Kashipur has embedded Experiential Learning (Ex-L) as a cornerstone of its MBA pedagogy. The Ex-L component enables students to engage with real-world challenges through applied fieldwork, contextual inquiry, and problem-solving—bridging classroom theory with on-ground realities.

Students undertake immersive projects across three high-impact verticals:

- **MSME and Social Entrepreneurship**: Collaborating with grassroots enterprises and mission-driven organizations, students help identify operational inefficiencies, market gaps, and strategy development opportunities.
- **Unlocking Rural Potential (URP):** This vertical links students with rural communities and institutions, where they co-create solutions for economic development, enterprise promotion, and inclusive growth.
- **Environmental and Sustainable Business Practices (ESBP)**: Students explore sustainability-oriented innovations in sectors such as agriculture, waste management, renewable energy, and ESG reporting—integrating environmental stewardship into business decision-making.

Beyond the experiential learning module, industry workshops, summer internships, and capstone projects are deeply embedded across MBA and Executive programs. These curated experiences are not only credit-bearing but also highly flexible, enabling students to tailor their applied learning journey according to their professional aspirations and sectoral interests.

4. Faculty Development and Pedagogical Reforms

Additionally, the institute advances NEP's vision for faculty development and pedagogical reform through a robust portfolio of Management Development Programs (MDPs) and targeted initiatives:

- Under the Malaviya Mission Teacher Training Program (MMTTP), IIM Kashipur has conducted three editions of the Nurturing Future Leadership Programme (NFLP). These residential programs cater to faculty from higher education institutions across India and focus on leadership development, curriculum design, and institutional transformation aligned with NEP mandates.

- Sector-specific MDPs—for organizations like GAIL, IOCL, Petronet LNG, and PowerGrid—have addressed emerging skill requirements such as strategic thinking, behavioral communication, team management, and women's leadership development. These engagements reinforce a practice-based, industry-aligned learning ecosystem, extending NEP's learning outcomes beyond the classroom.

Through these initiatives, IIM Kashipur demonstrates its commitment to fostering a practice-oriented, socially responsive, and innovation-driven educational experience that aligns deeply with the NEP's call for reimagining higher education as a dynamic, applied, and impactful space.

5. Institutional Governance and Policy Infrastructure

- Institutional policies on faculty advancement, student counseling, alumni engagement, and credit flexibility have been aligned with NEP goals, with efforts underway to consolidate them into a unified policy architecture over the next three years.

6. Regional and Social Outreach via FIED and DIC

IIM Kashipur, through its regional outreach arms—the Foundation for Innovation and Entrepreneurship Development (FIED) and the Design Innovation Centre (DIC)—has significantly advanced the implementation of NEP 2020 by promoting innovation, inclusion, and context-relevant education. FIED's incubation of over 200 startups, disbursement of ₹15.6 crore in seed funding, and mobilization of ₹350 crore from venture capital firms reflect its commitment to building a strong entrepreneurial ecosystem, especially in rural and underserved regions. Flagship programs such as RKVY RAFTAAR, Startup India Seed Fund Scheme, GENESIS, and the Devbhoomi Udyamita Yojana provide funding, mentoring, and entrepreneurial exposure across agri-tech, digital innovation, and grassroots enterprise. Initiatives like the Women Entrepreneurship Program (WEP) in partnership with NSRCEL-IIM Bangalore and the Rural Enterprise Acceleration Program (REAP) promote gender equity and capacity building among self-help groups, FPOs, and local collectives across 13 districts.

Simultaneously, DIC has championed experiential and design-based education through its Himalayan Education Learning Program (HELP), which has delivered design thinking workshops to over 500 students and educators in Uttarakhand and Uttar Pradesh. Through formats such as Cinematic Design Thinking and national conclaves like AVINYA and AVISHKAR, DIC fosters creativity, multidisciplinary thinking, and early-stage innovation.

These initiatives directly align with NEP's foundational pillars—such as equitable and inclusive education, vocational and entrepreneurial training, multidisciplinary and experiential learning, and promoting regional languages and cultures—by enabling access to high-quality learning opportunities and nurturing 21st-century skills among diverse learner groups, especially from Tier-2 and Tier-3 regions. Collectively, FIED and DIC operationalize NEP's transformative vision of education rooted in local relevance, global competitiveness, and societal impact.

7. **Institutional Engagement in NEP Monitoring and Well-Being Initiatives**

In alignment with the National Education Policy (NEP) 2020's emphasis on institutional transformation and holistic well-being, IIM Kashipur has undertaken multiple proactive steps to support implementation and policy monitoring. A dedicated NEP Nodal Officer has been appointed at the institute in response to the Ministry of Education's directive, which called upon Centrally Funded Institutions to nominate responsible personnel for NEP-related coordination and reporting through the CFI Webform platform. This officer has played a key role in consolidating institutional responses and ensuring the timely submission of NEP implementation data across dimensions such as multidisciplinary education, industry integration, research and innovation, digital architecture adoption, and inclusive practices. Two full rounds of NEP monitoring data have already been submitted to the Ministry using the comprehensive webform template, showcasing the institute's progress and engagement across key metrics such as curriculum revision, faculty capacity-building, APAAR integration, and infrastructure augmentation.

Furthermore, IIM Kashipur demonstrated its commitment to the NEP's well-being agenda by actively participating in the National Well-Being Conclave organized by the Ministry of Education at IIT Hyderabad. The conclave was conceptualized as a platform to mainstream conversations around student and educator mental health, emotional resilience, and institutional wellness infrastructure—core components of NEP's vision of "holistic and multidisciplinary education." IIM Kashipur's representation in the conclave provided valuable institutional insights and facilitated knowledge exchange with other participating HEIs on models of preventive mental health support, peer counseling, and technology-enabled well-being solutions.

These steps reflect IIM Kashipur's strategic and systematic engagement with both the monitoring and developmental dimensions of NEP implementation, in line with the policy's call for empowered institutional governance, data-driven decision-making, and whole-person education.

In sum, IIM Kashipur's sustained and multidimensional efforts toward NEP 2020 implementation reflect a deep institutional commitment to reshaping management education in line with national priorities. By embedding flexibility, interdisciplinarity, technology integration, and experiential learning across programs, empowering faculty through targeted development initiatives, catalyzing regional transformation via entrepreneurship and design innovation, and building robust mechanisms for well-being and policy monitoring, the institute is progressively realigning its vision with the NEP's core objectives. These initiatives echo the policy's overarching goal of creating "an education system rooted in Indian ethos that contributes directly to transforming India sustainably into an equitable and vibrant knowledge society." As India transitions toward becoming a global knowledge hub, IIM Kashipur remains committed to advancing this transformation by fostering academic excellence, inclusivity, innovation, and societal impact through its teaching, research, governance, and outreach.

Name of the five officers/employee including faculty members and other employees of the institute, who received the highest remuneration (including allowances and other payments made to such employees) Section 26 (2)

The name of faculty/employee of the institute who has received the highest remuneration during the FY 2024-25 are as follows:

Sl No.	Employee Name	Designation	Income
1	Prof. Dilip Kumar	Associate Professor	62,07,618
2	Prof. Kunal Kanti Ganguly	Professor	60,36,963
3	Prof. Safal Batra	Associate Professor	50,49,618
4	Prof. K N Badhani	Professor	49,65,051
5	Prof. Somnath Chakrabarti	Professor	49,55,825

In an unfortunate development during the year, some delinquent employees, from staff and faculty, filed frivolous and malicious petitions in the Hon'ble High Court against administrative decisions on departmental enquiries, disregarding the established channel of grievance redressal and violating the administrative protocol. This has dented the reputation of the Institute. While many such petitions have been dismissed, charges against them have been proved in departmental enquiries, and punishments have been awarded or are in the process of being awarded.

Audit Report
& Financial Statements

CAG Audit Report

BRANCH: DIRECTOR GENERAL OF AUDIT (CENTRAL), LUCKNOW AT PRAYAGRAJ

Ltr No: Central Expenditure/2025-2026/DIS-3231458
Date: 12 Dec 2025

To,

Director,
IIM Kashipur

Subject: Issue of Separate Audit Report: PR-196648 on the Accounts of Indian Institute of Management Kashipur for the year 2024-25

Sir/Madam,

वर्ष 2024-25 के लेखों पर पृथक लेखापरीक्षा प्रतिवेदन (अंग्रेजी) की प्रति निदेशक, भारतीय प्रबंधन संस्थान काशीपुर, उत्तराखंड को आवश्यक कार्यवाही हेतु प्रेषित है। संस्थान यदि आवश्यकता अनुभव करे, तो इस प्रतिवेदन का हिन्दी अनुवाद करवा सकता है परन्तु इस प्रतिवेदन के हिन्दी अनुवाद में निम्नलिखित अंकित होना चाहिए :
"प्रस्तुत प्रतिवेदन मूलरुप से अंग्रेजी में लिखित पृथक लेखापरीक्षा प्रतिवेदन का हिन्दी अनुवाद है। यदि इसमें कोई विसंगति परिलक्षित होती है तो अंग्रेजी में लिखित प्रतिवेदन मान्य होगा।"

हिन्दी अनुवाद की एक प्रति इस कार्यालय को भी प्रेषित करने का कष्ट करें।

संलग्नकः उपर्युक्तानुसार।

Yours faithfully,

RAJ KUMAR
Dy Director

Opinion of the Comptroller & Auditor General of India on the Accounts of Indian Institute of Management, Kashipur, Uttarakhand for the year ended 31 March 2025

Opinion

We have audited the financial statements ofIndian Institute of Management Kashipur, Uttarakhand (Institute) which comprise the statement of financial position as at 31 March 2025 and the Income & Expenditure Account/Receipts & Payment Account for the year then ended, and notes to the financial statements, including a summary of significant accounting policies under Section 19(2) of the Comptroller & Auditor General's (Duties, Powers & Conditions of Service) Act, 1971 read with Section 23(3) of the Indian Institute of Management Act 2017.

