43rd Faculty Development Programme | Indian Institute of Management, Ahmedabad

REPORT

The programme commenced on April 11, 2023, Tuesday. It was inaugurated by Prof. Bharat Bhasker, Director, in the presence of Prof. Dhiman Bhadra, Chairperson, FPD, IIMA, members of IIMA faculty (for the FDP) and the participants. Total 53 participants attended the FDP from all over India. The participants belonged to institutions of repute such as Indian Institute of Management, Sirmaur, Indian Institute of Foreign Trade, Kakinada, Tata Institute of Social Sciences, Mumbai etc. to name a few. Most of the participants were faculty members, few were doing Ph.D. along with teaching. There were only a couple of full time scholars among the participants.

Six courses were covered in the programme, namely:

1. Statistical Data Analysis – Covered by Dr. Namrata Chindarkar
2. Structural Equation Modeling – Covered by Dr. Kathan Shukla
3. Case methods in teaching – Covered by Dr. Subhadip Roy
4. Communication for Management Teachers – Covered by Dr. Avani Desai
5. Crafting and Publication of Research – Covered by Dr. Devasmita Chakraverty
6. Qualitative Research Methods – Covered by Dr. Rajesh Chandwani

Apart from the regular sessions for the above six courses, a number of guest sessions were also organized during the programme, few have been mentioned as under:

1. Session on quasi-experimental research – by Dr. Anuj Kapoor
2. Session on Panel data analysis – by Dr. Abhiman Das
3. Session on Neuro-marketing – by Dr. Arvind Sahay
4. Session on Academic purpose – by Dr. Pankaj Setiya
5. Session on mindful living – by Dr. Vishal Gupta

The programme duration was 45 days. Class timings were

Pre-Lunch shift: 8:45 am to 11:35 am / 1:10 pm

Post-Lunch shift: 2:30 pm to 5:30 pm

Classes were conducted in CR-8 (for the first few days) and CR-16 (for the remaining days) in the new campus. In each course, participants were supposed to submit write-ups, group assignments, and articles etc. as per the requirements of the faculty. Course material was made available through Moodle, Google classroom as well as hard copy (as and when needed). A number of databases like Web of Science, CMIE, Jstor, informs etc. were made available to the participants for the duration of the program. Free Wi-Fi facility was given to each participant. Wi-Fi password was given to participants on their IIMA email id, which will be functional lifelong.

All the physical facilities – the classroom facilities, dorms, mess facility, library access etc. were excellent. However, the participants, including me felt that there was slight imbalance in the course structure. This issues was brought to the notice of the Chairperson FDP, IIMA, during the mid programme feedback. The number of lectured allotted for Qualitative Research Methods (QRM) was only 10 while for Structural Equation Modeling it was 20. Similarly, for CMAT, 25 lectures were allotted, which, as per the participants, were more than required. The actual requirement of sessions in CMAT was not more than 18. Upon request form the participants, only two more lectures were provided in QRM. For some sessions, it was felt that repetitive information was provided. For e.g. Crafting and Publication of Research (CPR) course was taken by Dr. Devasmita Chakraverty, she took more than required time for taking the participants through 'increasing academic visibility', a topic which could have been covered in less time. Similar experience also happened with Dr. Avani Desai who, the participants felt, dragged certain topics so as to fulfill the time requirement.

The overall experience of studying in IIMA was wonderful. Getting to know about their teaching pedagogy, getting an opportunity to meet the professors of IIMA and living for a month and a half in one of the best management campuses in the country will certainly be cherished, eternally.

The valedictory session was held on May 25, 2023, Thursday. It was attended by the participants, course faculty members, Chairperson FDP as well as Director, IIMA. An open feedback session was conducted in the valedictory session, by Chairperson FDP. Post open feedback, certificates programme completion were presented to the participants by the Director, Dr. Bharat Bhasker.

