



भारतीय प्रबंध संस्थान बेंगलूर
INDIAN INSTITUTE OF MANAGEMENT
BANGALORE

IIMB Management
Review

IMRIDC
Doctoral Conference 2022

IMR Doctoral Conference 2022

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20, 21, 22 January 2022
Indian Institute of Management Bangalore

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

IMR Doctoral Conference (IMRDC) 2022. 20, 21, 22 January 2022 Indian Institute of Management Bangalore

Schedule¹

Registration Link for IMRDC 2022

https://iim-b.zoom.us/webinar/register/WN_z8OeguS4SWGwJQorjT4ISg

Day 1: Thursday, 20th January 2022

Timings	Activity
9.30 am – 10.00 am	Inauguration
10.00 am – 10.30 am	Break
10.30 am – 1.30 pm Session 1	
10.30 am – 11.30 am	Paper 1: Economics & Social Sciences: “Land misallocation and industrial development” <i>Presenter: Rahul Rao, IIM Bangalore</i> <i>Discussant: Prof. Kanika Mahajan, Ashoka University</i>
11.30 am – 12.30 pm	Paper 2: Organisational Behaviour and Human Resources Management: “Extending the construct of organizational healing” <i>Presenter: Aditya Agrawal, IIT Bombay</i> <i>Discussant: Prof. Kunal Kamal Kumar, IIM Udaipur</i>
12.30 pm – 1.30 pm	Paper 3: Finance & Accounting: “The nexus between financing pattern, firm-specific factors and financial performance: Panel evidence of listed SMEs in India” <i>Presenter: Pratiksha Jha, Gautam Buddha University</i> <i>Discussant: Prof. Vaneet Bhatia, OP Jindal Global University</i>
1.30 pm – 2.30 pm	Lunch break
2.30 pm – 3.30 pm Session 2	
	Paper 4: Public Policy: “COVID-19 lockdown and technology engagement: New evidence from m-health big data in India” <i>Presenter: Sawan Rathi, IIM Ahmedabad</i> <i>Discussant: Prof. Arnab Mukherji, IIM Bangalore</i>
3.30 pm – 4.30 pm	Breakout session
6.30 pm – 7.30 pm Keynote Address	Does Youth Training Lead to Better Job Quality? Evidence from Job Corps Keynote address by Prof. Alfonso Flores-Lagunes, Maxwell School of Citizenship and Public Affairs, Syracuse University

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

Day 2: Friday, 21st January 2022

Timings	Activity
9.00 am – 10.00 am Keynote Address	Building a Career in the Academia Keynote Address by Prof. J Ramachandran, Professor of Strategy, Indian Institute of Management Bangalore
10.00 am – 10.30 am	Break
10.30 am – 1.30 pm Session 3 10.30 am – 11.30 am	Paper 5: Economics & Social Sciences: “Debt contract enforcement and product innovation: Evidence from a legal reform in India” <i>Presenter: Tanya Jain, IIM Bangalore</i> <i>Discussant: Prof. Prasanna Tantri, Indian School of Business</i>
11.30 am – 12.30 pm	Paper 6: Economics & Social Sciences: “India’s capital goods sector: An evaluation of the domestic value addition performance” <i>Presenter: Swathysree S S, IIM Calcutta</i> <i>Discussant: Prof. Bibek Ray Chaudhuri, Indian Institute of Foreign Trade</i>
12.30 pm – 1.30 pm	Paper 7: Public Policy: “Impact of urbanization on child marriages: Evidence from India” <i>Presenter: Deepshikha Yadav, Shiv Nadar University</i> <i>Discussant: Dr. Vidhee Avashia, IIM Ahmedabad</i>
1.30 pm – 2.30 pm	Lunch break
2.30 pm – 3.30 pm Session 4	Paper 8: Marketing/ Strategy “Regulation of brands in the Indian pharmaceutical industry in the 1960s – An examination of the Tariff Commission Report 1968” <i>Presenter: Manu Kanchan, IIT Kanpur</i> <i>Discussant: Prof. Prateek Raj, IIM Bangalore</i>
3.30 pm – 4.30 pm	Breakout session