This Audit Report contains the comments of the Comptroller & Auditor General of India (CAG) on the accounting treatment only with regard to classification, conformity with the best accounting practices, accounting standards, disclosure norms, etc. Audit observations on financial transactions regarding compliance with the Law, Rules and Regulations (Propriety & Regularity) and efficiency cum performance aspects, etc., if any, are reported through inspection reports/ CAG's audit reports separately.

In our opinion the accompanying financial statements ofIndian Institute of Management Kashipur, Uttarakhand read together with the accounting policies and Notes thereon and matters mentioned in the Separate Audit Report, which follows, **give a true and fair view** of the financial position of the autonomous body as at March 31, 2025, and (of) its financial performance and its cash flows for the year then ended in accordance with format applicable to the Institute/ accounting standards generally accepted in India.

Basis for Opinion

We conducted our audit in accordance with the CAG's auditing regulations/standards/ manuals/ guidelines/guidance-notes/orders/circulars etc. Our responsibilities are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the autonomous body in accordance with ethical requirements that are relevant to our audit of the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our

opinion.

Responsibilities of Management for the financial statements

The Governing Body (BOG) of Indian Institute of Management Kashipur, Uttarakhand is responsible for the preparation and fair presentation of the financial statements in accordance with format of accounts by MHRD (Now Ministry of Education) applicable to the Indian Institute of Management Kashipur/ accounting standards generally accepted in India, and for internal control as management determines it necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion in accordance with CAG's auditing regulations /standards/ manuals/ guidelines/ guidance-notes/orders/circulars etc.

For and on behalf of the CAG of India

Place: Lucknow

Date:

Digitally signed by
Sanjay Kumar
Date: 10-12-2025
17:27:31

Principal Director of Audit (Central)
Lucknow

Separate Audit Report on the Accounts of Indian Institute of Management Kashipur, Uttarakhand for the year ending March 31, 2025

A. Income and Expenditure Account

Academic Expenses (Schedule-16)	**Rs. 34.79 crore**

The above includes expenses amounting to Rs. 3.39 crore, paid towards rent, salary to contractual staff, security expenses, and office expenses which should have been shown under Administrative Expenses (Schedule-17) as per Ministry of Education format. This resulted in overstatement of Academic Expenses by Rs. 3.39 crore and understatement of Administrative Expenses to the same extent.

B. General

The Institute is not preparing NPS accounts separately which is not in line with MoE format.

C. Management Letter

Deficiencies which have not been included in this Separate Audit Report have been brought to the notice of the Management through a Management Letter issued separately for remedial/corrective action.

D. Assessment of Internal Controls
(i) Adequacy of Internal Control System:

    The Inadequacy of Internal control of the Institute is characterised by non-filling of 34 vacant posts out of the sanctioned 140 posts.

(ii) Adequacy of Internal Audit System:

    The internal audit of the Institute is conducted by a firm on quarterly basis. The Internal Audit of the Institute has been conducted by the firm for the year 2024-25.

(iii) System of Physical Verification of fixed assets:

    Physical verification of fixed assets has been conducted for the year 2024-25.

(iv) System of Physical Verification of Inventory:

    Physical verification of inventory has been conducted for the year 2024-25.

(v) Regularity in payment of statutory dues:

    The Institute is regular in payment of statutory dues.

E. Grants-in-Aid

No Grants has been received by the Institute during the year 2024-25.

Digitally signed by
Sanjay Kumar
Date: 10-12-2025
17:30:31
Principal Director of Audit (Central) Lucknow

INDIAN INSTITUTE OF MANAGEMENT - KASHIPUR

Kundeswari, Kashipur, Uttarakhand-244713
Balance Sheet as at 31st March 2025

Particulars	Schedule	Current Year Ending 31.03.2025	Previous Year Ending 31.03.2024
SOURCES OF FUNDS			
CORPUS/CAPITAL FUND	1		
Corpus Fund		1,205,102,493	1,077,571,258
Capital Fund		4,077,200,814	3,981,849,274
		5,282,303,307	**5,059,420,532**
DESIGNATED/EARMARKED/ENDOWMENT FUNDS	2	**711,325,976**	**535,736,166**
CURRENT LIABILITIES & PROVISIONS	3	**207,202,968**	**202,898,908**
TOTAL		**6,200,832,251**	**5,798,055,606**
APPLICATION OF FUNDS			
FIXED ASSETS	4		
Tangible Assets		3,738,446,913	3,296,800,504
Capital Work-In-Progress		321,230,289	665,149,890
Intangible Assets		16,210,925	19,898,879
FIXED ASSETS (Net Block)		**4,075,888,127**	**3,981,849,273**
INVESTMENTS OF EARMARKED/ENDOWMENT FUNDS	5	**548,635,434**	**383,579,028**
INVESTMENTS - OTHERS	6	**-**	**-**
CURRENT ASSETS	7	**1,310,463,216**	**1,206,341,571**
LOANS, ADVANCES & DEPOSITS	8	**265,845,474**	**226,285,734**
TOTAL		**6,200,832,251**	**5,798,055,606**

Significant Accounting Policies   23

Contingent Liabilities and Notes to Accounts   24

Schedule 1 to 24 form an integral part of the Financial Statements.

For T. Nagar and Co.

Place: Kashipur   **Chartered Accountants**
Date: 09.05.2025

(CA.(Dr.) Madhukar Goyal)   **(CA.Mrinal Sajwan)**   **(Prof. Somnath Chakrabarti)**   **(CA.Deepanshu Agarwal)**
S.A.O. (ACCOUNTS)   **FA-cum-CAO**   **Director (I/C)**   **Partner**
                                                             M.No. : 410844

INDIAN INSTITUTE OF MANAGEMENT - KASHIPUR
Kundeswari, Kashipur, Uttarakhand-244713
Income And Expenditure Account For The Year Ending 31st March 2025

PARTICULARS	Schedule	Current Year Ending 31.03.2025		Previous Year Ending 31.03.2024	
1. INCOME					
1.1 Academic Receipts	9		1,095,130,471		889,974,815
MBA Income	9.1	887,974,594		705,802,678	
EMBA Income	9.2	46,095,851		34,137,020	
EFPM Income	9.3	777,500		1,946,000	
MDP- Income	9.4	59,570,629		63,439,452	
Consultancy Income	9.5	6,064,439		1,956,166	
PhD Receipts	9.6	252,000		427,500	
EMBAA Income	9.7	94,395,459		82,265,999	
1.2 Other Income			92,321,589		74,739,937
Grants & Donations	10	-		-	
Income from Investments	11	79,573,311		63,923,682	
Interest Earned	12	5,015,879		4,454,733	
Other Incomes & Recoveries	13	3,994,799		3,570,327	
Prior Period Income	14	3,737,599		2,791,195	
TOTAL INCOME (A)			1,187,452,060		964,714,753
2. EXPENDITURE					
2.1 Staff Payments & Benefits	15		230,162,442		210,187,386
2.2 Academic Expenses	16		347,861,026		324,212,052
MBA Expenses	16.1	179,028,018		156,404,683	
EMBA Expenses	16.2	13,801,260		12,051,034	
EFPM Expenses	16.3	259,135		223,808	
MDP Expenses	16.4	27,990,275		34,507,503	
Consulting Expenses	16.5	4,047,062		1,197,333	
PhD Expenses	16.6	35,238,279		29,930,389	
Research & Development	16.7	42,878,956		38,630,560	
EMBAA Expenses	16.8	44,618,041		51,266,743	
2.3 Administrative and General Expenses	17		79,409,088		56,313,945
2.4 Transportation Expenses	18		2,569,104		2,538,292
2.5 Repairs & Maintenance	19		23,914,976		25,650,824
2.6 Finance Cost	20		19,617		22,305
2.7 Depreciation	4		141,527,810		133,678,288
2.8 Other Expenditure	21		-		-
2.9 Prior Period Expenditure	22		4,443,569		8,539,057
TOTAL EXPENDITURE (B)			829,907,632		761,142,150
Excess of Income over Expenditure		-	357,544,429	-	203,572,602
Total		-	1,187,452,061	-	964,714,753

Significant Accounting Policies   23
Contingent Liabilities and notes to Accounts   24

For T. Nagar and Co.
Chartered Accountants

Schedule 1 to 24 form an integral part of Financial Statements.