I sum up the feedback report by thanking Chairperson FPM Dr. A. V. Shukla and Chairperson, FDP Dr. Sunil Sangra for giving this wonderful opportunity to me and encouraging me to take up the programme. It feels proud to be an FDP Alumnus of IIMA.

Thanks and Regards

Expectations from the FDP and their level of fulfillment

S. No.	Expectation	Fulfillment level on a Scale of 10	Description
PHYSICAL FACILITIES			
1.	Stay facilities (dorms)	9	Stay facility was good. Rooms were cleaned by workers of an outsourced agency in every two days. Washing machine, refrigerator was available. This was explicitly mentioned in the information sent pre-FDP by IIMA.
2.	Study facilities (classroom, library)	10	Classrooms were spacious, Wi-Fi enabled, smart board, sound system equipped. IIMA library is the best I saw so far. It was as expected.
3.	Mess facility	6	Food tasted good for first 7-8 days, monotonous thereafter, **I was expecting better food quality.**
RESEARCH FACILITIES			
4.	Access to databases	8	As expected, Many databases were available; SCOPUS wasn't available as **IIMA doesn't use SCOPUS.** IIMA didn't give remote access to any database, I was expecting remote access.
5.	Research Software	9	'R' – open source software was mostly used. It wasn't possible for IIMA to provide access to licensed software (SPSS and AMOS) for 53 participants. I was expecting the same.
CURRICULUM			
6.	Session Balance	4	I had expected a balance in sessions of qualitative and quantitative research methods; however, it was highly imbalanced. While Quant has 20 sessions, Qualitative had only 10. CMAT was assigned 25; at least 7 of those were not necessary.

			Industry visit to ARVIND MILLS wasn't at all needed. Participants were not PGDM students.
7.	Content / reference material	7	Content quality as expected was good, most of the content was from public domain, but from high quality courses such as AOM, Harvard online education, HBR etc.
CURRICULUM DELIVERY			
8.	Class conduction	7	I was expecting more discussion on cutting edge research; however most of the regular sessions were very theoretical and traditional. The instructors assumed the knowledge level of the participants as zero and began everything from scratch but didn't remain consistent; moreover there were too many submissions and group assignments, this left hardly any time for retrospection. No domain specific discussion (Marketing, HR, Finance) took place except a couple of guest sessions on Neuro-marketing and quasi experimental research.
QUALITY OF PARTICIPANTS			
9.	Quality of participants	8	Most of the participants were from reputed govt. / private institutes. Few from state universities. Others from university affiliated colleges. Overall quality was OK. The audience was as per my expectation.

Expectations that got fulfilled from the program:

- Stay and other physical facilities
- Quality reference material
- Academic contacts with IIMA faculty, participants
- Decent number (around 500) of paper downloads from IIMA databases
- FDP alumnus status

Three most important takeaways

- Pedagogical inputs – CMAT course taught about teaching pedagogy like case method, role plays, simulation, group discussions etc. This is one of the most important takeaways.

- Case writing and teaching through cases – IIMA prefers primary cases over secondary. Startups are preferred over established companies as data collection becomes easier due to reduced number of levels of approvals needed. I would use this takeaway to write a primary case on a startup.
- Crafting and publication of research – creating research pipeline was an important takeaway from this course. Dr. Devasmita, giving the example of her own research explained the process of maintaining research pipeline. I would use this takeaway to plan my own pipeline of papers.

