

IMR Doctoral Conference 2021

4, 5, 6 February 2021

Indian Institute of Management Bangalore

Contents

Conference Schedule	1
About the Conference	4
Profiles of Keynote Speakers	6
Welcome Message	8
Conference Review Committee	10
Abstracts of Selected Papers	12
Registration and Contact Details	16



भारतीय प्रबंध संस्थान बेंगलूर
INDIAN INSTITUTE OF MANAGEMENT
BANGALORE

IMRIDC
Doctoral Conference 2021

IIMB Management
Review

<https://www.iimb.ac.in/imr-doctoral-conference>

IMR Doctoral Conference (IMRDC) 2021. February 4, 5, 6, 2021

Indian Institute of Management Bangalore

Schedule¹

Registration Link for Inaugural Ceremony

<https://iim-b.zoom.us/meeting/register/tJUvdO6qqzlvHtKVEpowRm32fVZ4a7B2dDod>

Registration Link for Keynotes, Paper Presentations and Valedictory Ceremony

<https://iim-b.zoom.us/meeting/register/tJAtd-CrqqMtH9x5T7kqkNPYNambbOrPNtZo>

Day 1: Thursday, 4th February 2021

Timings	Activity
8.30 am – 9.00 am	Inauguration
9.00 am – 10.00 am Keynote Address	What's the purpose of research? Professor Marc-David L. Seidel, RBC Financial Group Professor of Entrepreneurship; Director, W. Maurice Young Centre for Entrepreneurship and Venture Capital Research; Sauder School of Business, University of British Columbia.
10.00 am – 11.00 am	Break
11.00 am – 1.00 pm Session 1	Paper 1: Economics & Social Sciences: “Blessing of geography: Impact of geographical indications on agricultural exports in India” <i>Presenter: Manu Bansal, IIM Bangalore</i> <i>Discussant: Anirban Mukherjee, University of Calcutta</i> Paper 2: Organisational Behaviour and Human Resources Management: “Performance pressure and innovative work behaviour: The role of problem-oriented daydreams”. <i>Presenter: Rushabh Trivedi, University of Hyderabad</i> <i>Discussant: K V Gopakumar, IIM Ahmedabad</i>
1.00 pm – 1.45 pm	Lunch break
1.45 pm – 2.45 pm Session 2	Paper 3: Entrepreneurship & Strategy: “Equity distribution and its impact on entrepreneurial team performance: A perspective of equity theory concept” <i>Presenter: Hemanidhi Gupta, K.J. Somaiya Institute of Management Studies and Research</i> <i>Discussant: Jayaram S Uparna, IIM Bangalore</i>
3.30 pm – 4.30 pm	Breakout session

¹ Please note that the order and timings of the paper presentation sessions are liable to change.

Day 2: Friday, 5th February, 2021

Timings	Activity
9.00 am – 10.00 am Session 3	Paper 4: Economics & Social Sciences: “Persistence of discrimination: Theory and evidence” Presenter: Nishtha Sharma, University of California Irvine Discussant: Subhasish Dugar, University of Utah
10.00 am – 11.30 am	Break
11.30 am – 12.30 pm Session 4	Paper 5: Entrepreneurship & Strategy: “Board characteristics, gender diversity, and related party sales: Evidence from a large emerging market” Presenter: Narendra Nath Kushwaha, IIM Tiruchirappalli Discussant: Dalhia Mani, IIM Bangalore
12.30 pm – 2.00 pm	Lunch break
2.00 pm – 4.00 pm Session 5	Paper 6: Public Policy “Structural equation approach to modelling social norms in female education: A case study of India” Presenter: Tanu Gupta, Indira Gandhi Institute of Development Research (IGIDR) Discussant: Ritika Jain, Centre for Development Studies Paper 7: Production and Operations Management: “Governance structures for public service provision: Contractual forms for public-private mix of management regimes” Presenter: Mahavadi Dhanshyam, IIM Lucknow Discussant: Swapnil Garg, IIM Indore
4.00 pm – 5.00 pm	Breakout session
7.00 pm – 8.00 pm Keynote Address	Recent empirical approaches in research on firm and worker productivity Professor Jagadeesh Sivadasan, Jack D. Sparks-Whirlpool Corporation Research Professor of Business Administration, Ross School of Business, University of Michigan