Place: Kashipur
Date: 09.05.2025

(CA.(Dr.) Madhukar Goyal)   **(CA.Mrinal Sajwan)**   **(Prof. Somnath Chakrabarti)**   **(CA.Deepanshu Agarwal)**
S.A.O. (ACCOUNTS)   **FA-cum-CAO**   **Director (I/C)**   **Partner**
     M.No. : 410844

INDIAN INSTITUTE OF MANAGEMENT - KASHIPUR
Escort Farm, Kundeswari, Kashipur, Uttarakhand-244713
Receipts and Payments Account For The Year Ending on 31st March 2025

Receipts	Current Year	Previous Year	Payments	Current Year	Previous Year
I. Opening Balances			I. Expenses		
a) Cash Balances			a) Establishment Expenses	230,162,442	210,187,386
b) Bank Balances			b) Academic Expenses	328,153,334	315,767,053
I. In Current accounts			c) Administrative Expenses	80,331,071	56,313,945
II.In deposit accounts			d) Transportation Expenses	2,569,104	2,538,292
III.Savings accounts	163,752,621	31,838,502	e) Repairs & Maintenance	23,914,976	25,650,824
			f) Finance Cost	19,617	22,305
			g) Prior period Expenses	4,443,569	8,539,057
II. Grants Received			II. Payments against Earmarked/Endowment Funds	14,545,307	6,545,131
a) From Government of India	-	-			
b) From State Government	-	-			
c) From Other Sources (Details)	-	-			
(Grants for capital & revenue exp/to be					
shown separately if available)					
III. Academic Receipts	1,076,344,762	881,529,815	III. Payments against Sponsored Project/Schemes	117,120,891	98,074,857
IV. Receipts against Earmarked/Endowment Funds	190,135,117	170,893,412	IV. Payments against Sponsored Fellowships/Scholarships	18,785,710	8,445,000
V. Receipts against Sponsored Projects/Schemes/Program	125,235,726	95,903,637	V. Investment and Deposits made		
			a) Out of Earmarked /Endowments Funds	165,056,406	85,296,615
			b) Out of own funds (Investment -Others)	655,749,199	575,103,462
VI. Receipts against Sponsored Fellowships/Scholarships	18,785,710	8,445,000	VI. Term Deposits with Schedules Banks	-	
VII. Income on Investments from	-	-	VII. Expenditure on Fixed Assets and		
a) Earmarked/Endowment Funds	-	-	Capital Works -in -Progress		
b) Other Investments	79,573,311	63,923,682	a) Fixed Assets	97,185,832	297,227,178
			b) Capital Works -in- Progress	132,827,362	298,369,838
VIII. Interest received on			VIII. Other Payments Including Statutory Payments		
a) Bank Deposits	-	-			
b) Loans and Advances	-	-			
c) Savings Bank Accouns & Other	5,015,879	4,454,733			
IX. Investments Encashed	555,897,020	739,944,450	IX. Refunds of Grants	-	-
X. Term Deposits with Scheduled Banks Encashed	-	-	X. Deposits and Advances	199,346,642	136,528,019
XI. Other Income (including Prior Period Income)	7,732,399	6,361,522	XI. Other Payments	-	-
XII. Deposits and Advances	3,144,990	285,066,829	XII. Closing balances		
			a) Cash in Hand	-	-
			b) Bank balances		
			In Current Accounts	-	-
			In Savings Accounts	155,406,072	163,752,621
			In Deposit Accounts	-	-
TOTAL	2,225,617,533	2,288,361,582	TOTAL	2,225,617,533	2,288,361,582

For T. Nagar and Co.
Chartered Accountants

Place: Kashipur
Date: 09.05.2025

(CA. (Dr.) Madhukar Goyal)	**(CA Mrinal Sajwan)**	**(Prof. Somnath Chakrabarti)**	**(CA.Deepanshu Agarwal)**
S.A.O (Accounts)	FA-cum-CAO	Director (I/C)	Partner
			M.No. : 410844

Schedule -1 Corpus / Capital Funds

	PARTICULARS	2024-25	2023-24
1	**Corpus Fund**		
	Opening Balance	1,077,571,258	1,469,595,671
	Add: Transferred from I & E Account	357,544,429	203,572,602
	Less: Utilized for Capital Expenditure	230,013,194	595,597,016
	Total (1)	**1,205,102,493**	**1,077,571,258**
2	**Capital Fund**		
	2.1 Building Fund		
	Opening Balance	3,345,602,853	3,377,336,055
	Add: Allocation from Corpus for Capital expenditure	173,341,420	529,692,590
	Less: Transferred to General Assets Funds	-	506,296,223
	Less: Transferred to Depreciation Fund	65,474,790	55,129,569
	Sub Total (2.1)	**3,453,469,483**	**3,345,602,853**
	2.2 General Assets Fund		
	Opening Balance	636,246,421	142,594,492
	Add: Allocation from Corpus for Capital expenditure	56,671,774	65,904,426
	Add: Sponsership from IGL	1,312,686	-
	Add: Transferred from Building Fund	-	506,296,223
	Less: Transferred to Depreciation Fund	70,499,550	78,548,719
	Sub Total (2.2)	**623,731,330**	**636,246,421**
	Total (2)	**4,077,200,814**	**3,981,849,274**
	Grand Total (1+2)	**5,282,303,307**	**5,059,420,532**

(CA.(Dr.) Madhukar Goyal)   **(CA.Mrinal Sajwan)**
S.A.O. (ACCOUNTS)   **FA-cum-CAO**

Schedule –2 DESIGNATED/ EARMERKED / ENDOWMENT FUNDS

(Rs.)

PARTICULARS	Staff Welfare Fund	Depreciation Fund	Leave Encashment fund	Group Gratuity Fund	MDP Devlopment Fund	CURRENT YEAR	PREVIOUS YEAR
			FUND WISE BREAK UP			TOTAL	
A							
a) Opening Balance	5,012,721	429,084,936	54,109,593	36,448,877	11,080,038	535,736,166	371,387,885
b) Additions during the year	2,375,929	141,527,810	8,936,177	2,850,701	2,019,041	157,709,658	148,489,700
c) Income from Investments of Funds	-	4,850,290	4,342,763	2,866,130	179,638	12,238,821	10,053,016
d) Accrued Interest on Investments/ Advances	226,368	18,278,160	-	-	191,773	18,696,301	12,350,696
e) Interest on Savings Bank a/c	-	-	-	-	-	-	-
f) Others Additions (specify nature)	-	-	-	-	-	-	-
TOTAL (A)	7,615,018	593,741,196	67,388,533	42,165,708	13,470,490	724,380,946	542,281,297
B							
Utilisation/ Expenditure towards objectives of Funds							
i. Capital Expenditure (Adjustment)	-	5,553,470	-	-	-	5,553,470	777,543
ii. Revenue Expenditure (Adjustment)	1,915,142	-	1,740,167	2,000,000	1,846,192	5,586,359	4,075,717
TOTAL (B)	1,915,142	5,553,470	1,740,167	2,000,000	1,846,192	11,139,829	4,853,260
CLOSING BALANCE AT THE YEAR END (A–B)	5,699,876	588,187,726	65,648,366	40,165,708	11,624,298	711,325,975	535,736,166
Represented by							
Cash And Bank Balances	-	-	-	-	1,194,678	1,194,678	5,873,351
Investments	3,549,565	429,033,947	65,648,367	40,165,708	10,237,847	548,635,434	383,579,028
Interest Accrued but not due	226,368	18,278,160	-	-	191,773	18,696,301	12,350,696

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

(CA.Mrinal Sajwan)
FA-cum-CAO

Schedule–2A
ENDOWMENT FUNDS

1. Sl No	2. Name of the Endowment	Opening Balance		Additions during the year		Total		Expenditure on the object during the year	Closing Balance		Total (10+11)
		3.Endowment	4. Accumulated Interest	5.Endowment	6. Interest	7.Endowment (3+5)	8. Accumulated Interest (4+6)	9	10.Endowment	11. Accumulated Interest	
1	Staff Welfare Fund	4,614,400	398,321	2,375,929	226,368	6,990,329	624,689	1,915,142	5,075,187	624,689	5,699,876
2	Depreciation Fund	399,547,088	29,537,848	141,527,810	23,128,450	541,074,898	52,666,298	5,553,470	535,521,428	52,666,298	588,187,726
3	Leave Encashment fund	47,889,972	6,219,621	8,936,177	4,342,763	56,826,149	10,562,384	1,740,167	55,085,982	10,562,384	65,648,366
4	Group Gratuity Fund	31,818,932	4,629,945	2,850,701	2,866,130	34,669,633	7,496,075	2,000,000	32,669,633	7,496,075	40,165,708
5	MDP Devlopment Fund	10,290,987	789,051	2,019,041	371,411	12,310,028	1,160,462	1,846,192	10,463,836	1,160,462	11,624,298
Total		494,161,379	41,574,786	157,709,658	30,935,122	651,871,037	72,509,908	13,054,971	638,816,066	72,509,908	711,325,974

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

(CA.Mrinal Sajwan)
FA-cum-CAO

Schedule -3 CURRENT LIABILITIES & PROVISIONS

PARTICULARS	2024-25	2023-24
A. CURRENT LIABILITIES		
1. Deposits from Staff	61,860	444,387
2. Deposits from Students	21,904,654	25,192,654
3. Sundry Creditors		
a) For Goods & Services	21,148,594	32,522,794
4. Deposits from Others		
a) Securities & EMDs	9,476,514	9,188,269
5. Statutory Liabilities		
a) Statutory Liabilities((TDS, GST, LABOUR CESS, NPS)	4,557,432	5,435,913
6. Other Current Liabilities		
a) Consultancy Projects	3,559,707	3,830,709
b) Management Development Programme	32,432,370	24,052,558
c) Receipts Against Sponsored Fellowships & Scholarships (Sch-3b)	-	-
d) Unutilised Grants (Sch-3C)	-	-
e) Research Projects	1,288,662	1,282,638
f) Other Party receipts	-	-
g) Other Liabilities	10,364,354	4,549,364
h) Against Project	-	-
i) SGS BG Encashment & Others	8,500,000	8,500,000
j) SPCPL	-	-
k) Against EMBA Analytics	5,690,000	6,550,000
l) Against EMBA Fee	2,470,000	4,280,000
TOTAL (A)	**121,454,146**	**125,829,286**
B. PROVISIONS		
a) For Salary	1,931,709	1,594,948
b) Provisions for the Year	83,817,113	75,474,674
TOTAL (B)	**85,748,822**	**77,069,622**
TOTAL (A+B)	**207,202,968**	**202,898,908**