Topics on which I can prepare and deliver presentation

- Reliability and Validity in quantitative research
- Classroom teaching through case method

Ashish Awasthi

DAYWISE UPDATE OF THE PROGRAMME

Date	Day	Description
April 11, 2023	Tuesday	The day began with formal inauguration of the 43rd FDP by institute Director; this was followed by an introduction session where the participants introduced themselves to FDP chair, Prof. Dhiman Bhadra. After introduction session, information regarding the library resources was provided. They are giving access to many databases and other resources, which I'll try to utilize to the fullest while I'm here. Physical visit to the library can be done 24x7. (Except the class timings). Post lunch there were two sessions of 1:15 hours each: 1. On 'Gender sensitization' by Prof. Pritha Dev, economics

		area (this session wasn't at all related to the FDP, I found it irrelevant) 2. On 'Teaching Purpose' by Prof. Pankaj Setiya, Information systems area. (This was very engaging and enriching). The day ended at 5:30 pm.
April 12, 2023	Wednesday	Prof. Dhiman Bhadra, Chair FDP conducted a workshop on R programming. The workshop focussed on descriptive data analysis. There were 4 sessions of 1:15 hours each. The workshop was a precursor to the sessions on inferential statistics through R, which would be conducted at a later stage. The following 6 courses would be covered throughout the duration of the FDP: - Case method in Management Education - Structural Equation Modelling - Statistical Data Analysis (R) - Communication for teaching - Qualitative Research Methods - Crafting and Publication of Research
April 13, 2023	Thursday	The day was divided into: 1. One session (1:15 hrs) of communication for management teachers 2. Two sessions (1:15 hrs x 2) on structural equation modelling (the software that will be used largely will be R studio) 3. Two sessions (1:15 hrs x 2) on case method of teaching,

		introducing fundamental aspects of cases, types, motivation to write etc. SEM and case sessions were followed by assignments with submission deadlines.
April 14, 2023	Friday	The day was divided into: 1. One session (1:15 hrs) of communication for management teachers. A qualitative research article was discussed today. The discussion was around the scientific argument used in the article. 2. Two sessions (1:15 hrs x 2) on structural equation modelling were held. The discussion centered on measurements, scaling, constructs etc. Papers have been given for tomorrow's communication class for pre reading. All assignment submissions have to be done through moodle.
April 15, 2023	Saturday	1. In the first half we had sessions of communication for management teachers (CMAT), an in class exercise was also done during the same. A quiz has been circulated (online) which is supposed to be submitted by the participants latest by 8:00 am tomorrow. 2. A guest session of Prof. Anuj Kapoor, quantitative marketing area, was planned for the second half (2:30 to 5:30), unfortunately it was postponed and now will be held at a later date. I explored the library and old campus in that time. The discussion rooms in the library are impressive. An assignment in SEM needs to be submitted by Monday.

April 16, 2023	Sunday	HOLIDAY / Assignment preparation and submission
April 17, 2023	Monday	The day was divided into: 1. Pre-lunch sessions of Communication for Management Teachers (CMAT): the instructor discussed 'anatomy of an argument' through examples. An in class exercise was also conducted in which the participants had to identify the constituents of an argument (premise, claims, conclusion etc.) given as a paragraph. 2. Post lunch sessions consisted of teaching through case method. 'Importance of teaching note' was covered in the lecture. An' in class exercise' was also conducted in which one of the participant played the role of the teacher, taught 'SWOT analysis' through a caselet in the class, the role play was recorded. The recording was played in the class and the course instructor pointed out what was lacking and ways to improve teaching through cases. Question answer session followed.
April 18, 2023	Tuesday	The day was divided into: 1. Pre-lunch sessions of SEM: Prof. Kathan Shukla discussed concepts of Reliability in research and conducted a hands-on session to calculate reliability through cronbach's alpha using SPSS and R and gave an assignment in the same direction, which has to be submitted by tomorrow evening on Google classroom. 2. Post lunch sessions of statistical data analysis (SDA): SDA classes began, basic concepts of statistics were covered (terms like population, sample, sampling frame etc. sampling techniques, illustrative examples in sampling) ... the faculty wants the batch to divide itself into groups of 4-5, each group