Day 3: Saturday, 6th February, 2021

Timings	Activity
10.00 am – 11.00 am Session 6	Paper 8: Public Policy: “Women’s empowerment and intimate partner violence: Evidence from a multi-dimensional policy in India ” <i>Presenter: Prashant Poddar , IIM Lucknow</i> <i>Discussant: Shamim Mondal, DY Patil University</i>
11.00 am – 11.30am	Break
11.30 am – 1.30 pm Session 7	Paper 9: Finance & Accounting: “Systemic banking crises, financial market development, & firms’ leverage ” <i>Presenter: Ankit Kariya, IIM Bangalore</i> <i>Discussant: Varun Jindal, IIM Bangalore</i> Paper 10: Finance & Accounting: Does financial integration generate potential benefits? An empirical evidence from India <i>Presenter: Rakesh Padhan, Indian Institute of Technology, Hyderabad</i> <i>Discussant: Ashish Kumar, IIM Kashipur</i>
1.30 pm – 2.30 pm	Lunch break
2.30 pm – 3.30 pm Keynote Address	Engaging with qualitative research Professor Mukta Kulkarni, Organisational Behaviour & Human Resources Management, IIMB; Mphasis Chair for Digital Accessibility and Inclusion
3.30 pm – 4.30 pm	Breakout session
4.30 pm – 5.00 pm	Valedictory and Awards ceremony

About the Conference: IMRDC 2021

IIMB Management Review (IMR) and the Office of the Doctoral Programme, IIMB, organise the IMR Doctoral Conference (IMRDC) every year. The conference brings together doctoral students from across the country for two days of intense academic discussions with senior academics and researchers, and aims at publication-oriented development of doctoral research work. Keynote addresses, panel discussions and research workshops by eminent researchers and practitioners form an integral part of the academic interaction. This year's edition of IMRDC will be a virtual conference, with presentations and interactions occurring online, due to the COVID-19 situation.

The objectives of the Conference are to:

- Identify and encourage novel and relevant research by doctoral students in Management and related disciplines,
- Provide a platform where insightful feedback from senior scholars and researchers help students develop their research,
- Facilitate collaborative work among researchers from different institutions and disciplines,
- Provide a publication outlet by inviting selected authors of promising research to submit their shortlisted work to IMR.

IMRDC is now in its 12th edition and has established itself as a benchmark event in the doctoral community in Management Science and associated disciplines. This year we received 90 competitive submissions from doctoral students in institutions all over India and some from abroad. The submissions were taken through a rigorous three-step selection process. Submissions were screened for plagiarism initially and then reviewed by the Conference Chairs, a Review Advisory Committee, and a Faculty Review Committee comprising well-published domain experts from across the world. The result of the review process is a final set of 10 promising papers, selected for presentation at the conference. Each paper is scheduled to be discussed by a different expert at the conference with the aim of providing every doctoral student (shortlisted in round 3) with at least two sets of detailed review comments. This is to help students enhance the quality of their work.

Apart from paper presentations, invited talks and workshops by well-published researchers and senior academics provide opportunities for learning and for research-based discussions among doctoral students and young faculty. IMRDC 2021 has scheduled keynote addresses by Professor Marc-David L. Seidel, RBC Financial Group Professor of Entrepreneurship, Director, W. Maurice Young Centre for Entrepreneurship and Venture Capital Research, Sauder School of Business, University of British Columbia; Professor Jagadeesh Sivadasan, Jack D. Sparks-Whirlpool Corporation Research Professor of Business Administration, Ross School of Business, University of Michigan; and Professor Mukta Kulkarni, Organisational Behaviour & Human Resources Management, IIMB; Mphasis Chair for Digital Accessibility and Inclusion.

The Conference Chairs for IMRDC 2021 are Professor Tirthatanmoy Das (Economics & Social Sciences) and Professor Pearl Malhotra (Organisational Behaviour & Human Resources Management) of IIM Bangalore.

