



भारतीय प्रबंध संस्थान अमृतसर
Indian Institute of Management Amritsar



ICMM 2023: 2nd Edition of International Conference on Management of MSMEs

Theme – Fostering an Innovation Ecosystem

20 – 22 January 2023

Conference Schedule

Organised by: Indian Institute of Management Amritsar, Amritsar, Punjab – 143105.

Venue: Courtyard by Marriott, 52 Mall Road, Amritsar, Punjab – 143001.

Email: icmm.conf@iimamritsar.ac.in

Quick Links

ICMM 2023: <https://www.icmm.iimamritsar.ac.in>

IIM Amritsar: <https://www.iimamritsar.ac.in>

Timetable

DAY 1 – 20th January 2023	
09:00 AM - 10:15 AM	Program Registration and Arrival
10:30 AM – 11:00 AM	Inauguration Ceremony
11:00 AM - 11:30 AM	Tea Break
11:30 AM - 01:00 PM	Panel Discussion – Fostering an Innovation Ecosystem in Indian MSMEs: The Role of Government and Public Policy
01:00 PM - 02:00 PM	Lunch Break
02:00 PM - 03:30 PM	Session 1 (3 tracks)
03:30 PM – 04:00 PM	Tea Break
04:00 PM - 06:00 PM	Session 2 (4 tracks)
DAY 2 – 21st January 2023	
09:00 AM - 10:30 AM	Session 3 (4 tracks)
10:30 AM - 11:00 AM	Tea Break
11:00 AM – 12:30 PM	Session 4 (3 tracks)
	Panel Discussion – Career and Entrepreneurial Opportunities in the MSME sector
12:30 PM - 01:30 PM	Lunch Break
01:30 PM - 03:00 PM	Session 5 (3 tracks)
	Panel Discussion – Innovation, MSME, and Start-up Ecosystem – Interplay of Enablers and Deterrents
03: 15 PM - 07:00 PM	Guided Visit to Wagah Border
07:30 PM - 10:00 PM	Gala Dinner
DAY 3 – 22nd January 2023	
09:00 AM - 10:30 AM	Session 6 (Competition track)
10:30 AM - 11:00 AM	Tea Break
11:00 AM – 12:30 PM	Ministry-Academia Interaction: Talk on MSME Innovative Scheme & Idea Hackathon 2.0
	Session 7 (2 tracks)
12:30 PM - 01:30 PM	Lunch Break
01:30 PM - 04:00 PM	Workshop – Publishing Research on MSMEs
04:00 PM - 04:15 PM	Tea Break
04:15 PM - 04:30 PM	Closing Ceremony

Main Stage Events

DAY 1 – 20th January 2023	
10:30 AM – 11:00 AM	Inaugural Ceremony: Welcome and Address by delegates on the dais
11:30 AM - 01:00 PM	Panel Discussion – Fostering an Innovation Ecosystem in Indian MSMEs: The Role of Government and Public Policy
DAY 2 – 21st January 2023	
11:00 AM - 12:30 PM	Panel Discussion – Career and Entrepreneurial Opportunities in the MSME sector
01:30 PM – 3:00 PM	Panel Discussion – Innovation, MSME, and Start-up Ecosystem – Interplay of Enablers and Deterrents
DAY 3 – 22nd January 2023	
09:00 AM – 10:30 AM	Competition Track
11:00 AM – 12:30 PM	Ministry-Academia Interaction: Talk on MSME Innovative Scheme & Idea Hackathon 2.0
01:30 PM - 04:00 PM	Workshop – Publishing Research on MSMEs
04:15 PM - 04:30 PM	Closing Ceremony

Parallel Sessions (Tracks and Manuscript Ids)