		to produce a publishable paper based on primary/secondary data.
April 19, 2023	Wednesday	The day was divided into: 1. Pre-lunch sessions of Communication for Management (CMAT): Prof. Avni Desai, the course faculty discussed about writing literature review. Her approach was to dig out claims from various research papers and then set them as premises and make a 'super claim' that would be the outcome of the review paper 2. Post lunch sessions of teaching through case method (CMME): Prof. Subhajit Roy focussed on how to develop teaching note for a case, a 5 page Ivey case was given to participants and in a group exercise, they had to come up with contents of the teaching note. The contents prepared by each group were discussed group-wise.
April 20, 2023	Thursday	The day was divided into: 1. Pre-lunch sessions of psychometrics and structural equation modeling (PSEM): Prof. Kathan Shukla, the course faculty discussed about factor analysis, starting with exploratory factor analysis. The sessions were limited to developing an understanding on when and how to use EFA. Some practice was also done on SPSS, more Hands-on practice would be done in the upcoming sessions. 2. Post lunch sessions of Statistical data analysis (SDA): Prof. Namrata Chiradkar focussed on descriptive statistics today. Concepts of central tendency, dispersion, five number summaries, box plots etc. Were discussed through examples. In the end of the session, a 30 minutes pen-paper quiz was given. It was based on today's sessions' contents. The

		candidates were supposed to fill the answers and give the question paper back to the instructor. Quiz was simple, involving calculations on mean, standard deviation, quartiles, inter quartile range etc.
April 21, 2023	Friday	The day was divided into: 1. Pre-lunch sessions of Communication for Management (CMAT): Prof. Avni Desai, the course faculty started with the pedagogy classes today onward. The first day was about 'listen skills and non-verbal communication'. Two groups of volunteers performed simulation and role play for 'listening skills' and 'non-verbal communication' respectively. After the activity, The groups were evaluated in detail by the faculty. 2. There was no class post lunch, so I went to the library and used to discussion room to plan the CMAT pedagogy session with my group (it comprises of 5 people). We also will be doing a role play next to next week on 'different styles of leadership' that we have selected as our topic.
April 22, 2023	Saturday	HOLIDAY on the occasion of EID – I spent time is reading research papers
April 23, 2023	Sunday	HOLIDAY – Assignment preparation and submission for CMAT.
April 24, 2023	Monday	1. Pre-lunch sessions of Case method (CMME): the course faculty started with mailing 18 pages of interview transcript. The participants were asked to go through the transcript and come up with the structure of the. After discussing This for a while, he began with formal discussion of how to write a case. Overall experience of the lecture was moderate. Most of the things he told were known to me. 2. Post lunch sessions were of Statistical data analysis (SDA): The course faculty focused on probability, its use in

		statistics and probability distributions (mainly the normal distribution). I like her way of conducting the class. She proceeds with examples.
April 25, 2023	Tuesday	The day was divided into: 1. Pre-lunch sessions of psychometrics and structural equation modeling (PSEM): the course faculty Dr. kathan Shukla, discussed the details of EFA and closed it today with an assignment. 2. Post lunch sessions was a guest sessions (2:30 to 5:30, with a 15 min break at 3:45). Dr. Saurav Bikash Borah, Assistant Professor, marketing shared his research experience. Mainly he discussed about how to go about doing research taking the example of two of his papers, one of them based on inductive approach, another based on deductive.
April 26, 2023	Wednesday	1. Pre-lunch sessions (10:20 am to 1:10 am with a break of 15 minutes at 11:35 am) was a guest session by Dr. Sanjay Verma. There were two pre-reads given to the participants for the session. In the first half, the discussion happened around one of the HBR article 'The information executives truly need' authored by John F Rockart. The session was informative, his narration style was humuros. In the second half of the session, another HBR article 'The information' authored by Peter Drucker was discussed. The session was more productive for scholars of information systems area. 2. Post lunch sessions of Statistical Data Analysis (SDA), the course faculty Dr. Namrata Chiradkar discussed about Sampling distribution, proceeding with examples. In the last 45 minutes, One pen-paper quiz of 25 marks was conducted based on the topics of descriptive statistics.

| April 27, 2023 | Thursday | The day was divided into:

1. Pre-lunch sessions (10:20 am to 1:10 am with a break of 15 minutes at 11:35 am) Psychometrics and Structural Equation Modeling (SPEM): Course faculty started with Confirmatory Factor Analysis (CFA), R software was used for CFA as it was not possible for the organizers to give AMOS to all the participants. An assignment on CFA was also given after the session.