IMRDC in the Past

In 2009, *IIMB Management Review* (IMR), IIMB's flagship management quarterly, organised the country's first annual doctoral students' conference for Management. The journal's 30 years of experience gives it a unique standing to successfully execute this event and enrich the research atmosphere in India. The Office of the Doctoral Programme, IIMB, joined hands with IMR in 2013 to host the conference, ensuring a more doctoral alignment.

The first conference was open to a small number of select institutes (IIM Ahmedabad, IIM Bangalore, IIM Calcutta, and the Indian Institutes of Technology). The IMRDC 2009 received a total of 24 drafts and 20 full papers of which 10 papers were selected for presentation. Three best paper awards were given, named after the eminent academicians Dipak C. Jain (then Dean of the Kellogg School of Management at Northwestern University, Illinois, USA), Pradip N. Khandwalla (former Director, Indian Institute of Management Ahmedabad, India, and the L&T Chair Professor of Organisational Behaviour), and Marti G. Subrahmanyam (then Charles E. Merrill Professor of Finance, Economics and International Business, Leonard N Stern School of Business, New York University, USA).

Since the first edition 12 years ago, the conference has grown to become India's most prominent doctoral conference. With increasing submissions, the conference has also seen an increase in rigour. The acceptance rate this year has been around 11 percent! IMRDC has established itself as the premier doctoral colloquium in the country through the rigour of its processes, its thorough and constructive feedback on doctoral work, and the opportunities it provides to engage with experts from India and abroad in close-knit settings.

We welcome you to IMRDC 2021.

Profiles of Keynote Speakers

Mukta Kulkarni

Mukta Kulkarni is a Professor and the Mphasis Chair for Digital Accessibility and Inclusion at the Indian Institute of Management Bangalore.

Her co-authored work has been recognised by the *Academy of Management Journal* (best paper award), *Personnel Review* (outstanding paper), *Human Relations* (among the top papers), and *Academy of Management* (Carlo Masini Award nomination, Saroj Parasuraman Award nominations, Saroj Parasuraman Award runner up, Best International Paper Award OMT Division, Best Paper Award Runner up OMT Division, and the all-Academy Carolyn Dexter Award). Her work has been featured by print and audio media in the United States and in India.

Professor Kulkarni is currently serving on the Editorial Boards of *Human Relations*, *Journal of Organizational Behavior*, and serves as an Associate Editor for *Equality, Diversity and Inclusion: An International Journal*. She is also serving as the representative-at-large for the GDO division and as the Chair, GDO Division Best Student Paper Award committee of the *Academy of Management*.

With respect to Professor Kulkarni's work on accessibility, she has authored reports for The Ministry of Social Justice and Empowerment - Government of India, and for the Office of the State Commissioner – Karnataka. She has served on the National Committee of the Confederation of Indian Industry, has been a co-convener and an organising committee member for a variety of conferences, workshops, and conclaves. She is currently a member of the Impact Future Project and an Honorary Advisor for Enable India, one of India's largest disability livelihoods agencies.

Jagadeesh Sivadasan

Jagadeesh Sivadasan is Jack D. Sparks-Whirlpool Corporation Research Professor of Business Administration in the business economics and public policy group of the Ross School of Business, and a faculty associate at the Institute of Social Research, at the University of Michigan. His research is mainly focussed on understanding the drivers of firm growth and productivity, and worker performance and mobility. Ongoing and recent work include analysis of the effect of commute improvement on worker performance, review of the recent evolution of the retail sector in the US, analysis of firm growth using a novel decomposition and data on the universe of US employers, evaluation of frictions from acquisitions-related legal doctrine on firm dynamics, and examination of the effect of non-compete laws on worker mobility.

Professor Sivadasan is happy and proud to be an alumnus of IIM Bangalore, where he completed a PGDM after a BTech at IIT Madras. He then worked at Arthur Andersen, before completing PhD at the Booth School of Business, University of Chicago.