(CA.(Dr.) Madhukar Goyal)　　　　　　　　　　　　**(CA.Mrinal Sajwan)**
S.A.O. (ACCOUNTS)　　　　　　　　　　　　　　　　**FA-cum-CAO**

SCHEDULE-3(A) SPONSORED PROJECTS & OTHER PROGRAM

1. Sr No	2. Name of the project	Opening Balance as on 01.4.2024		5. Receipts/ Recoveries during the year	6. Total	7.Expenditure during the Year	Closing Balance as on 31.3.2025	
		3. Credit	4. Debit				8. Credit	9. Debit
S.No.	**Consultancy Projects**							
1	15th Foundation Training Programme for Civil Services Dated 04 December 2024.			4000	4,000		4,000	
2	15th Foundation Training Programme for Civil Services Dated 11 December 2024.			4000	4,000		4,000	
3	Consultancy Project IIM Ahmedabad	40,000			40,000		40,000	
4	NABARD	565,504	-	675,000	1,240,504		1,240,504	
5	Mussoorie Dehradun Development Auth. (MDDA)	200,000			200,000		200,000	
6	Empact Evalution Study on CGFEL			700,000	700,000		700,000	
7	Empact Evalution Study on CGSSI			700,000	700,000		700,000	
8	Management Skills for Personal & Professional Success			10,000	10,000		10,000	
9	Mid Term Refresher Course			10,000	10,000		10,000	
10	Ministry of Housing and Urban Affairs: Research Project Fee	300,000	-	300,000	600,000	243,297	356,703	
11	Start Up Ecosystem and Self Entrepreneurship			10,000	10,000		10,000	
12	Wood Spices Under the Forest Department			284500	284500		284500	
13	Consultancy with IFAD			497964	497964	497964		
14	Predictive Analytics Training Program			200000	200000	20000		
15	Developed the Course Material for E4 Subject - Data Science: Conceptual Framework, Tools and Techniques	2,560,000	2,560,000	3,200,000	3,200,000	3,200,000	-	
16	Evalution Study of Interest Equalisation Scheme			2076270	2,076,270	2,076,270		
17	Consultancy FRC	100,000	-		100,000	100,000		
18	Consultancy Project IIM Ahmedabad (Managing Sustainability)	40,000			40,000	40,000	-	
19	20603K UPHSSP-Consultancy Income	65,205	-	-	65,205	65,205		
	Funded Research Projects							
20	20603 E World Bank Phase 1-EAI	38,496	1,830,635	-	-1,792,139	-	38,496	1,830,635
21	2018-19-P11 DIC , IIT Roorkee	2,226,531	-	1,045,467	3,271,998	3,346,644	-	74,646
22	20602B - Financial Inclusion Under MGNREGA (NIRD)	543,033	-	-	543,033	-	543,033	
23	20603-C Water Conservation & Rejuvenation (NIRD)	246,789		-	246,789	-	246,789	
24	Centre Development Fund DIC	122,980		191,445	314,425		314,425	
25	Design Thinking led Innovation			95,254	95,254		95,254	
26	ICSSR - SSY	10,887	-		10,887	385,887		375,000
27	ICSSR- (YoM23)	16,603	-	127,422	144,025	72,344	71,681	
28	National Commission for Women- DAW		109,526	109,526	-	588,500		588,500
29	Research Study on Impact of Covid 19 on Uttarakhand Tourism and Solution	17,480		-	17,480	-	17,480	
	TOTAL	**7,093,508**	**4,500,161**	**10,240,848**	**12,834,195**	**10,636,111**	**4,886,865**	**2,868,781**

(CA.(Dr.) Madhukar Goyal)   (CA.Mrinal Sajwan)
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SCHEDULE-3(b) SPONSORED FELLOWSHIP AND SCHOLARSHIPS

S.N.	2. Name of the Sponsor	Opening Balance as on 01.04.24		Transaction during the year		Closing Balance as on 31.03.25	
		CR	DR	CR	DR	CR	DR
1	Ministry of Tribal Affairs	-	-	16,467,000	16,467,000	-	-
2	Rajshri Sahu Maharaj	-	-	818,710	818,710	-	-
3	IDFC Bank Scholarships	-	-	1,200,000	600,000	600,000	
4	R K Patni Foundation Scholarship	-	-	100,000	-	100,000	-
5	Jana Devi Mall Scholarship	-	-	200,000	-	200,000	
	TOTAL	-	-	18,785,710	17,885,710	900,000	-

SCHEDULE-3 (c) UNUTILISED GRANTS FROM GOVERNMENT OF INDIA

PARTICULARS	2024-25	2023-24
Plan Grant from Government of India		
Balance B/F	-	-
Add: receipts during the year		
GIA- Capital creation	-	-
GIA-Salary	-	-
GIA-General	-	-
Total(a)	-	-
Less: Refunds	-	-
Less: Utilized for Revenue Expenditure	-	-
a) Salary	-	-
b) General	-	-
Less: Utilized for Capital Expenditure:	-	-
a) Fixed Assets	-	-
b) WIP	-	-
Total(b)	-	-
UNUTILIZED GRANT (a)-(b)	-	-

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

(CA.Mrinal Sajwan)
FA-cum-CAO

SCHEDULE 4

Fixed Assets Schedule (IIM KASHIPUR) for 2024-25

S. No	Assets Heads	Rate pa (SLM)	Gross Block				Depreciation Block				Net Block	
			Opening As on 01.04.2024	Additions During the Year	Adj/Written Off (Due to Dep.Method Change)	Closing As on 31.03.25	Dep Opening Balance	Depreciation for the year	Adj/Written Off (Due to Dep.Method Change)	Total Depreciation	As on 31.03.25	As on 31.3.2024
1		2	3	4	6	7	8	9	10	11	12	13
A	**Tangible Assets**											
1	Land (Free Hold)	0.00%	1	-	-	1	-	-	-	-	1	1
2	Buildings	2.00%	2,487,115,527	517,261,021	-	3,004,376,548	62,294,372	61,359,848	-	123,654,220	2,880,722,328	2,424,821,155
3	Road & Bridges Including Footpath	2.00%	242,292,189	-	-	242,292,189	17,361,703	4,114,942	-	21,476,645	220,815,544	224,930,486
4	Scientific and Laboratory Equipment	8.00%	411,200	268,408	-	679,608	32,896	54,369	-	87,265	592,343	378,304
5	Plant & Machinary	5.00%	296,045,764	-	-	296,045,764	16,448,353	13,402,621	-	29,850,975	266,194,789	279,597,411
6	Audio Visual Equipments	7.50%	6,199,556	12,206,320	-	18,405,876	464,967	1,380,441	-	1,845,407	16,560,469	5,734,589
7	Electrical Installation & Equipment	5.00%	228,065,942	4,320,320	-	232,386,262	11,445,729	11,548,593	-	22,994,322	209,391,940	216,620,213
8	Office Equipment	7.50%	63,903,640	826,567	3,706,426	61,023,781	32,504,155	4,958,029	3,386,665	34,075,519	26,948,262	31,399,485
9	Computer & Peripherals	20.00%	60,991,305	8,094,778	470,950	68,615,133	42,163,409	8,363,378	470,950	50,055,837	18,559,296	18,827,896
10	Furniture, Fixture & Fittings	7.50%	125,773,431	13,179,433	1,826,106	137,126,758	43,619,058	10,177,023	1,695,856	52,100,225	85,026,533	82,154,373
11	Lib. Books & Journals	10.00%	35,758,646	3,547,744	-	39,306,390	28,820,237	1,961,534	-	30,781,771	8,524,619	6,938,409
12	Vehicles	10.00%	7,978,428	566,500	-	8,544,928	2,580,246	853,893	-	3,434,139	5,110,789	5,398,182
13	Small Value Assets	100.00%	1,135,694	335,709	-	1,471,403	1,135,694	335,709	-	1,471,403	-	-
	Total (A)		3,555,671,323	560,606,800	6,003,482	4,110,274,641	258,870,819	118,510,379	5,553,471	371,827,728	3,738,446,913	3,296,800,504
B	**Capital Work in Progress**											
11	Construction of Building	0%	665,149,890	156,145,000	500,064,601	321,230,289	-	-	-	-	321,230,289	665,149,890
	Total(B)		665,149,890	156,145,000	500,064,601	321,230,289	-	-	-	-	321,230,289	665,149,890
C	**INTANGIBLE ASSETS**											
12	Computer Software	40%	6,581,555	-	-	6,581,555	5,156,873	592,575	-	5,749,448	832,107	1,424,682
13	E-Journals/ Web Developments	40%	129,764,272	19,329,477	-	149,093,749	111,290,075	22,424,856	-	133,714,931	15,378,818	18,474,197
	Total (C)		136,345,827	19,329,477	-	155,675,304	116,446,948	23,017,431	-	139,464,379	16,210,925	19,898,879
	Grand Total (A+B+C)		4,357,167,040	736,081,277	506,068,083	4,587,180,234	375,317,767	141,527,810	5,553,471	511,292,106	4,075,888,127	3,981,849,273