2. Post lunch sessions From 2:30 pm to 5:20 pm (with a 15 minutes break at 3:45 pm): A guest lecture by Dr. Abhiman Das, Professor, Economics area. He talked about panel data regression analysis. The session was about usage of panel data and difference between panel data regression Vs. standard regression. |
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| April 28, 2023 | Friday | The day was divided into:

1. Pre-lunch sessions (10:20 am to 1:10 am with a break of 15 minutes at 11:35 am) Dr Rajesh Chandwani started the sessions of Qualitative Research Methods today. The participants were told to watch a movie 'The Truman Show' before coming in the first lecture. The class discussion was based on the movie and how the protagonist lives in multiple realities. The discussion was also focused on how Positivists and intrepretivist differ in their approaches and how the critical realists stand in between the two.

2. There were no scheduled classes post lunch, our group (6 people) has to perform a role play in CMAT (Communication for Management Teachers) on 5th May, we are trying to |

		highlight different leadership styles at workplace, we discussed about the same in the library discussion room in the second half for an hour. I closed early today as there are assignments to attend in PSEM.
April 29, 2023	Saturday	The day was divided into: 1. Pre-lunch sessions (10:20 am to 1:10 am with a break of 15 minutes at 11:35 am) Dr Rajesh Chandwani took Qualitative Research Methods. The focus was on the differences between Quant and Qual methods, when to use qual methods and what to expect from qual research. An assignment was given at the end of the sessions in which participants have to individually do some interivews for learning coding. Thankfully I have few ready transcripts from the interviews that I took in BIMTECH, I will use those. 2. Post lunch (2:30 to 5:20 with a break of 15 minutes at 3:45), Dr. Vishal Gupta, Professor, HR area (yesterday I wrongly mentioned his area as marketing) took a session on 'work life balance' through a case 'Mohan Dixit'. Towards the second half, it became more of a motivational lecture.
April 30, 2023	Sunday	HOLIDAY
May 1, 2023	Monday	1. Pre-lunch sessions (8:45 am to 11:35 am with a break of 15 minutes at 10:00 am) Dr Avni Desai conducted a role play exercise on teaching pedagogy. The topic was: different methods of teaching. A team of participants did the exercise and the instructor provided a detailed feedback. 2. Post lunch (2:30 to 5:20 with a break of 15 minutes at 3:45), Dr. Namrata Chindarkar took Statistical Data Analysis class. The focus was on confidence interval estimation. One quiz was taken on the last lecture of her's in which I scored 23.5 out of 25.

		3. Evening session (5:40 to 6:55 with no break) Dr Anuj Kapoor, assistant professor in marketing at IIM-A took a sesion on experimental research. Topic of the session was 'Causal Inference in Marketing Research: Experiments and Quasi-Experiments'. During the sessions he discussed his experienes of conducting experimental researches (most of the studies were conducted on online / e-commerce platforms).
May 2, 2023	Tuesday	1. Pre-lunch sessions (8:45 am to 11:35 am with a break of 15 minutes) - Dr. Avni Desai took a session on teaching pedagogy. A group performed a role play exercise and she gave detailed feedback on the performance. 2. Post lunch (2:30 to 5:20 with a break of 15 minutes at 3:45), Dr. Subhadip Roy took a session on Management games, he demonstrated a McDonald's online game (available Free on the internet) and then gave a group exercise to come up with management game's ideas. Each idea was then presented. 3. Evening session (5:40 to 6:55 with no break) Dr Anuj Kapoor, assistant professor in marketing at IIM-A took the second part of his sesion on experimental research. Topic of the session was 'Quasi experimental research'.
May 3, 2023	Wednesday	1. Pre-lunch sessions (10:20 am to 1:10 am with a break of 15 minutes at 11:35 am) Dr. Devasmita Chakraverty today introduced the course on 'academic writing and publishing'. She emphasized that major focus will be on the writing part. Knowledge about publishing will also be a part of the course. An assignment was also given at the end of the session. 2. Post lunch (2:30 to 5:20 with a break of 15 minutes at