Marc-David L. Seidel

Marc-David L. Seidel is the RBC Financial Group Professor of Entrepreneurship, Director of the W. Maurice Young Centre for Entrepreneurship and Venture Capital Research, and Associate Professor of OBHR at the Sauder School of Business at the University of British Columbia. He is an Associate Editor of *Administrative Science Quarterly*, former Chair of the Academy of Management Organization and Management Theory Division and a HIBAR Research Alliance Fellow. His research interests include Community Forms (C-Forms) of organising, distributed trust technologies, innovation ecosystems, life course, discrimination and social networks. He received his B.A. in Economics with a concentration in Law & Society at Cornell University; his M.B.A. at the Johnson Graduate School of Management, Cornell University; and his M.S. and Ph.D. in Organisational Behaviour and Industrial Relations at the Haas School of Business, University of California at Berkeley.

Message from Editor-in-Chief, IIMB Management Review, and Chairperson, Doctoral Programme, IIMB

It gives us great pleasure to welcome all paper presenters, discussants, distinguished invited speakers, delegates, members of the doctoral student community, and the IIMB fraternity to the twelfth edition of the IMR Doctoral Students' Conference (IMRDC). IMRDC made its presence felt in 2009, when the first conference took place, and has now grown to be the pre-eminent doctoral colloquium in India, featuring the most engaging research being conducted by doctoral students in Management and allied disciplines. The Conference has provided doctoral students an opportunity to showcase their work and to receive feedback from scholars and researchers from top-ranked institutions across India, and abroad. The format of the Conference – the selection of around 10 papers for presentation after rigorous rounds of review, with each paper assigned a dedicated discussant – has been commended by the participants and the doctoral community.

The Conference also aims at publication-oriented development of doctoral research work and provides selected papers with a publication opportunity in *IIMB Management Review* (IMR). Many of the papers presented first at IMRDC have subsequently been published in IMR. IMR is published by the Indian Institute of Management Bangalore in arrangement with Elsevier and is indexed on Scopus, the Emerging Sources Citation Index (ESCI) and is available through Elsevier's electronic service ScienceDirect®. IMR is listed on the Australian Business Deans Council (ABDC) Quality Journal List, and ranked "B". We urge all participants and delegates to explore the publishing opportunities in the journal.

We envisage three days of paper presentations, and keynote lectures by eminent academics and well-published researchers. This year's edition of the conference brings together, in virtual mode, doctoral students and faculty from institutions across the globe for discussions in a research-oriented environment. We are happy to say that many of the IMRDC "alumni", who showcased their work at the conference, have returned to participate as reviewers, discussants and even keynote speakers!

IMRDC 2021 will witness keynote addresses by the following leading academics.

- Prof. Marc-David L. Seidel, the RBC Financial Group Professor of Entrepreneurship, Director of the W. Maurice Young Centre for Entrepreneurship and Venture Capital Research, and Associate Professor of OBHR at the Sauder School of Business, University of British Columbia. Prof. Seidel will address the question, "What's the purpose of research?"
- Prof. Jagadeesh Sivadasan, the Jack D. Sparks-Whirlpool Corporation Research Professor of Business Administration in the business economics and public policy group of the Ross School of Business, University of Michigan. An alumnus of IIMB, Prof. Sivadasan will speak on "Recent empirical approaches in research on firm and worker productivity".

- Prof. Mukta Kulkarni, a Professor in the Organisational Behaviour & Human Resources Management area, and the Mphasis Chair for Digital Accessibility and Inclusion at the Indian Institute of Management Bangalore. Prof. Kulkarni will speak on “Engaging with qualitative research”.

The Co-Chairs of IMRDC 2021 are Professor Tirthatanmoy Das from the Economics & Social Sciences area and Professor Pearl Malhotra from the Organisational Behaviour and Human Resources area at IIMB.

Departing from norm, on account of the pandemic, IMRDC this year is a virtual conference, with all the presentations and interactions occurring online. The exigencies of the pandemic have also pressurised our timelines this year, but we have had the same number of papers submitted to this edition of the conference as last year. We owe a deep debt of gratitude to our Chairs, the Review Advisory Committee and the Faculty Review Committee whose dedication and commitment to academic rigour have enabled us to bring to the table select papers and talks by eminent academics. We trust all the participants of IMRDC 2021 will find the conference an enriching experience.