DAY 1 – 20th January 2023; Session 1 (2:00 pm – 3:30 pm)	
Track 1: Financial Inclusion	3822, 6062, 8441, 8962
Track 2: Economics & MSMEs	1496, 2063, 6213
Track 3: HR in MSMEs	5388, 7301, 7459, 7895
DAY 1 – 20th January 2023; Session 2 (4:00 pm – 6:00 pm)	
Track 1: Digitisation & Marketing + Consumer Behaviour	3165, 8435 + 747, 1047, 1220
Track 2: Strategy	527, 1174, 8676, 9641
Track 3: Leadership & Organisational Behaviour	2729, 4850, 4933, 2619, 4457
Track 4: Technology Management	6808, 8265, 9562

DAY 2 – 21st January 2023; Session 3 (9:00 am – 10:30 am)	
Track 1: Digitisation & Finance	368, 1440, 7835
Track 2: Innovation & MSMEs	4264, 5743, 8359
Track 3: Empirical Studies in HR	6519, 8756, 9939
Track 4: Technology Ecosystem	369, 1530, 2130
DAY 2 – 21st January 2023; Session 4 (11:00 am – 12:30 pm)	
Track 1: Finance & Accounting	1722, 4050, 4246, 9482
Track 2: Entrepreneurship	5377, 6089, 6701, 8831
Track 3: Operations Management	1633, 2785, 7344
DAY 2 – 21st January 2023; Session 5 (1:30 pm – 3:00 pm)	
Track 1: Government & Finance	2998, 4071, 6636, 8200
Track 2: Ecosystem & Sustainability	5614, 9549, 9967
Track 3: Supply Chain Management	2508, 7153, 7740

DAY 3 – 22nd January 2023; Session 6 (9:00 am – 10:30 am)	
Track 1: Competition Track	468, 4559, 9213, 9697,9746
DAY 3 – 22nd January 2023; Session 7 (11:00 am – 12:30 pm)	
Track 1: Corporate Finance	981, 5142, 5831, 8909
Track 2: Training & Career	3884, 5199, 6663

Detailed Schedule

DAY 1 – 20th January 2023; Inauguration Ceremony (10:30 am – 11:00 am)	
10:30 AM – 10:35 AM	Lighting the lamp
10:36 AM – 10:39 AM	Welcome Address by Prof Nagarajan Ramamoorthy, Director, Indian Institute of Management Amritsar
10:40 AM – 10:43 AM	Chairperson’s Address by Dr Aswathy Asokan Ajitha, Chairperson – ICMM 2023, Indian Institute of Management Amritsar
10:44 AM – 10: 56 AM	An Introductory Note on the Conference Theme by Dr Sunil Reddy Kunduru, Member, Organising Team – ICMM 2023, Indian Institute of Management Amritsar
10:57 AM – 11:00 AM	Vote of Thanks
11:00 AM – 11:30 AM	Tea Break

DAY 1 – 20th January 2023; Panel Discussion 1 (11:30 am – 1:00 pm)	
Title	Fostering an Innovation Ecosystem in Indian MSMEs: The Role of Government and Public Policy
Moderator	Prof Chetan Chitre, Indian Institute of Management Amritsar
Panellist 1	Sh Ateesh Kumar Singh, Joint Secretary (AFI), Ministry of MSME
Panellist 2	Mr Ajay Prasad Shrivastava, Director, Software Technology Park of India, Mohali
Panellist 3	Mr Mahesh Dayani, Chief Business Officer, Small Business Finance Corporation
Panellist 4	Mr Rakesh Jain, Chairman, Youth Entrepreneurship & Skilling (YES) Cell – MSME & Startup Forum - Bharat

DAY 1 – 20th January 2023; Session 1 (2:00 pm – 3:30 pm)		
Track 1	Financial Inclusion	
Track Chair	Prof Udayan Sharma	
Manuscript ID	Title of the Paper	Authors
3822	In SME financing, addressing SME’s information asymmetry using soft information	Hardik Nimbark (IAE Nice, France)
6062	Effect of Demographic Factors, Financial knowledge and Financial Behavior on Financial Literacy of Teachers	Neba Bhalla (Thapar Institute of Engineering and Technology) and Bikrampaul Lehri (Chandigarh University)
8441	Accessibility of credit to women-owned enterprises: A literature review	Nidhin M and Vijayalakshmi Balasubramanian (IFMR GSB, Krea University)