		3:45), Dr. Namrata Chindarkar, SDA faculty today took session on hypothesis testing, proceeding with examples.
May 4, 2023	Thursday	1. Pre-lunch sessions (10:20 am to 1:10 am with a break of 15 minutes at 11:35 am) Dr. Avani Desai took a session on 'small group communication'. The session was conducted through a group exercise. Detailed feedback was provided after the session to the performing group. Our group has to perform on May 8, 2023, Monday.

2. Post lunch (2:30 to 5:20 with a break of 15 minutes at 3:45), Dr. Rajesh Chandwani discussed a AMR (Academy of Management Review) paper on 'Eight metaphors of interviews' focussing on interview method of qualitative research |
| May 5, 2023 | Friday | 1. Pre-lunch sessions (10:20 am to 1:10 am with a break of 15 minutes at 11:35 am) Dr. Devasmita Chakraverty today took the second session on 'academic writing and publishing'. She discussed about 'dealing with research paper rejections' today. An in class exercise was also conducted.

2. Post lunch (2:30 to 5:20 with a break of 15 minutes at 3:45), Dr. Avni Desai today took a session on 'effective presentations' through group exercise. After the exercise, she gave detailed feedback to the group that performed the activity. |
| May 6, 2023 | Saturday | The 43rd FDP batch of IIMA was taken to Arvind Mills Ltd. (now Arvind fashion possibilities) today. The batch was addressed by Mr. Samir Agarwal, Chief Strategy Officer, Arvind fashions. The batch live witnessed processes such as spinning, weaving, dying etc. Through which fabric is prepared. Information regarding Arvind Mill's CSR and sustainability initiatives were also shared with the visitors. (Few photos from the visit have been posted for kind |

		reference)
May 7, 2023	Sunday	HOLIDAY (was spent in doing pending assignments and some personal work like laundry etc.)
May 8, 2023	Monday	1. Pre lunch sessions (8:45 am to 11:35 am with a break of 15 minutes at 10:00 am) Group 6 and Group 10 performed an activity on 'teaching through rolepay and simulation'. Dr. Avani Desai, CMAT course faculty evaluated the performance through a detailed feedback 2. Post lunch (2:30 to 5:20 with a break of 15 minutes at 3:45), Dr. Namrata Chindarkar, faculty of statistics course took session on Hypothesis testing of one and two samples. A group project has been given on the subject with submission deadline of May 24, 2023.
May 9, 2023	Tuesday	1. Pre lunch sessions (8:45 am to 10:00 am with no break) - The last anchoring exercise of the FDP was performed by the group 11. Their topic was 'teaching through digital aids' Dr. Avani Desai, CMAT course faculty evaluated the performance through a detailed feedback. 2. Pre lunch (10:20 am to 1:10 pm with a break of 15 minutes at 11:35) - Dr. Kathan Shukla, SEM faculty discussed the concept of 'Average Variance Extracted' and related indices (AVE and omega). The discussion was followed by an in class exercise on R (I do not like R at all, AMOS is more exciting to work with) 3. Post Lunch (2:30 pm to 5:20 pm with a 15 minutes break at 3:45 pm) - QRM faculty Dr. Rajesh Chandwani demonstrated the process of coding in qualitative research. An in class exercise was also given during the session where the participants were asked to code a short interview.
May 10, 2023	Wednesday	1. Pre lunch sessions (8:45 am to 11:35 am with 15 minutes break at 10:00 am) - Dr. Devasmita Chakraverty, CPR