Professor Haritha Saranga, Chairperson, Doctoral Programme, IIMB
Professor Ashok Thampy, Editor-in-Chief, IIMB Management Review

Conference Review Committee

Conference Chairs

- Tirthatanmoy Das, Economics & Social Sciences, IIM Bangalore
- Pearl Malhotra, Organisational Behaviour & Human Resources Management, IIM Bangalore

Review Advisory Committee

- Shankhadeep Banerjee, Information Systems, IIM Bangalore
- Gopal Das, Marketing, IIM Bangalore
- Kunal Dasgupta, Economics & Social Sciences, IIM Bangalore
- Debolina Dutta, Organisational Behaviour & Human Resources Management, IIM Bangalore
- Tarun Jain, Production and Operations Management, IIM Bangalore
- Varun Jindal, Finance & Accounting, IIM Bangalore
- Mukta Kulkarni, Organisational Behaviour & Human Resources Management, IIM Bangalore
- Ludvig Levasseur, Entrepreneurship, IIM Bangalore
- Rishideep Roy, Decision Sciences, IIM Bangalore
- Soham Sahoo, Centre for Public Policy, IIM Bangalore

Faculty Review Committee

- Abhinav Anand, Finance & Accounting, IIM Bangalore
- Prakash Awasthy, Production and Operations Management, IIM Nagpur
- Sutirtha Bandyopadhyay, IIM Indore, Economics
- Ritwik Banerjee, Economics & Social Sciences, IIM Bangalore
- Shashank Bansal, Department of Management Studies, IIT (ISM), Dhanbad
- Shampa Bhattacharjee, Economics, Shiv Nadar University
- Arnab Bhattacharya, Finance & Accounting, IIM Indore
- Prasenjit Chakrabarti, Accounting & Finance, IIM Ranchi
- Yogesh Chauhan, Finance & Accounting, IIM Raipur
- Debojyoti Das, Finance & Accounting, IIM Bangalore
- Kunal Dasgupta, Economics & Social Sciences, IIM Bangalore
- Debolina Dutta, Organisational Behaviour & Human Resources Management, IIM Bangalore
- Balagopal Gopakrishnan, Finance, Accounting and Control, IIM Kozhikode
- Chandan Jain, 3ie, International Initiative for Impact Evaluation
- Tarun Jain, Production and Operations Management, IIM Bangalore
- Gaurav Jakhu, Economics & Social Sciences, IIM Bangalore

- Sofia Johan, Finance, College of Business, Florida Atlantic University
- Sai Chittaranjan Kalubandi, Strategy, IIM Bangalore
- Parthajit Kayal, Madras School of Economics
- Raju Kunnel, Institute of Public Administration, Riyadh, Saudi Arabia
- Sumit Kunnumkal, Operations Management, Indian School of Business
- Sudershan Kuntluru, Finance, Accounting & Control, IIM Kozhikode
- Bishakha Majumdar, Organisational Behaviour & Human Resources Management, IIM Visakhapatnam
- Prasenjit Mandal, Operations Management, IIM Calcutta
- Rahul Marathe, Operations, IIT Madras,
- Sourjo Mukherjee, Marketing, Audencia Business School, France
- Subhankar Mukherjee, Department of Industrial and Management Engineering, IIT Kanpur
- Neerav Nagar, Finance & Accounting, IIM Ahmedabad
- Piyush Pandey, Finance, Shailesh J. Mehta School of Management, IIT Bombay
- Samit Paul, Finance and Control, IIM Calcutta
- Siri Terjesen, Strategy, Entrepreneurship & International Business, College of Business, Florida Atlantic University
- Mehul Raithatha, Finance & Accounting, IIM Indore
- Sudhakara Reddy, Finance and Control, IIM Calcutta
- Vidhya Soundararajan, Economics & Social Sciences, IIM Bangalore
- E S Srinivas, Organisational Behaviour & Human Resources Management, IIM Bangalore
- Murali Srinivasan, Economics & Social Sciences, IIM Bangalore
- Vivek V, Public Policy, IIM Bangalore
- Kartik Yadav, Economics & Social Sciences, IIM Nagpur

Abstracts of Selected Papers

1. **Blessing of Geography: Impact of Geographical Indications on Agricultural Exports in India**