8962	Impact of Financial Management Problems in Microbusinesses	Pruthvi Raj and Triveni P (M.S Ramaiah Institute of Management)
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DAY 1 – 20th January 2023; Session 1 (2:00 pm – 3:30 pm)

Track 2	Economics & MSME	
Track Chair	Prof Pavneet Singh	
Manuscript ID	Title of the Paper	Authors
1496	Political Alignment and Fiscal Transfers in the Indian States	Pavneet Singh and Jitender Swami (Indian Institute of Management Amritsar)
2063	Decision making under risk – Effect of market and social norms on decision biases.	Ananth Krishna S (Indian Institute of Management Amritsar)
6213	Ease of Doing Business and Industrial Investment in India	Pavneet Singh (Indian Institute of Management Amritsar)

DAY 1 – 20th January 2023; Session 1 (2:00 pm – 3:30 pm)

Track 3	HR in MSMEs	
Track Chair	Prof Sweta Singh	
Manuscript ID	Title of the Paper	Authors
5388	Impact of Employee Engagement on Retention of Employees - A study of selected MSMEs in Delhi NCR	Alka Kumari and Nilambara Shrivastav (Army Institute of Management and Technology)
7301	Role of HRM in MSMEs in Tamil Nadu Food Industries: An Overview	Meena G and Santhanalakshmi K (SRM Institute of science and technology, Kattankulathur)
7459	Impact of Adoption of Education 5.0 on Edutech MSME Startups- The Academicians Perspective	Palak Verma (Amity college of Commerce and Finance)
7895	The study related to an Impact of Workplace Bullying on Employee and Organizational Wellbeing in garment factories	Manish Mishra and Rohit Kushwaha (Amity University)

DAY 1 – 20th January 2023; Session 2 (4:00 pm – 6:00 pm)

Track 1	Digitisation & Marketing	
Track Chair	Prof Sanket Vatavwala	
Manuscript ID	Title of the Paper	Authors
3165	Designing branding strategies for MSMEs in an era of digitization	Sanket Vatavwala (Indian Institute of Management Amritsar)
8435	DIY Digital Marketing for SME's: A Model for Success	Uday Sharma and Sonam Goel (Rukmini Devi Institute of Advanced Studies)
Track 1	Consumer Behaviour	
Track Chair	Prof Swapan Deep Arora	
Manuscript ID	Title of the Paper	Authors
747	Working paper on Perception of Gen Z population in India towards Khadi Fashion Wear: An empirical Study	Varun Goyal and Subhojit Sengupta (IMT Ghaziabad)
1047	Linking 5-R approach to Sustainable Development Goals: A conceptual framework for Green Marketing in Cottage Industries in India	Sushmit Bagchi and Falguni Tailor (IIT Gandhinagar)
1220	Mindfulness and Consumer Complaining Behavior: Altruistic Motive of Complaining	Himanshu Shekhar Srivastava (IIM Raipur) and Gurbir Singh (IIM Amritsar)

DAY 1 – 20th January 2023; Session 2 (4:00 pm – 6:00 pm)

Track 2	Strategy	
Track Chair	Prof Santosh Kumar Tiwari	
Manuscript ID	Title of the Paper	Authors
527	Empirical Research on the Success Criteria for MSMEs and Sustainability in Karnataka	Coral B (Amity University)
1174	Impact of Covid-19 on Micro, Small and Medium Enterprises: Effect on Production, Market Adjustments and Coping Strategies	Susmita Das (Central University of Karnataka)
8676	Adoption of Construction and Demolition Waste Management Practices	Abhijeet Tewary and Vaishali Jadon (IMT Ghaziabad)