Day 3: Saturday, 22nd January 2022

Timings	Activity
10.30 am – 1.30 pm Session 5 10.30 am – 11.30 am	Paper 9: Finance & Accounting: “Do firms that emit more greenhouse gases engage in real earnings management” <i>Presenter: Velavan S, IIM Bangalore</i> <i>Discussant: Prof. Surya Bhushan Kumar, IIM Indore</i>
11.30 am – 12.30 pm	Paper 10: Finance & Accounting: “Effect of continuous disclosure requirement on information leakage around earnings announcements” <i>Presenter: Sumit Saurav, IIM Ahmedabad</i> <i>Discussant: Prof. Arnab Bhattacharya, IIM Calcutta</i>
12.30 pm – 1.30 pm	Paper 11: Organisational Behaviour and Human Resources Management: “Perceived career success, career competencies, and perceived employability: Three-way interaction effects on future career transitions” <i>Presenter: Surendra Babu Talluri, IIM Lucknow</i> <i>Discussant: Prof. Sushanta Kumar Mishra, IIM Bangalore</i>
1.30 pm – 2.30 pm	Lunch break
2.30 pm – 3.30 pm Session 6	Paper 12: Economics & Social Sciences: “In-kind finance during a pandemic: Trade credit and COVID-19” <i>Presenter: Jagriti Srivastava, IIM Kozhikode</i> <i>Discussant: Prof. Arpita Chatterjee, IIM Bangalore</i>
3.30 pm – 4.30 pm	Breakout session
4.30 pm – 5.00 pm	Break
5.00 pm – 6.00 pm	Valedictory and Awards Ceremony

About the Conference: IMRDC 2022

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 as follows:

- 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 helps 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 13th edition and has established itself as a benchmark event in the doctoral community in Management Science and associated disciplines. This year we received 75 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. The result of the review process is a final set of 12 promising papers, selected for presentation at the conference. Our endeavour 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 2022 has scheduled keynote addresses by Professor Alfonso Flores-Lagunes, Maxwell School of Citizenship and Public Affairs, Syracuse University and Professor J Ramachandran of the Strategy area at the Indian Institute of Management Bangalore.

The Conference Chairs for IMRDC 2022 are Professor Tirthatanmoy Das (Economics & Social Sciences) and Professor Rajeev R. Tripathi (Production & Operations Management) of IIM Bangalore.

IMRDC in the Past

In 2009, *IIMB Management Review*, 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 13 years ago, the conference has grown to become India's most prominent doctoral conference. 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 2022.

Profiles of Keynote Speakers

Alfonso Flores-Lagunes

Dr. Alfonso Flores-Lagunes is a Professor of Economics at the Maxwell School of Citizenship and Public Affairs and a Senior Research Associate in the Center for Policy Research. He is a research fellow at the Institute for the Study of Labor (IZA) and the Global Labor Organization. Dr. Flores-Lagunes has held faculty appointments at the State University of New York at Binghamton, the University of Florida, and the University of Arizona. He has been a visiting fellow in both the Industrial Relations Section and the Department of Economics of Princeton University, and visiting scholar and lecturer at Cornell, Ohio State, CEPS/INSTEAD (Luxembourg), and the Central Bank of Mexico. His academic work has been published in outlets such as *The Review of Economics and Statistics*, *The Economic Journal*, *Journal of Human Resources*, *Journal of Business and Economic Statistics*, *Journal of Applied Econometrics*, and *Review of Financial Studies*. He is editor of the *Journal of Population Economics*, an associate editor of the *Journal of Business and Economic Statistics*, *Economics Letters*, and the *Latin American Economic Review*. He is also President-elect of the American Society of Hispanic Economists (ASHE). He holds a B.A. in economics from Monterrey Institute of Technology (ITESM) in Mexico, and an M.A. and Ph.D. in economics from The Ohio State University.

J. Ramachandran

Dr. J. Ramachandran is Professor of Strategy at the Indian Institute of Management Bangalore. His research focuses on the growth and governance challenges of founder-led firms, business groups, emerging market multinationals and multinational subsidiaries. His work has been published in leading international journals including the *Harvard Business Review*, *Strategic Management Journal*, *Organization Science*, *Journal of International Business Studies*, *Journal of Management Studies*, *Global Strategy Journal*, and *Journal of Product Innovation and Management*.

Recognition for his research includes the IMD FDC Award for Best Paper in Strategy/IB Theory from the Academy of Management, USA, nomination for the Carolyn Dexter Best International Paper Award as well as inclusion of his papers in the Best Paper Proceedings of the Annual Conference of the Academy. His teaching cases have won awards from The European Foundation for Management Development, The Association of Indian Management Schools, The Association of Management Development Institutions in South Asia, The Central and East European Management Development Association as well as the Tata Steel-IMB Best Case Award. Over the years, he has won multiple best teacher awards at IIM Bangalore.

Professor Ramachandran is the first Bain Fellow in India. A qualified Chartered and Cost Accountant, and a Fellow of the Indian Institute of Management Ahmedabad, Professor Ramachandran has been a Visiting Professor at INSEAD, Fontainebleau, France; the Wharton

School of the University of Pennsylvania, USA; and the Carlson School of Management, University of Minnesota, USA.