Manu Bansal; Indian Institute of Management Bangalore, India

Governments in developing countries have actively promoted Geographical Indications (GI) as a tool for rural and regional development. This emphasis on GIs is primarily due to their presumed effect on agricultural exports. Despite their widespread use, we have little understanding on the causal link between GIs and agricultural exports and the mechanisms linking them. GIs are indicative of product quality attributable to the local environment, they protect consumers from duplicates and counterfeits, standardise the production process, and may result in better marketing of the product in foreign markets. In this paper, we study the causal impact of Geographical Indications (GI) on agricultural exports in India. We combine the state-product (HS6) year level export data with data on registered GIs from 2004-2016. We find a positive impact of GIs on agricultural exports. We also find that the effect of government owned GIs was relatively higher on agricultural exports as compared to that of privately owned GIs. We also observe that GI causes a shift in cropping pattern towards the GI tagged products at district level. We finally observe positive impact of GI on District level GDP by using the nightlights as a proxy for GDP.

2. **Performance Pressure and Innovative Work Behaviour: The Role of Problem-Oriented Daydreams**

Rushabh Trivedi and Murugan Pattusamy; University of Hyderabad, India

The study advances stress and daydreaming (mind wandering) literature by exploring the relationship between performance pressure and innovative work behaviour. Building upon the theory of mind wandering, we examine whether problem-oriented daydreams mediate the relationship between performance pressure and innovative work behaviour. We also investigate the mediating role of problem-oriented daydreams between performance pressure and task performance. A cross-sectional survey was conducted among academicians in India (450 samples). The theoretical model was tested using structural equation modelling techniques. The results indicate that problem-oriented daydreams mediate the relationship between performance pressure and innovative work behaviour. Further, results also support the hypothesised relationship between performance pressure and task performance mediated by problem-oriented daydreams. Our results hold while controlling for gender and institutional tenure for our hypothesised model. Implications for future research and practices are discussed.

3. **Equity Distribution and its Impact on Entrepreneurial Team Performance: A Perspective of Equity Theory Concept**

Hemanidhi Gupta and Radha Iyer; K. J. Somaiya Institute of Management Studies & Research, Mumbai, India

Most new ventures are created by entrepreneurial teams because of their high performance. Equity

distribution within entrepreneurial team members is regarded as a crucial and tension-filled decision taken by the co-founders. Prior studies have mostly investigated the factors behind the taking of equity distribution decisions of new ventures, but there has been limited research on or attention to the co-founders' perceptions of their equity distribution decisions which affect team and venture performance. To fill this gap, we investigated the entrepreneurial team members' distributive justice perceptions about their equal and in-equal equity distribution and its impact on their social interactions and further on team performance. We borrow from equity theory concepts, and conduct a primary research survey of 128 co-founders in 64 entrepreneurial teams. The results obtained through partial least square multi-group analysis technique show that the high distributive justice perceptions of entrepreneurial team members for in-equal equity distribution show a significant relationship with intrateam trust which further impacts their team performance positively. Also, low distributive justice perceptions for equal and in-equal equity distribution within entrepreneurial teams leads to high relationship conflicts, especially if the distribution is not allotted as per the team members' contribution in the venture.

4. Persistence of Discrimination: Theory and Evidence

Nishtha Sharma; University of California, Irvine, United States of America

Recent studies on the dynamics of discrimination find that bias is surmountable and reduces as members of unfavoured groups succeed. However, whether they succeed in the first place depends on their response to surmountable bias. This paper studies the effect of surmountable bias on the effort to succeed of the members of favoured and unfavoured groups. I model this as a repeated contest such that the bias reduces if the unfavoured player wins in the first period. Theory predicts that when discrimination can be overcome, the favoured type's chances of winning in the first period become even higher and hence, the outcomes for the unfavoured player may become even worse. I test and find empirical support for this theory using data from a laboratory experiment. This suggests a more significant role for policy intervention, such as equal opportunity laws.