9641	A Study towards the perception of Impact on ESG on Business Sustainability	Shebazbano Khan and Pankaj Natu (Thakur Institute of Management Studies and Research)
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DAY 1 – 20th January 2023; Session 2 (4:00 pm – 6:00 pm)

Track 3	Leadership & Organisational Behaviour	
Track Chair	Prof Ravisankar V Kommu	
Manuscript ID	Title of the Paper	Authors
2729	Institutionalization of Bollywood and Teaming in Films	Rimleena Boro (Indian Institute of Management Indore)
4850	Servant Leaders and Business Model Innovation in Micro Small and Medium Enterprises	Ananya Syal (Indian Institute of Management Amritsar)
4933	Role of Multiple Intelligence in Leadership, the Frosting of an Innovative Ecosystem.	Mehnaz Manzoor and Shivani Dhand (Lovely Professional University)
2619	Organizations & Triple Bottom Line: Leveraging Micro-Foundations to Achieve Sustainable Development	Divya Tripathi (Indian Institute of Management Amritsar)
4457	Building Organizational Capabilities for Humanitarian Operations: A Study on Select MSME units of West Bengal during COVID-19 Outbreaks	Amit Kundu (School of Management, Techno India Group) and Rabindranath Roy (West Bengal State Handloom Weavers' Co-operative Society)

DAY 1 – 20th January 2023; Session 2 (4:00 pm – 6:00 pm)

Track 4	Technology Management	
Track Chair	Prof Kalpit Sharma	
Manuscript ID	Title of the Paper	Authors
6808	An Approach to Automate Vulnerability Assessment and Penetration Testing for Start-ups	Soham Vaidya (MIT World Peace University), Tanmay Dighe (Hack-X Securities) and Yash Vyas (Hack-X Securities)
8265	Experience with e-Learning services by the government: A text analytics approach	Abhishek Kumar Jha (IIM Indore) and Mahima Lalwani (Fractal Analytics)
9562	Is AI technology even useful to us? - Moderated Mediation Model	

DAY 2 – 21st January 2023; Session 3 (9:00 am – 10:30 am)		
Track 1	Digitisation & Finance	
Track Chair	Prof Nabendu Paul	
Manuscript ID	Title of the Paper	Authors
368	SMEs digitalization, national culture and default during COVID-19: a cross-country examination	Jagriti Srivastava (Indian Institute of Management Amritsar)
1440	A DEA Analysis of Performance Efficiency: Evidence from Indian Banking Sector	Vishakha Jaiswal (Indian Institute of Management Indore)
7835	Digitalization, entry mode and SMEs speed of internationalization during COVID-19: A cross-country examination	Jagriti Srivastava (Indian Institute of Management Amritsar)

DAY 2 – 21st January 2023; Session 3 (9:00 am – 10:30 am)		
Track 2	Innovation & MSMEs	
Track Chair	Prof Chetan Chitre	
Manuscript ID	Title of the Paper	Authors
4264	Covid-19 pandemic, Indian Micro, Small and Medium Enterprises and Global Value Chains- Rethinking a new path.	Sonia Mukherjee (MIT World Peace University, India)
5743	Leveraging Innovative Technologies to Foster Agro-MSMEs: The Northeast Perspective	Kaki Likhitha and Banavatu Saiteja (Indian Institute of Management Vishakhapatnam)
8359	A Case of Waste to Wealth Generation: Avenue for Building New MSMEs	Kaki Likhitha and Banavatu Saiteja (Indian Institute of Management Vishakhapatnam)

DAY 2 – 21st January 2023; Session 3 (9:00 am – 10:30 am)		
Track 3	Empirical Studies in HR	
Track Chair	Prof Ananya Syal	
Manuscript ID	Title of the Paper	Authors