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

(CA.Mrinal Sajwan)
FA-cum-CAO

SCHEDULE 4a

Fixed Assets Schedule (IIM KASHIPUR) for 2024-25

S. No	Assets Heads	Rate pa (SLM)	Gross Block Opening As on 01.04.2024	Additions During the Year	Adj/Written Off (Due to Dep.Method Change)	Closing As on 31.03.25	Dep Opening Balance	Depreciation for the year	Adj/Written Off (Due to Dep.Method Change)	Total Depreciation	Net Block As on 31.03.25	As on 31.3.2024
1	1	2	3	4	6	7	8	9	10	11	12	13
A	**Tangible Assets**											
1	Land (Free Hold)	0.00%	1	-	-	1	-	-	-	-	1	1
2	Buildings	2.00%	2,487,115,527	517,261,021	-	3,004,376,548	62,294,372	61,359,848	-	123,654,220	2,880,722,328	2,424,821,155
3	Road & Bridges Including Footpath	2.00%	242,292,189	-	-	242,292,189	17,361,703	4,114,942	-	21,476,645	220,815,544	224,930,486
4	Scientific and Laboratory Equipment	8.00%	411,200	268,408	-	679,608	32,896	54,369	-	87,265	592,343	378,304
5	Plant & Machinery	5.00%	296,045,764	-	-	296,045,764	16,448,353	13,402,621	-	29,850,975	266,194,789	279,597,411
6	Audio Visual Equipments	7.50%	6,199,556	12,206,320	-	18,405,876	464,967	1,380,441	-	1,845,407	16,560,469	5,734,589
7	Electrical Installation & Equipment	5.00%	228,065,942	4,320,320	-	232,386,262	11,445,729	11,548,593	-	22,994,322	209,391,940	216,620,213
8	Office Equipment	7.50%	63,903,640	826,567	3,706,426	61,023,781	32,504,155	4,958,029	3,386,665	34,075,519	26,948,262	31,399,485
9	Computer & Peripherals	20.00%	60,991,305	8,094,778	470,950	68,615,133	42,163,409	8,363,378	470,950	50,055,837	18,559,296	18,827,896
10	Furniture, Fixture & Fittings	7.50%	125,773,431	13,179,433	1,826,106	137,126,758	43,619,058	10,177,023	1,695,856	52,100,225	85,026,533	82,154,373
11	Lib. Books & Journals	10.00%	35,758,646	3,547,744	-	39,306,390	28,820,237	1,961,534	-	30,781,771	8,524,619	6,938,409
12	Vehicles	10.00%	7,978,428	566,500	-	8,544,928	2,580,246	853,893	-	3,434,139	5,110,789	5,398,182
13	Small Value Assets	100.00%	1,135,694	335,709	-	1,471,403	1,135,694	335,709	-	1,471,403	-	-
	Total (A)		3,555,671,323	560,606,800	6,003,482	4,110,274,641	258,870,819	118,510,379	5,553,471	371,827,728	3,738,446,913	3,296,800,504
B	**Capital Work in Progress**											
11	Construction of Building	0%	665,149,890	156,145,000	500,064,601	321,230,289	-	-	-	-	321,230,289	665,149,890
	Total(B)		665,149,890	156,145,000	500,064,601	321,230,289	-	-	-	-	321,230,289	665,149,890
C	**INTANGIBLE ASSETS**	Rate pa (SLM)	Opening As on 01.04.2024	Additions During the Year	Adj/Written Off (Due to Dep.Method Change)	Closing As on 31.03.25	Dep Opening Balance	Depreciation for the year	Adj/Written Off (Due to Dep.Method Change)	Total Depreciation	As on 31.03.25	As on 31.3.2024
12	Computer Software	40%	6,581,555	-	-	6,581,555	5,156,873	592,575	-	5,749,448	832,107	1,424,682
13	E-Journals/ Web Developments	40%	129,764,272	19,329,477	-	149,093,749	111,290,075	22,424,856	-	133,714,931	15,378,818	18,474,197
	Total (C)		136,345,827	19,329,477	-	155,675,304	116,446,948	23,017,431	-	139,464,379	16,210,925	19,898,879
	Grand Total (A+B+C)		4,357,167,040	736,081,277	506,068,083	4,587,180,234	375,317,767	141,527,810	5,553,471	511,292,106	4,075,888,127	3,981,849,273

(CA.(Dr.) Madhukar Goyal)   (CA.Mrinal Sajwan)
S.A.O. (ACCOUNTS)   FA-cum-CAO

SCHEDULE 4B- Non- Plan

Fixed Assets Sechedule (IIM KASHIPUR) for 2024-25

S. No	Assets Heads	Rate pa (SLM)	Gross Block				Depreciation Block				Net Block	
			Opening As on 01.04.2024	Additions During the Year	Adj/Written Off (Due to Dep.Method Change)	Closing As on 31.03.25	Dep Opening Balance	Depreciation for the year	Adj/Written Off (Due to Dep.Method Change)	Total Depreciation	As on 31.03.25	As on 31.3.2024
	1	2	3	4	6	7	8	9	10	11	12	13
A	**Tangible Assets**											
1	Land (Free Hold)											
2	Buildings											
3	Road & Bridges Including Footpath etc.											
4	Office Equipment											
5	Computer & Peripherals											
6	Furniture, Fixture & Fittings											
7	Vehicles											
8	Lib. Books & Journals											
9	Small Value Assets											
	Total (A)		-	-	-	-	-	-	-	-	-	-
B	**Capital Work in Progress**		-	-	-	-	-	-	-	-	-	-
10	Construction of Building						NOT APPLICABLE					
	Total(B)		-	-	-	-				-	-	-
C	**INTANGIBLE ASSETS**		Opening As on 01.04.2024	Additions During the Year	Adj/Written Off (Due to Dep.Method Change)	Closing As on 31.03.25	Dep Opening Balance	Depreciation for the year	Adj/Written Off (Due to Dep.Method Change)	Total Depreciation	As on 31.03.25	As on 31.3.2024
11	Computer Software						NOT APPLICABLE					
12	E-Journals/ Web Developments											
	Total (C)		-	-	-	-	-	-	-	-	-	-
	Grand Total (A+B+C)		-	-	-	-	-	-	-	-	-	-

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

(CA.Mrinal Sajwan)
FA-cum-CAO

SCHEDULE 4C

Fixed Assets Sechedule (IIM KASHIPUR) for 2024-25

S. No	Assets Heads	Rate pa (SLM)	Gross Block				Depreciation Block				Net Block	
			Opening As on 01.04.2024	Additions During the Year	Adj/Written Off (Due to Dep.Method Change)	Closing As on 31.03.25	Dep Opening Balance	Depreciation for the year	Adj/Written Off (Due to Dep.Method Change)	Total Depreciation	As on 31.03.25	As on 31.3.2024
1		2	3	4	6	7	8	9	10	11	12	13
C	**INTANGIBLE ASSETS**		Opening As on 01.04.2024	Additions During the Year	Adj/Written Off (Due to Dep.Method Change)	Closing As on 31.03.25	Dep Opening Balance	Depreciation for the year	Adj/Written Off (Due to Dep.Method Change)	Total Depreciation	As on 31.03.25	As on 31.3.2024
1	Computer Software	40%	6,581,555	-	-	6,581,555	5,156,873	592,575	-	5,749,448	832,107	1,424,682
2	E-Journals/ Web Developments	40%	129,764,272	19,329,477	-	149,093,749	111,290,075	22,424,856	-	133,714,931	15,378,818	18,474,197
	Total (C)		136,345,827	19,329,477	-	155,675,304	116,446,948	23,017,431	-	139,464,379	16,210,925	19,898,879

(CA.(Dr.) Madhukar Goyal)
S.A.O. (ACCOUNTS)

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SCHEDULE 4 (e) (i) – PATENTS AND COPYRIGHTS

Particulars	Op. Balance	Additions	Gross	Amortizations	Net Block 2024-25	Net Block 2023-24
A Patents Granted						
1 Balance as on 31.03.25 of patents obtained in 2020-21						
2 Balance as on 31.03.25 of patents obtained in 2021-22			NOT APPLICABLE			
3 Balance as on 31.03.25 of patents obtained in 2022-23						
4 Patents during the Current Year						
Total (A)						

Particulars	Op. Balance	Additions	Gross	Patents granted/ rejected	Net Block 2024-25	Net Block 2023-24
B Patents Pending in respect of patents applied for						
1 Expenditure incurred during 2019-20 and 2020-21			NOT APPLICABLE			
2 Expenditure incurred during 2021-22						
3 Expenditure incurred during 2022-23						
Total (B)						
Grand Total (A+B)						

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194

SCHEDULE 4 D - OTHERS

S. No	Assets Heads	Rate pa (WDV)	Opening As on 01.04.2024	Additions for more than 180 days	Addition for less than 180 days	Adj/Written Off	Closing as on 31.03.25	Dep Opening balance	Depreciation for the year	Deductions/Adjustment	Total Depreciation	As on 31.03.25	As on 31.3.2024
				Gross Block					**Depreciation Block**				**Net Block**
1	2	3	4	5	6	7	8	9	10	11	12	13
1	**Tangible Assets**												
2	Land (Free Hold)												
3	Buildings												
4	Road & Bridges Including Footpath etc.				NOT APPLICABLE			NOT APPLICABLE					
5	Office Equipment												
6	Computer & Peripherals												
7	Furniture, Fixture & Fittings												
8	Vehicles												
9	Lib. Books & Journals												
10	Small Value Assets												
	Total (A)												
17	**Capital Work in Progress (B)**												
	Grand Total (A+B)												

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Schedule -5 - INVESTMENTS FROM EARMARKED / ENDOWMENT FUNDS		
Funds	**2024-25**	**2023-24**
1. Investment Depreciation Fund	429,033,947	283,570,558
2. Investment MDP Development Fund	10,237,847	5,000,000
3. Investment Staff Welfare Fund	3,549,565	4,450,000
4. Investment with LIC (With LIC) (Group Gratutiy Fund)	40,165,708	36,448,877
5. Investment with LIC (With LIC) (Leave Encashment)	65,648,367	54,109,593
Total	**548,635,434**	**383,579,028**