5. Board Characteristics, Gender Diversity and Related Party Sales: Evidence from a Large Emerging Market

Narendra Nath Kushwaha and Bipin Dixit; Indian Institute of Management Tiruchirappalli, India

This paper aims to study whether firms with certain board characteristics are more likely to enter into related party sales (RPS) transactions in Indian publicly listed companies. For this purpose, we examine the effect of board characteristics, such as gender diversity, busyness, independence, and size, on the likelihood of RPS. This research is motivated by (a) the significant presence of RPS in emerging economies, such as India and other Asian countries, b) the role of the board in deciding whether the firms should have RPS or not, and c) a regulatory change by The Companies Act of 2013 (the 2013 Act) mandating the appointment of at least one woman director on the board of Indian listed firms. We employ logistic regression on 25,252 firm-year observations from 3442 firms during 2002-2019.

The results show that the probability of RPS in firms with gender-diverse boards is 3.62% lower than those with men-only boards, which is very significant both statistically and economically. Further, the results demonstrate that the likelihood of RPS in firms with gender-diverse boards is 4.53% lower than those with men-only boards in the period before the 2013 Act. However, there was no significant difference in the probability of RPS in the period after the 2013 Act, indicating that the mandatory gender balance weakens the overall board competence due to tokenism and increased cost of compliance. Further, board independence is associated with a lower probability of RPS. On the other hand, the likelihood of RPS increases significantly as the board becomes larger and busier. These results are robust with different measures of gender diversity, sub-sample analysis, and a different estimation technique, Probit.

6. Structural Equation Approach to Modelling Social Norms in Female Education: A Case Study of India

Tanu Gupta and A. Ganesh Kumar; Indira Gandhi Institute of Development Research, Mumbai, India

The literature studying the factors influencing female educational attainment and outcomes has ignored the role of social norms possibly because of the econometric challenges faced in characterising them. We address this gap in the literature by conceptualising social norms as a latent variable influenced by a variety of observable variables. We estimate a MIMIC (Multiple-Indicator-and-Multiple-Cause) model in a structural equation framework using Indian Human Development Survey-II (IHDS-II) for different regions and social groups. We find that norms adversely affect educational attainment for females and this effect is stronger in the rural region of the country. Moreover, within rural regions, the effect is more pronounced among the upper castes, whereas it is significant only among the lower castes in the urban region. While the education of both parents has a positive impact on female education, the mother's education has a norm-breaking effect and the father's education has a norm-binding effect.

7. Governance Structures for Public Service Provision: Contractual Forms for Public-Private Mix of Management Regimes

Mahavadi Dhanshyam and Samir K Srivastava; Indian Institute of Management Lucknow, India

Social planners are responsible for assessing the need for the provision of public goods and services required for welfare. While the extant literature provides significant theoretical support and frameworks to analyse the welfare-enhancing governance structures for public service provision using combinations of the public-private mix, little has been discussed about the joint impact of the management regimes and the contractual forms. Our paper bridges this gap by analysing the incentive structures induced by six standard contractual forms under five different management regimes for two broad types of public services. We discuss the welfare implications of different parameters and governance structures using system dynamics modelling. Our findings suggest that public-private partnerships (PPPs) can provide welfare-maximising governance structures with a revenue-sharing contract for user-payment type services, and with a fixed-price contract for no-user-payment type services. The risks share of the private actor, the shadow costs of public funds, and

the inter-temporal externality are the critical determinants of effective governance structures.

8. Women's Empowerment and Intimate Partner Violence: Evidence From a Multidimensional Policy in India

Prashant Poddar and Somdeep Chatterjee; Indian Institute of Management Lucknow, India

In this paper, we study a multidimensional women empowerment programme from India to estimate its effects on intimate partner violence faced by women. We exploit plausibly exogenous geographical variation in the implementation of the programme and cohort-variation generated by eligibility rules to estimate our effects. Using a reduced form difference-in-difference design, we find evidence of lesser emotional and physical violence for women potentially exposed to the programme. Overall, women face lesser intimate partner violence as well as controlling behaviour on account of the empowerment intervention. We conjecture that improved anthropometric outcomes, higher literacy, and better labour market opportunities serve as potential mechanisms causing this effect.