6519	Influence of Workplace Civility on Employee Burnout and Turnover Intentions	Kalaa Chenji, Raghavendra Sode and Mushtaque Hussain (Icfai Business School)
8756	The relationship between Job Satisfaction and Employee Engagement: Mediating Effect of Learning Culture in MSME	Manissha Khanna and Neeti Rana (Gautam Buddha University)
9939	Authenticity Congruence: Scale Development and Validation of Value Congruence	Rimleena Boro (Indian Institute of Management Indore)

DAY 2 – 21st January 2023; Session 3 (9:00 am – 10:30 am)

Track 4	Technology Ecosystem	
Track Chair	Prof Sunil Reddy Kunduru	
Manuscript ID	Title of the Paper	Authors
369	Identifying factors that influence ONDC adoption amongst consumers and sellers	Satwinder Singh and Prashant Anand (Indian Institute of Management Amritsar)
1530	The Role of Industrial Revolution 4.0 (IR 4.0) in Consumer/Societal Well-being and Poverty Alleviation	Abhijit Roy (University of Scranton, United States)
2130	A conceptual study on Digitalization in MSMEs in Developing and Developed Nations	Preksha Mehra, Abheeti Kochhar, Savita Bhumbra and Babita Kumar (Punjab Agricultural University, Punjab)

DAY 2 – 21st January 2023; Panel Discussion 2 (11:00 am – 12:30 pm)

Title	Career and Entrepreneurial Opportunities in the MSME Sector
Moderator	Prof Ravisankar V Kommu, Indian Institute of Management Amritsar
Panellist 1	Mr Ketan Gaikwad, Managing Director & Chief Executive Officer at Receivables Exchange of India Ltd
Panellist 2	Mr Prakalp M Jain, Director – EffoLogic Consultant Pvt Ltd
Panellist 3	Mr Mukesh Jagwani, Founder & Managing Partner, MoneyGuru Finserv
Panellist 4	Mr Avinash Chandra, Head – GTM MSME, Spice Money

DAY 2 – 21st January 2023; Session 4 (11:00 am – 12:30 pm)

Track 1	Finance & Accounting	
Track Chair	Prof Jagriti Srivastava	
Manuscript ID	Title of the Paper	Authors
1722	Impact of Corporate Social Responsibility on Cost of Capital: An Indian Evidence	Priya Mandleshwar (Indian Institute of Management Indore)
4050	The assumption of perfect correlation between liquidity and price in Liquidity adjusted-VaR models: A myth or reality?	Ravi Khadotra (Indian Institute of Management Amritsar)
4246	A Study on India Unincorporate	Nabendu Paul (Indian Institute of Management Amritsar) and Rouhin Deb (Government of Assam)
9482	Does corporate cash holding and its speed of adjustment impact firm performance? – An empirical investigation of firms in an emerging market	Neetu Gupta and Jacqueline Symss (Indian Institute of Foreign Trade)

DAY 2 – 21st January 2023; Session 4 (11:00 am – 12:30 pm)

Track 2	Entrepreneurship	
Track Chair	Prof Siddharth Gaurav Majhi	
Manuscript ID	Title of the Paper	Authors
5377	Family business and longevity: Does Singara house survive its long sixty years journey through family succession?	Sayeed Alam, Dr Salma Akter and Sara Sayeeda (East West University)
6089	The Inclusive Role of Gender in Indian MSMEs	Rashida Salmani and Meghna Chaudhary (Amity University)
6701	Knowledge Management, Innovations and Entrepreneurship in MSMEs of Healthcare Industry	Kartikay Mahajan, Dharamveer Narwal and Sham Lal Mahajan (Maharaja Agrasen University)
8831	Impact of Adoption of Education 5.0 on Edutech MSME Startups- The Academicians Perspective.	Palak Verma (Amity college of Commerce and Finance)

DAY 2 – 21st January 2023; Session 4 (11:00 am – 12:30 pm)