Schedule -5 (A) - INVESTMENTS FROM EARMARKED / ENDOWMENT FUNDS (FUND WISE)		
FUNDS	**2024-25**	**2023-24**
1. Investment Depreciation Fund - Fixed Deposit with Banks	429,033,947	283,570,558
2. Investment MDP Development Fund - Fixed Deposit with Banks	10,237,847	5,000,000
3. Investment Staff Welfare Fund - Fixed Deposit with Banks	3,549,565	4,450,000
4. Group Gratutiy Fund - Investment with LIC	40,165,708	36,448,877
5. Leave Encashment - Investment with LIC	65,648,367	54,109,593
TOTAL	**548,635,434**	**383,579,028**

SCHEDULE-6 - INVESTMENTS OTHERS		
	2024-25	**2023-24**
	-	-
Total	**-**	**-**

Schedule 7 - CURRENT ASSETS		
PARTICULARS	**2024-25**	**2023-24**
1. Stock in Hand (Stationary & Electrical)		
Stationery, MDP & Electrical items	2,307,544	2,307,135
2. Sundry Debtors	-	-
More than 6 Months	-	4,210,868
Less Than 6 Months	20,323,250	4,405,057
3. Cash and Bank balances:	**-**	
a) Cash In Hand	-	-
b) With Scheduled Banks:	-	-
PNB A/c (4534000100028306)	914,601	4,069,248
PNB A/c (4534000100085897)	362	496
PNB 4534000100092491(ICSSR Impress 3615)	-	-
PNB 4534000100093027(ICSSR Impress 0877)	227,459	1,922,055
RBL Bank (309006195247)	24,520,036	104,196
SBI (Including Funds in Flexi Account)	18,609,912	38,097,165
SBI (World Bank Project)	867,027	844,055
HDFC Bank (50100481655862) (Including Funds in Flexi Account)	109,832,104	118,590,253
HDFC Bank (50100493650634) DIC	434,571	125,153
4. Receivables		
Fee Receivable	9,258,495	7,836,098
Other Receivable (Research Projects)	-	87,475
Investment in subsidary (Fied)	99,990	263,315
Investment Others-Term Deposits with Banks	1,123,067,866	1,023,479,002
Total	**1,310,463,216**	**1,206,341,571**

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Schedule 8 - LOANS, ADVANCES & DEPOSITS

PARTICULARS	2024-25	2023-24
1. Advances to Employees: (Non - Interest Bearing)		
a) Salary/Festival/Medical Advances	-	-
b) Others (to employees)	1,037,723	593,433
2. Long Term Advances to Employees: (Interest Bearing)		
a) Home/Vehicle/Other Loans	-	-
3. Advances and Other Amounts Recoverable in Cash or in Kind or for Value to be Received:		
a) On Capital Account	74,195,075	45,474,484
b) To Contractors (Mobilization & Others)	-	-
c) To Students	-	-
d) Others	424,800	-
e) Imprest	-	-
4. Prepaid Expenses		
a) Insurance & Others	30,186,529	14,172,669
b) Others	-	-
5. Deposits		
a) Telephone	16,999	16,999
b) Lease Rent	261,179	233,439
c) Electricity	3,954,778	3,954,778
d) Others (Gas)	49,550	49,550
6.Income Accrued:		
a) On Investments - (Interest)	100,076,593	107,808,234
b) Sweep Interest - Accrued	3,347,982	8,328,312
7. Other Receivable:		
a) Grants Recoverable (from MHRD)	-	-
8. Claims Receivable		
a) TDS Receivable	52,294,266	45,584,442
b) Others	-	69,395
TOTAL	**265,845,474**	**226,285,734**

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Schedule 09 - ACADEMIC RECEIPTS		
PARTICULARS	**2024-25**	**2023-24**
Schedule 9.1 M B A Programme Fee		
Admission Fees	7,550,000	7,775,000
Course Fees	474,678,714	441,281,774
CAT/CAP Share receipt (Including Prior Period)	18,614,275	11,766,004
MBA Analytics	368,345,895	236,534,900
Total Fee	**869,188,884**	**697,357,678**
Scholarships from Others		
Scholarships from Others (received)	9,040,710	8,445,000
Scholarship from Ministry of Tribal Affairs	8,545,000	-
Scholarship from IDFC Bank	1,200,000	-
Total (9.1)	**887,974,594**	**705,802,678**
Schedule 9.2 Executive MBA (EMBA)		
Application Fees	176,000	296,000
Course Fee	45,919,851	33,841,020
Total (9.2)	**46,095,851**	**34,137,020**
Schedule 9.3 Executive Fellow Programme of Management (EFPM)		
Application Fees	-	-
Tution Fees	725,000	1,756,000
Other Fees	52,500	190,000
Total (9.3)	**777,500**	**1,946,000**
Schedule 9.4 Management Development Programmes(MDP)		
Open Programmes Fees	-	-
Sponsored Programme Fee	59,570,629	63,439,452
Total (9.4)	**59,570,629**	**63,439,452**
Schedule 9.5 Consulting Income		
Consultancy Income	6,064,439	1,956,166
Total (9.5)	**6,064,439**	**1,956,166**
Schedule 9.6 PhD Receipts		
Application/Other Fees	252,000	427,500
Total (9.6)	**252,000**	**427,500**
Schedule 9.7 EMBA Analytics (EMBAA)		
Course Fee	94,395,459	82,265,999
Total (9.7)	**94,395,459**	**82,265,999**
Grand Total (9.1 to 9.7)	**1,095,130,472**	**889,974,815**

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Schedule 10 - GRANTS & SUBSIDIES (IRREVOCABLE GRANTS RECEIVED)

(Rs.)

PARTICULARS	Govt. of India	Current Year Total	Previous Year Total
Balance B/F	-	-	-
Add: Sanctioned/Received during The Year	-	-	-
Total	**-**	**-**	**-**
Less: Utilised for Capital Expenditure (A)	-	-	-
Balance	-	-	-
Less: Utilised for Revenue Expenditure (B)	-	-	-
Transfer to Corpus			
Balance C/F (c)	**-**	**-**	**-**

Schedule 11 -INCOME FROM INVESTMENTS

(Rs.)

PARTICULARS	Earmarked / Endowment Funds		Other investments	
	CURRENT YEAR	PREVIOUS YEAR	CURRENT YEAR	PREVIOUS YEAR
Investment from Earmarked/ Endowment Fund				
1) Interest on term deposit of funds	12,238,821	10,053,016	79,573,311	63,923,682
2) Interest on Saving Bank Accounts	-	-	-	-
TOTAL	**12,238,821**	**10,053,016**	**79,573,311**	**63,923,682**
Transferred to Earmarked / Endowment Funds/I/E A/c	12,238,821	10,053,016	79,573,311	63,923,682
Balance	-	-	-	-

Schedule 12 -INTEREST EARNED

(Rs.)

PARTICULARS	CURRENT YEAR	PREVIOUS YEAR
1. On savings accounts with scheduled banks	5,015,879	4,454,733
2. On debtors and other receivables	-	-
TOTAL	**5,015,879**	**4,454,733**

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Schedule 13 - OTHER INCOME & RECOVERIES		
PARTICULARS	2024-25	2023-24
A. Income from Land & Building		
1 Rental	1,349,202	1,294,182
2. Licence Fee	858,009	769,200
3. Staff Car Recoveries	-	52,100
4. Hire Charges of Auditorium/ Play Ground/ Convention Centre, Etc.	-	-
Total	2,207,211	2,115,482
B. Sale of Institute's Publications	-	-
C. Income from Holding Events	-	-
Total	-	-
D. Others		
1.RTI fees	-	150
2. Sale of application from (recruitment)	-	-
3. Misc. Receipts (Tender Processing Fee & disposal items etc.)	-	39,188
4. Fine for late deposit of library books	-	15,890
5. Misc Income	936,569	892,487
6. Interest on I.T. refund	449,668	507,130
7. Guest House Income	401,351	-
Total	1,787,588	1,454,845
GRAND TOTAL (A+B+C+D)	3,994,799	3,570,327

SCHEDULE-14 PRIOR PERIOD INCOME		
Particulars	2024-25	2023-24
1 . CAT Share	-	826,900
2.Other	3,737,599	1,964,295
Total	3,737,599	2,791,195

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Schedule 15-STAFF PAYMENTS & BENEFITS (ESTABLISHMENT EXPENSES)

PARTICULARS	2024-25	2023-24
a) Salary and Allowances		
Basic Pay	103,315,649	101,473,121
D.A.	51,444,610	42,846,444
H.R.A.	3,201,724	2,565,354
Transport Allowance	4,636,823	4,187,849
b) Other benefits		
Medical	14,621,302	12,621,380
L.T.A.	14,234,959	10,899,547
Ex-Gratia	2,972,418	2,606,944
Entertainment	20,100	108,000
Telephone	889,482	750,660
Faculty- Other Reimbursement	-	226,193
Reimbursement of Tution Fee (Children Education Allowance)	2,161,919	1,711,002
c) Terminal Benefits		
Contribution to NPS	21,193,325	19,270,973
Gratuity Contribution	2,679,111	2,675,227
Leave Encashment Contribution	8,704,395	7,847,792
Contribution to PF	86,625	396,900
TOTAL	**230,162,442**	**210,187,386**