		(Crafting and Publishing Research) course faculty took sessions on Journal Choice and building LR around the RQ. Two in class exercises were also done. An assignment has been given for submission by next session. 2. Post lunch (2:30 pm to 5:30 pm with a break of 15 minutes at 3:45 pm) - Dr. Namrata Chindarkar, SDA faculty discussed the concept of 'ANOVA' and 'Linear Regression' with examples.
May 11, 2023	Thursday	1. 10:20 am to 1:10 am with a break of 15 minutes at 11:35 am - Dr. Avni Desai discussed a case of a kanpur based spice firm 'Goldie Masale'. Group exercise was also done in the session. 2. 2:15 pm to 5:30 pm with a break of 15 minutes at 3:45 pm - Dr. Rajesh Chandwani discussed the case of 'Arvind Eye care' with a focus on how to teach through case. At the end of the second case session I went to Dr. Chandwani to discuss about Air India case (peegate). He suggested for a primary case on This rather than secondary as primary cases are safe for the authors. He cited instances where authors were sued by firms for writing on them. He also suggested that at this stage (of my fpm), I should target startups for cases, who are easy to interview and divulge data easily.
May 12, 2023	Friday	10:20 am to 1:10 am with a break of 15 minutes at 11:35 am - Dr. Avni Desai, faculty, CMAT discussed various pedagogies in the light of classroom teaching. The pros and cons of each pedagogy (case, simulation, lecture, small group discussion etc.) were critically analysed. The second half had no scheduled classes.
May 13, 2023	Saturday	1. 8:45 am to 11:35 am with a break of 15 minutes at 10:00

		am - CPR (Crafting and Publishing Research) faculty, Dr. Devasmita Chakraverty took sessions on Plagiarism - what it means and how it can be avoided. She also introduced us to 'retractionwatch.com' a website on which all the retracted papers are listed, which were found to be plagiarised and were taken down from the journal even after getting published. Papers of many famous Institutes / scholars are listed here whose papers have been retracted. There was a discussion on co-authorship, collaboration etc. also. 2. Post lunch (2:30 to 5:20 with a break of 15 minutes at 3:45), We were given a group exercise in which a research topic was given to us (Measuring the success of FDP program conducted by IIMA). We were supposed to think for 45 minutes about framing the research questions, coming up with research methods and formulating a tentative budget for the project. Therafter each group was asked to present the slides, today we are supposed to submit the proposal on a word format for evaluation. A dinner was hosted by IIMA yesterday for the participants of the 43rd FDP. Director IIMA joined the participants in the event.
May 14, 2023	Sunday	HOLIDAY (was spent in doing pending assignments and some personal work like laundry etc.)
May 15, 2023	Monday	1. 8:45 am to 11:35 am with a break of 15 minutes at 10:00 am - CPR faculty Dr. Devasmita Chakraverty took sessions on designing of research (in class exercise). She also discussed about time management in research. 2. Post lunch (2:30 to 5:20 with a break of 15 minutes at 3:45), SDA Faculty Dr. Namrata Chindarkar took sessions on ANOVA and started with linear regression, she discussed about residual analysis.

| May 16, 2023 | Tuesday | 1. 8:45 am to 11:35 am with a break of 15 minutes at 10:00 am - QRM faculty Dr. Rajesh Chandwani played a short film played by him titled 'tum tak'. Duration was around 15 minutes. The participants were asked to write memo after watchgin the movie, post break, they were asked to write a short narrative article on the film and apply coding on the article to extract themes. The link of the film for your kind reference is: https://youtu.be/2r2MOcISzm4