9. Systemic Banking Crises, Financial Market Development, and Firms' Leverage

Ankit Kariya and Ashok Thampy; Indian Institute of Management Bangalore, India

We study the evolution of firms' leverage around systemic banking crises. Using a sample of 40 recent systemic banking crises, we find that firms' leverage is procyclical around banking crises, similar to the evolution of aggregate credit around financial crises documented in the literature. In the cross-section, firms' leverage is more procyclical in banking crises in which aggregate bank credit is also more procyclical. Furthermore, firms' leverage is more procyclical for banking crises in countries with less developed financial markets proxied by emerging market economies, bank based financial system, relatively small size of public debt markets, and in those countries where firms rely more on short term debt.

10. Does Financial Integration Generate Potential Benefits? An Empirical Evidence From India

Rakesh Padhan and K.P. Prabheesh; Indian Institute of Technology Hyderabad, India

The study empirically investigates the potential benefits of financial integration (FI) in the Indian context from 1996Q2-2018Q4. Using Structural Break Unit Root Test, Autoregressive Distributed Lag Model, and Dynamic Ordinary Least Square Method, we find: (1) FI positively affects economic growth in the long run and short run, (2) FI reduces output volatility, (3) FI promotes international consumption risk sharing, (4) important role of indirect channels in achieving these benefits. These findings not only provide evidence of the presence of benefits of FI but also crucial practical implications on generating pre-requisites before full capital account convertibility.

Registration

IMRDC 2021 is being conducted in virtual mode with the presentations and interactions occurring online. There are no delegate charges, but all attendees are expected to register to attend the virtual conference. For details of the Conference please visit the following link: <https://www.iimb.ac.in/imr-doctoral-conference> and fill in the IMRDC 2021 Delegate Registration Form in the menu.

Registration Link for Inaugural Ceremony

<https://iim-b.zoom.us/join/9118026993099>

Registration Link for Keynotes, Paper Presentations and Valedictory Ceremony

<https://iim-b.zoom.us/join/9118026584050>

Contact Us

For any enquiries please contact the IMRDC secretariat at the address below. All email queries should bear the subject line: **IMRDC 2021**

Gowri R

IMRDC Secretariat / IIMB Management Review

Indian Institute of Management Bangalore

Bannerghatta Road,

Bangalore - 560076

Phone: 91-80-26993099

Fax: 91-80-26584050

Email: imrc@iimb.ac.in

IMR Doctoral Conference (IMRDC) 2021. February 4, 5, 6, 2021

Indian Institute of Management Bangalore

Day 1: Thursday, 4th February 2021

Timings	Activity
8.30 am – 9.00 am	Inauguration
9.00 am – 10.00 am Keynote Address	What's the purpose of research? Professor Marc-David L. Seidel, RBC Financial Group Professor of Entrepreneurship; Director, W. Maurice Young Centre for Entrepreneurship and Venture Capital Research, University of British Columbia, Sauder School of Business
10.00 am – 11.00 am	Break
11.00 am – 1.00 pm	Session 1: Paper presentation
1.00 pm – 1.45 pm	Lunch break
1.45 pm – 2.45 pm	Session 2: Paper Presentation
3.30 pm – 4.30 pm	Breakout session

Day 2: Friday, 5th February, 2021

9.00 am – 10.00 am	Session 3: Paper Presentation
10.00 am – 11.30 am	Break
11.30 am – 12.30 pm	Session 4: Paper Presentation
12.30 pm – 2.00 pm	Lunch break
2.00 pm – 4.00 pm	Session 5: Paper Presentation
4.00 pm – 5.00 pm	Breakout session
7.00 pm – 8.00 pm Keynote Address	Recent empirical approaches in research on firm and worker productivity Professor Jagadeesh Sivadasan, Jack D. Sparks-Whirlpool Corporation Research Professor of Business Administration, Ross School of Business, University of Michigan

Day 3: Saturday, 6th February, 2021

10.00 am – 11.00 am	Session 6: Paper presentation
11.00 am – 11.30 am	Break
11.30 am – 1.30 pm	Session 7: Paper Presentation
1.30 pm – 2.30 pm	Lunch break
2.30 pm – 3.30 pm Keynote Address	Engaging with qualitative research Professor Mukta Kulkarni, Organisational Behaviour & Human Resources Management, IIMB; Mphasis Chair for Digital Accessibility and Inclusion
3.30 pm – 4.30 pm	Breakout session
4.30 pm – 5.00 pm	Valedictory and Awards ceremony