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SCHEDULE-15A - EMPLOYEES RETIREMENT AND TERMINAL BENEFITS

	Pension	NPS	Gratuity	Leave Encashment	Total
Opening Balance as on 01.04.2023	-	-	-	-	-
Addition: Capitalised value of contribution received from other Organizations	-	-	-	-	
Total (a)	-	-	-	-	-
Less: Actual Payment During the year (b)	-	-	-	-	-
Balance available on 31.03.25 C=(a-b)	-	-	-	-	-
Provision required on 31.03.25 as per actual valuation (d)	-	-	-	-	-
A. Provision to be made in the current year (d-c)	-	-	2,679,111	8,704,395	11,383,506
B. Contribution to new Pension Scheme	86,625	21,193,325	-	-	21,279,950
C. Medical Reimbursement to retired Employees	-	-	-	-	-
D. Travel to Hometown on Retirement	-	-	-	-	-
E. Deposit Linked Insurance Payments	-	-	-	-	-
Total (A+B+C+D+E)	86,625	21,193,325	2,679,111	8,704,395	32,663,456

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PARTICULARS	2024-25	2023-24
Schedule 16- ACADEMIC EXPENSES		
Schedule 16.1 MBA Programme Expenses		
Admission Exp	12,864,935	4,043,723
Visiting Faculty Honorarium	9,163,376	5,302,666
Visiting Faculty TA	2,151,467	1,485,916
Books & Course Material	39,129,918	31,390,843
Induction Exp.	1,117,871	1,692,920
Examination Exp.	1,229,206	1,335,262
Convocation Exp.	6,297,486	6,213,350
Medical Exp.	5,641,961	5,513,624
Hostel Exp.	11,650,600	5,817,989
Teaching Support staff Salary	7,810,529	7,797,165
Contigency & Others Exp.	596,166	1,190,510
Placement Exp.	11,072,594	9,341,580
Student Activity	5,817,097	3,832,287
Faculty Reward Point	20,439,892	29,145,437
MBA Analytics Admission/Misc Exp.	3,331,981	5,553,309
CAP 2024 (Admission Exp.)	392,230	2,888,102
Total (A)	**138,707,308**	**122,544,683**
MBA Scholarships		
Need-Cum-Merit Based Scholarship	21,535,000	**25,415,000**
Scholarships from others (Paid)	18,785,710	8,445,000
Total (B)	**40,320,710**	**33,860,000**
Total A+B	**179,028,018**	**156,404,683**
Schedule 16.2 EMBA Expenses		
Admission Advertisement & Publicity & Induction	366,844	763,335
Books & Learing Resource	2,428,178	2,236,314
Hospitality Fooding & Lodging	213,550	152,135
Visiting Faculty Honorarium	1,990,200	909,375
Office Exp., P&S & Contingency	841,453	685,337
Examination Exp	85,250	-
Rent	2,074,610	2,279,000
Visiting Faculty TA/DA Exp.	935,183	814,177
Transportation Exp.	200,169	179,068
Salary Exp.	3,524,869	2,937,857
Security Exp.	1,140,954	1,094,436
Total	**13,801,260**	**12,051,034**
Schedule 16.3 Executive Fellow Programme of Management (EFPM)		
Books & Learning Resources	167,560	187
Visiting Faculty Honorarium	90,975	213,100
Visiting Faculty Travel Exp.	-	10,521
Contingencies & Others	600	-
Total	**259,135**	**223,808**

Schedule 16.4 Management Development Programmes (MDP)		
Promotional Expenses	587,392	1,496,809
Revenue Exp.	27,402,883	33,010,694
Total	**27,990,275**	**34,507,503**
Schedule 16.5 Consultancy Expenses		
Consulting Expenses	4,047,062	1,197,333
Total	**4,047,062**	**1,197,333**
Schedule 16.6 PhD Expenses		
Books & Learing Resources	357,009	292,627
Admission Exp.	1,620,851	917,656
Contigency/Staff salary Exp.	3,727,118	4,119,909
Scholarship/Stipend Exp.	21,949,449	17,599,014
Contingency Grant	1,019,472	959,555
Visiting Faculty Exp.	828,805	852,394
Rent Exp.	2,433,077	2,765,157
Equipment Grant	799,468	747,653
Academic Exp.(Conference Grant)	2,503,030	1,676,424
Total	**35,238,279**	**29,930,389**
Schedule 16.7 Research & Development Expenses		
International Conference	1,346,660	1,071,118
National Conference	183,152	108,771
Faculty Development Programme	1,608,233	1,387,165
AACSB Accreditation	1,028,463	1,045,490
IRC	102,668	148,372
MPRC	4,809,477	4,952,472
Other Library Resources	18,439,726	18,099,714
Research & Development Expenditure	672,276	792,953
Software Licences	2,712,392	1,655,835
Web Maintenance	2,773,480	2,726,828
Institutional Membership Fee	87,760	87,760
Alumni Expenses	1,723,750	1,764,882
CPDA	3,120,886	2,411,336
Capacity Building Staff including Staff Training	376,991	562,840
SDA	1,810,728	1,815,025
Institutional Review Exp	1,908,000	-
Assurance of Learning	174,314	-
Total	**42,878,956**	**38,630,560**
Schedule 16.8 EMBA Analytics Expenses		
Books & Learing Resources	3,445,050	3,420,571
Admission Exp.	47,803	315,310
Contigency/Staff salary Exp.	404,672	250,491
Inaugration Exp.	53,725	106,621
Visiting Faculty Exp.	1,651,875	656,250
Salary Exp.	259,916	119,000
FeeSharing (TEEL)	38,755,000	46,398,500
Total	**44,618,041**	**51,266,743**
GRAND TOTAL (16.1 TO 16.8)	**347,861,026**	**324,212,052**
(CA.(Dr.) Madhukar Goyal)	(CA.Mrinal Sajwan)	
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Schedule 17- ADMINISTRATIVE AND GENERAL EXPENSES

PARTICULARS	2024-25	2023-24
A. Infrastructure		
Electricity and Power & Fuel	25,269,906	5,882,386
B. Communication		
Postage & Courier Exp	34,669	31,203
Telephone , Fax & Internet Charges	28,467	29,698
C. Others		
Printing and Stationery	600,141	208,981
Travelling and Conveyance Expenses	-	-
Hospitality (Hospitality & Guest House Exp.)	3,022,165	1,375,899
Audit Fees and Exp.	355,004	525,751
Security Exp.	9,539,221	8,421,768
Joining and otherTA/DA	1,501,694	881,175
BOG Expenses	2,666,745	1,871,098
Cleaning & Maint. Office/Office Maint.	16,103,763	22,568,204
Legal Expenses	5,704,389	1,319,334
Official Functions	619,380	630,594
Recruitment Expenses	3,955,373	4,877,445
Others Exp.(Professional & Misc Exp.)	2,059,135	666,674
Staff Welfare	75,098	50,000
Horticulture-Labour Wages	7,103,724	6,472,644
Horticulture- Other Expenses	556,558	501,091
Contribution to Provident Fund	-	-
Hindi Department Expenses	85,171	-
Internet Connectivity	119,459	-
Vigilance Expenses	9,027	-
TOTAL	**79,409,088**	**56,313,945**

Schedule 18- TRANSPORTATION EXPENSES

PARTICULARS	2024-25	2023-24
1 Vehicles (Owned by institution)		-
a) Running expenses	2,164,283	2,216,203
b) Repairs & maintenance	323,500	234,298
c) Insurance expenses	81,321	87,791
2 Vehicle taken on rent/lease	-	-
a) Rent/Lease expenses	-	-
Vehicle (Taxi) hiring expenses	-	-
TOTAL	**2,569,104**	**2,538,292**

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Schedule 19- REPAIRS AND MAINTENANCE

PARTICULARS	2024-25	2023-24
a) Building	15,034,595	16,338,386
b) Office Equipment's	6,434,120	8,221,562
c) Furniture & Others	116,153	208,455
d) IT maintenance (AMC)	2,330,108	882,421
TOTAL	23,914,976	25,650,824

Schedule 20- FINANCE COST

PARTICULARS	2024-25	2023-24
a) Bank Charges	6,229	6,858
b) Others (NPS maintenance Exp.)	13,388	15,447
TOTAL	19,617	22,305

Schedule 21- Other Expenses

PARTICULARS	2024-25	2023-24
a) Provisions for Bad & Doubtful Debts/Advances	-	-
TOTAL		-

Schedule 22- PRIOR PERIOD EXPENSES

PARTICULARS	2024-25	2023-24
a) Academic Expenses	1,888,274	-
b) Administrative Expenses	2,515,295	8,439,057
c) Others Expenses	40,000	100,000
TOTAL	4,443,569	8,539,057

(CA.(Dr.) Madhukar Goyal)   **(CA.Mrinal Sajwan)**
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Schedules forming part of annual financial statements of IIM Kashipur for the year 2024-25

SCHEDULE: 23 SIGNIFICANT ACCOUNTING POLICIES

1. **BASIS FOR PREPARATION OF ACCOUNTS**

   The accounts are prepared under the Historical Cost Convention unless otherwise stated and generally on the Accrual method of accounting.

2. **REVENUE RECOGNITION**
   2.1   Fees from Students of various courses, other Incomes including Interest on Savings Bank accounts and sale of forms etc. are accounted for on accrual basis, except MDP fee and income from CAT share which is been shown on actual receipt basis.
   2.2   Interest on Investments (FDs) are also accounted on accrual basis only.

3. **FIXED ASSETS AND DEPRECIATION**

   3.1   Fixed assets are stated at cost of acquisition including inward freight, duties, taxes, incidental and direct expenses related to acquisition, installation and commissioning.