Track 3	Operations Management
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Track Chair	Prof Nitin Koshta	
Manuscript ID	Title of the Paper	Authors
1633	MCDM approach for Performance Evaluation of Professional Services Supply Network: Case of a Dental Clinic	Omkarprasad S Vaidya (Indian Institute of Management Lucknow)
2785	A comparative study of machine learning techniques to evaluate the impact of Covid-19 on MSME sector	Simrat Kaur and Deeksha Sindhwaani (Amity University)
7344	How are your Carbon Footprints?	Ankit Sharma (Indian Institute of Management Amritsar)

DAY 2 – 21st January 2023; Panel Discussion 3 (1:30 pm – 3:00 pm)

Title	Innovation, MSME & Startup Ecosystem – Interplay of Enablers & Deterrents
Moderator	Prof Vartika Dutta, Indian Institute of Management Amritsar
Panellist 1	Dr J S Juneja, Chairman, Global Projects & Services (P) Ltd
Panellist 2	Dr Raj Agarwal, Director, Centre for Management Education, AIMA
Panellist 3	Mr Advit Sahdev, Head of Revenue and Growth for Netmeds
Panellist 4	Mr Aseem Kumar, Deputy Director & Head Asia Pacific Resource Centre for Responsible Business at UN Global Compact Network India

DAY 2 – 21st January 2023; Session 5 (1:30 pm – 3:00 pm)

Track 1	Government & Finance	
Track Chair	Prof Ravi Khadotra	
Manuscript ID	Title of the Paper	Authors
2998	Does MSME Growth of Baroda city affected by Financial Attributes?: Smart PLS Model	Rahul Chauhan (Gujarat Technological University) and Harishchandra Singh Rathod (Shri Jairambhai Patel Institute of Business Management and Computer Applications)
4071	GST compliance system and business performance: Evidence from Micro, Small and Medium Enterprises	Neba Bhalla and Bikrampaul Lehri (Chandigarh University)
6636	Impact of Environment, Social and Governance performance on firm value: An empirical study using quantile regression.	Aanchal Lumb and Raveendra Saradhi (Indian Institute of Foreign Trade)

8200	Did the Competition Act achieve its objective?	Nabendu Paul (Indian Institute of Management Amritsar)
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DAY 2 – 21st January 2023; Session 5 (1:30 pm – 3:00 pm)		
Track 2	Ecosystem & Sustainability	
Track Chair	Prof Pavneet Singh	
Manuscript ID	Title of the Paper	Authors
5614	Sustainability of SMEs: Role of Open Innovation	Devidas Golhar (MM College of commerce SP Pune University)
9549	MSMEs and Their Ecosystem – A Growth Story of Gujarat Model	Kirti Makwana (Charotar University of Science and Technology)
9967	Role of MSME in the sustainable economic development of India	Chandni Keswani (Shri Vaishnav Institute of Management Indore), Shalu Kotwani (Daly College of Business Management Indore) and Gunjali Trivedi (Medi Caps university Indore)

DAY 2 – 21st January 2023; Session 5 (1:30 pm – 3:00 pm)		
Track 3	Supply Chain Management	
Track Chair	Prof Ankit Sharma	
Manuscript ID	Title of the Paper	Authors
2508	Material loss during inbound transportation of Petroleum products in MSMEs	Shilpa Narayanswamy and Priyanka Lal (Welingkar Institute of Management Development and Research Mumbai)
7153	Evaluating Cyber security risks in MSME Supply chains: A case of growing Ecommerce in India	Harpreet Kaur (Indian Institute of Management Amritsar)
7740	Analysing the impact of rapid technological advancements on the e-waste recycling business	Aditya Prabhakar (Indian Institute of Management Indore)

DAY 2 – 21st January 2023		
Visit to Wagah Border (3:30 pm – 7: 00 pm) followed by Gala Dinner (7:00 pm – 10:00 pm)		