2. Post lunch (2:30 to 5:20 with a break of 15 minutes at 3:45), SEM Faculty Dr. Kathan Shukla took a one on one review of the status of group assignment on SEM. Me along with my group are going to present our work tomorrow. |
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| May 17, 2023 | Wednesday | 1. 8:45 am to 11:35 am with a break of 15 minutes at 10:00 am - CPR (Crafting and Publishing Research) faculty, Dr. Devasmita Chakraverty took sessions on CV writing (I don't know why this session was included in crafting and publication of research, she appears to be the most unprepared faculty here, very abruptly jumps from one topic to the other). During the second half of the sessions, she discussed about peer reviewing of publications.

2. Post lunch (2:30 to 5:20 with a break of 15 minutes at 3:45), Statistical Data Analysis faculty Dr. Namrata Chindarkar took sessions on multiple linear regression and logistics regression, proceeding through examples. |
| May 18, 2023 | Thursday | 1. 10:20 am to 1:20 pm with a break of 15 minutes at 11:35 am - Group presentations were held in SEM course today. Groups of participants presented their work on SEM. I led my group for the presentation on a micro project 'exploring the factors of employee satisfaction in the context of university affiliated private college (self funded) faculty members' |

		2. Post lunch (2:30 to 5:20 with a break of 15 minutes at 3:45), Dr. Kavitha Ranganathan, Professor in information science, IIMA, took a guest session on data visualization. She explained data, bar graph, histogram, pie chart, deviation diagram and other means of data visualization and how it can be applied in managerial situations. 3. At 5:30 pm, the participants were taken to CIIE (Center for Innovation, Incubation and Entrepreneurship) IIM-A, a short presentation on incubation efforts of IIMA was given by the personnel. QnA session followed after that. Collaboration opportunities between CIIE and incubation cells of institutes were discussed.
May 19, 2023	Friday	1. 10:20 am to 1:20 pm with a break of 15 minutes at 11:35 am - Role plays were conducted by CMAT faculty on the penultimate day of the course. The scenario was emailed to the groups a day before so that they could prepare well (it was about company AGMs). A detailed analysis was presented by the faculty after each role play. 2. Post lunch (2:30 pm to 6:55 pm with two breaks of 15 minutes at 3:45 pm and 5:20 pm) - sessions on neuro marketing were taken by Marketing faculty Dr. Arvind Sahay. A case 'IKEA invades America' was also discussed in one of the sessions. On the side-lines during the break, I conveyed him regards on behalf of you and CRS Bimtech.
May 20, 2023	Saturday	1. 10:20 am to 1:20 pm with a break of 15 minutes at 11:35 am - 'Crafting and Publishing of research' faculty Devasmita Chakraverty today discussed about 'increasing academic visibility', she talked about how through various social media handles, workplace website and personal website, researchers

		can increase their online presence, get opportunities for collaboration and showcase their work. She gave the example of Abhishek Nagaraj, a Harvard faculty who has managed online presence very well (the session did not add much value as I was already aware of many things she told) 2. Post lunch (2:30 pm onward) - Qualitative Research Methods faculty Dr. Rajesh Chandwani took the participants to 'Vision in Dark' a museum based in Ahmedabad (just in front of IIMA). The place gives an opportunity to the visitor to experience 'blindness' for nearly one hour. I was totally blind for one hour .. it was pitch dark and even with eyes wide open i couldnt see anything. The purpose of the place is to sensitize people towards the visually impaired. I have submitted my reflection on the visit.
May 21, 2023	Sunday	HOLIDAY (was spent in doing pending assignments and some personal work like laundry etc.)
May 22, 2023	Monday	Reserved for assignment submissions (pending) & Exam
May 23, 2023	Tuesday	Reserved for assignment submissions (pending) & Exam
May 24, 2023	Wednesday	Clearances (library, canteen, electricity etc.)
May 25, 2023	Thursday	VALEDICTORY