   3.2   Fixed assets are valued at cost less accumulated depreciation. Depreciation on Fixed Assets is provided on **Straight Line Method**, at the following rates:

   Tangible Assets:

1.	Buildings	**2%**
2.	Office Equipment	**7.5 %**
3.	Scientific and Laboratory Equipment	**8%**
4.	Computers & Peripherals	**20%**
5.	Furniture, Fixtures & Fittings	**7.5%**
6.	Vehicles	**10%**
7.	Lib. Books & Scientific Journals	**10%**
8.	Audio Visual Equipment	**7.50%**
9.	Plant & Machinery	**5.00%**
10.	Electrical Installation & Equipment	**5.00%**
11.	Small Value Assets	**100%**

   Intangible Assets (amortization):

   1.   Web Development/E-journal/Computer Softwares **40%**

   3.3   Depreciation is provided for whole of the year, on opening value as well as additions during the year.
   3.4   Assets, the individual value of each of which is Rs. 2,000/- or less (except Library Books) are treated as Small Value Assets, 100% depreciation is provided in respect of such assets at the time of their acquisition. However physical accounting and control are continued by the holders of such assets.

4. **INTANGIBLE ASSETS**

   Computer Software (including Web Development) and E- Journals are   grouped under Intangible Assets.

5. **STOCKS**

Expenditure on purchase of stationary/ printing material and some of electrical maintenance items are accounted for as revenue expenditure and balance of these items in stores as on 31st March is considered as stock in hand, valued at purchase price.

6. **RETIREMENT BENEFITS**

Retirement benefits i.e. gratuity and leave encashment are provided on the basis of contribution every year through group gratuity scheme and leave encashment scheme instituted through LIC (as fund manager) by constituting to independent funds which manages these liabilities of gratuity and leave encashment of all the regular employees of the Institute. Other retirement benefits viz. Contribution to New Pension Scheme is accounted on accrual basis.

7. **INVESTMENTS**

Long term investments are carried at their Book Value.

8. **DESIGNATED/EARMARKED/ENDOWMENT FUNDS:**

These funds are earmarked for specific purposes. Some of these Funds are Depreciation Fund, Gratuity Fund, Leave Encashment Fund, MDP Development Fund, and Staff Welfare Fund. To keep the accumulations of these funds, separate and safe, the Institute has kept these accumulations in Term Deposits with Banks. The balances in the respective funds are carried forward and shown in the liability side of the Balance Sheet whereas investments of respective funds are shown on the assets side of the Balance Sheet.

9. **GOVERNMENT GRANTS**

Government Grants are accounted on realization basis. However, where a sanction for release of grant pertaining to the financial year is received before 31st March and the grant is actually received in the next financial year, the grant is accounted on accrual basis and an equal amount is shown as recoverable from the Grantor.

To the extent utilized towards capital expenditure, (on accrual basis) government grants are transferred to the Capital Fund. Unutilized grants (including advances paid out of such grants) are carried forward and exhibited as a liability in the Balance Sheet. **Further the Institute has not received any Plan/Revenue grant during the current F.Y. from MOE.**

10. **INVESTMENTS OF EARMARKED FUNDS AND INTEREST INCOME ACCRUED ON SUCH INVESTMENTS**

To the extent not immediately required for expenditure or amount added at the end of the financial year as provision for the year, the amounts available against such funds are invested in fixed term deposits with Banks, leaving the balance in Savings Bank Accounts (wherever applicable). Interest received, interest accrued and due and interest accrued but not due on such investments are added to the respective funds and not treated as income of the Institution.

11. SPONSORED PROJECTS

11.1 In respect of ongoing Sponsored Projects (Consulting, MDP & Research), the amounts received from sponsors are credited to the group "Current Liabilities and Provisions". As and when expenditure is incurred /advances are paid against such projects, or the concerned project account is debited with allocated overhead charges, the liability account is debited. On completion of these projects the receipts and expenditures of the same are being shifted to income and expenditure accounts of the year in which these are closed.

11.2 In respect of sponsored scholarship, amount received from sponsors are credited to "Scholarship others receipts" & on its payment to the students it is debited to "Scholarship other payment account".

12. INCOME TAX

The income of the Institution is exempt from Income Tax under Section 10 (23c) of the Income Tax Act. No Provision for Tax is therefore made in the accounts.

Place: Kashipur   **For T. Nagar and Co.**
Date: 09.05.2025   **Chartered Accountants**

CA.(Dr.) Madhukar Goyal   **CA.Mrinal Sajwan**   **(Prof. Somnath Chakrabarti)**   **(CA.Deepanshu Agarwal)**
   SAO (Accounts)   **FA-cum-CAO**   **Director (I/C)**   **Partner**
                                                                                              M.No. : 410844

SCHEDULE: 24 - CONTINGENT LIABILITIES AND NOTES TO ACCOUNTS

1. **CONTINGENT LIABILITIUES**

   As on 31.03.2025 court cases filed against the Institution, by former/present employees, students, tenants, contractors and arbitration cases with contractors, were pending for decisions. The quantum of claims is approx. Rs. 5.94 crores estimated by works department Rs. 4.98 Crores and by the personnel department Rs. 0.96 Crores.

2. **CAPITAL COMMITMENTS**

   The value of contracts remaining to be executed on Capital account for development of New Campus are not provided for as these will be booked only on presentation of executed work through bills.

3. **FIXED ASSETS**

   Additions in the year to Fixed Assets in Schedule 4 are purchased out of corpus funds and surplus generated by the Institute during the year. The Assets have been set up by credit to Building/General Assets Fund.

4. **PATENTS:**

   There is no patents relating to the Institute.

5. **DEPOSIT LIABILITIES**

   The amount outstanding as Earnest Money Deposit & Security Deposit is of Rs. 94,76,514/- shown in Current Liabilities & Provisions.

6. **EXPENDITURE IN FOREIGN CURRENCY:**

   a. Travel   -
   b. Foreign Drafts for import of Chemicals, etc.   -
   c. Others.   Rs.5,31,10,250/-

7. **CURRENT ASSETS, LOANS, ADVANCES AND DEPOSITS**

   In the opinion of the Institute, the Current assets, Loans, Advances and Deposits have a value on realization in the ordinary course, equal to at least to the aggregate amount shown in the Balance Sheet.

8. Previous year's figures have been regrouped wherever necessary.

9. Figures in the Final accounts have been rounded off to the nearest rupee.

10. Schedules 1 to 24 are annexed to and form an integral part of the Balance Sheet at 31st March 2025. and the Income & Expenditure account for the year ended on that date.

11. Contributions to National Pension System Rs. 2,11,93,325/- have been transferred to NPS Account.

12. IIM Kashipur capacity and capabilities:

    i)   No. of Students – 1246 (Including Executive and Regular MBA programs)
    ii)   No. of Teachers – 50
    iii)   Collection on account of building fund and expenditure thereof – Nil
    iv)   Collection for sports activities and expenditure thereof – Nil
    v)   Collection for co-curricular activities and expenditure thereof – Nil
    vi)   Collection on account of development charges and expenditure thereon – Nil
    vii)   Collection for medical expenses and expenditure thereon – Nil
    viii)   Compliance with statutory dues like EPF and ESI – NPS (as per government rules)
    ix)   Salary structure of teachers – Pay matrix attached

Place: Kashipur   **For T. Nagar and Co.**
Date: 09.05.2025   **Chartered Accountants**

CA.(Dr.) Madhukar Goyal   **CA.Mrinal Sajwan**   **((Prof. Somnath Chakrabarti)**   **(CA.Deepanshu Agarwal)**
  SAO (Accounts)   **FA-cum-CAO**   **Director (I/C)**   **Partner**
                                                                          M.No. : 410844

Annexure -I

15-4/2017-TC
Government of India
Ministry of Human Resource Development
Department of Higher Education
***

Pay Matrix Proposed for IITs/IISc/IIM/NITIE/IISER/NIT/IIIT – in 4-tier structure* (All figures are in Rupees)

Cadre Title	Asst. Prof. Grade II		Asst. Prof. Grade I		Associate Prof.	Professor		
6th PC Pay Band	PB3 15600-39100				PB4 37400-67000			67000-79000
Grade Pay – IIT etc.	6000	7000	8000	9000**	9500	10000	10500	HAG
Index of Rationalisation	2.67	2.67	2.67	2.67	2.67	2.72	2.72	2.72
Entry Pay IIT etc.	21600	25790	38000	49200	52300	53000	58500	67000
Cell No. Pay Level	10	11	12	13A1	13A2	14	14A	15
1	57700	68900	101500	131400	139600	144200	159100	182200
2	59400	71000	104500	135300	143800	148500	163900	187700
3	61200	73100	107600	139400	148100	153000	168800	193300
4	63000	75300	110800	143600	152500	157600	173900	199100
5	64900	77600	114100	147900	157100	162300	179100	205100
6	66800	79900	117500	152300	161800	167200	184500	211300
7	68800	82300	121000	156900	166700	172200	190000	217600
8	70900	84800	124600	161600	171700	177400	195700	224100
9	73000	87300	128300	166400	176900	182700	201600	
10	75200	89900	132100	171400	182200	188200	207600	
11	77500	92600	136100	176500	187700	193800	213800	
12	79800	95400	140200	181800	193300	199600	220200	
13	82200	98300	144400	187300	199100	205600		
14	84700	101200	148700	192900	205100	211800		
15	87200	104200	153200	198700	211300			
16	89800	107300	157800	204700				
17	92500	110500	162500					
18	95300	113800	167400					
19	98200	117200						

Indian Institute of Management Kashipur

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