DAY 3 – 22nd January 2023; Session 6 (9:00 am – 10:30 am)

Track 1	Competition Track	
Track Chair	Judges will be present	
Manuscript ID	Title of the Paper	Authors
468	Digitization in MSMEs and growth-oriented outcomes: Integrating the literature	Sanket Vatawala (Indian Institute of Management Amritsar)
4559	Peer Influence and Adoption of Digital Finance in Micro Business in India: An Empirical Analysis using PLS-SEM	Renuka Lenka (GITAM School of Business), Sushma Verma (Vivekanand Education Society's Institute of Management Studies and Research) and Samik Shome (Institute of Management, Nirma University)
9213	Productivity In Indian Industry: A Comparison Across States	Chetan Chitre (Indian Institute of Management Amritsar)
9697	Institutional Voids, Account Aggregators and Bridging the MSME Finance Gap in India	Sunil Reddy Kunduru (Indian Institute of Management Amritsar)
9746	Fostering Innovation through Listening Managers in the post Covid workplace	Shweta Sharma and Somraj Sarkar (XLRI Jamshedpur)

DAY 3 – 22nd January 2023; Ministry – Academia Interaction (11:00 am – 12:30 pm)

Title	A talk on MSME Innovation Schemes and Idea Hackathon 2.0
Speaker	Sh Vinamra Mishra, Director (T&P), Ministry of MSME

DAY 3 – 22nd January 2023; Session 7 (11:00 am – 12:30 pm)

Track 1	Corporate Finance	
Track Chair	Prof Surender Rao Komera	
Manuscript ID	Title of the Paper	Authors
981	Measuring minimum variance hedging effectiveness: Traditional Vs. Sophisticated models	Udayan Sharma (Indian Institute of Management Amritsar) and Madhusudan Karmakar (Indian Institute of Management Lucknow)

5142	Financial performance evaluation of banks post Mergers and Acquisitions: An evidence from contemporary cases of India	Arshi Arshi and Dr. Vaishali Vaishali (Doon University)
5831	Corporate investments under policy uncertainty: Are small- and medium-sized firms different?	Abraham Mathews T and Surender Rao Komera (Indian Institute of Management Amritsar)
8909	Asymptotic Dependence and Hedged Portfolio Risk: Why are Commodity and Currency Futures riskier than Stock Futures?	Udayan Sharma (Indian Institute of Management Amritsar)

DAY 3 – 22nd January 2023; Session 7 (11:00 am – 12:30 pm)

Track 2	Training & Career	
Track Chair	Prof Divya Tripathi	
Manuscript ID	Title of the Paper	Authors
3884	Boundarylessness of careers in the civil service: An Optimal Matching Analysis	Ravishankar Venkata Kommu (Indian Institute of Management Amritsar)
5199	The role of the STEP (Support to Training and Employment Programme) in creating Sustainable Economic Empowerment of Women In Slum Areas of Delhi NCT Region	Neha Tomar (ICSSR) and Shweta Sagar (Indore Institute of Management and Research)
6663	Career consequences of work pressure and the buffering role of work-family supportive supervisor and work engagement	Sweta Singh (Indian Institute of Management Amritsar)

DAY 3 – 22nd January 2023; Research Workshop (1:30 pm – 4:00 pm)

Title	A Workshop on Publishing Research on MSMEs
Speaker	Dr Ajit Kumar Jha, Assistant Professor, Institute for Studies in Industrial Development (ISID), New Delhi

DAY 3 – 22nd January 2023; Closing Ceremony (4:15 pm – 4:30 pm)

4:15 PM – 4:18 PM	Closing address by Prof Nagarajan Ramamoorthy, Director, Indian Institute of Management Amritsar
4:19 PM – 4:26 PM	Awards Ceremony
4:27 PM – 4:30 PM	Valediction by Dr Aswathy Asokan Ajitha, Chairperson – ICMM 2023, Indian Institute of Management Amritsar