An engaged scholar, Professor Ramachandran serves on several Boards and advises both Indian and multinational firms. He is currently the Chairman of the Redington Group, an emerging markets distribution major as well as Aditya Auto, an auto-components company. He also serves on the Board of Directors of Redington Gulf FZE and ProConnect Supply Chain Solutions.

Source: Faculty Profile Book 2021, IIMB.

<https://www.iimb.ac.in/sites/default/files/faculty-profile-2021/#p=180>

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

The IMR Doctoral Students' Conference (IMRDC) 2022 is a forum and an event that brings together doctoral students, faculty, and researchers from institutions in India and across the globe for learning and discussion in a research-oriented environment. We welcome all paper presenters, discussants, distinguished invited speakers, delegates, the doctoral student community, and the IIMB fraternity to the thirteenth edition of IMRDC. We look forward to three days of paper presentations by doctoral scholars, discussions, and invited talks by eminent academics and well-published researchers.

For the second year in a row, the IMRDC is being conducted in virtual mode, with all the presentations and interactions occurring online. We are happy to say that participation in the conference has been as keen as in the previous years, and our processes continue to remain as rigorous as we aim to strengthen the standards of doctoral research. After a three-round selection process, the authors of 12 papers have been provided the opportunity to present their papers at IMRDC 2022. The papers selected for presentation this year cover the areas of Economics & Social Sciences, Finance & Accounting, Marketing, Organisational Behaviour & Human Resources Management, and Public Policy. Our review process includes a desk scrutiny by the Chairs of the Conference, a selection of papers by the Review Advisory Committee for detailed review by the Faculty Review Committee, and a final selection round by the Chairs, based on the comments of the Faculty Review Committee, to select the final 10 or 12 papers to be presented at the Conference. At the Conference, the presenters of these papers will receive feedback from a dedicated discussant, selected from among researchers and scholars from top-ranked institutions across India, and overseas. We also invite all those who submitted their papers to the Conference, irrespective of being selected for final presentation or not, to witness the presentations and participate in the sessions, and attend the invited talks, keynote addresses and workshops. We are happy to say that many of the doctoral scholars, who first presented their work at an IMR Doctoral Conference, have subsequently continued their association with the Conference as reviewers, discussants and even keynote speakers!

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 progressed to publication in IMR. IMR is an open access journal, 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.

IMRDC 2022 will witness keynote addresses by the following leading academics.

- Prof. Alfonso Flores-Lagunes, Maxwell School of Citizenship and Public Affairs, Syracuse University
- Prof. J Ramachandran, Strategy area, IIM Bangalore

The Co-Chairs of IMRDC 2022 are Professor Tirthatanmoy Das from the Economics & Social Sciences area and Professor Rajeev R. Tripathi from the Production & Operations Management area at IIMB. We owe a deep debt of gratitude to our Chairs, the Review Advisory Committee, the Faculty Review Committee and the Discussants whose commitment to academic rigour have enabled us to strengthen and build on the standards of the conference and bring to the fore, each year, the most engaging research; our heartfelt thanks too, to our eminent speakers who have, each year, shared from their cutting-edge work and introduced our doctoral students and other participants to far-reaching ideas and prospects. We are sure that all the participants of IMRDC 2022 will find takeaways to enrich their work.

With best wishes,

Professor Jishnu Hazra, Editor-in-Chief, IIMB Management Review
Professor Haritha Saranga, Chairperson, Doctoral Programme, IIMB

Conference Review Committee

Conference Chairs

- Tirthatanmoy Das, Economics & Social Sciences, IIM Bangalore
- Rajeev R. Tripathi, Production & Operations Management, IIM Bangalore

Review Advisory Committee

- Shankhadeep Banerjee, Information Systems, IIM Bangalore
- Debojyoti Das, Finance & Accounting, IIM Bangalore
- Tarun Jain, Production & Operations Management, IIM Bangalore
- Varun Jindal, Finance & Accounting, IIM Bangalore
- Ludvig Levasseur, Entrepreneurship, IIM Bangalore
- Hyun Chul Maeng, Marketing, IIM Bangalore
- Srinivasan Murali, Economics & Social Sciences, IIM Bangalore
- Arpita Pandey, Marketing, IIM Bangalore
- Bhuvanesh Pareek, Decision Sciences, IIM Bangalore
- Ganesh Prabhu, Strategy, IIM Bangalore
- Apurva Sanaria, Organisational Behaviour & Human Resources Management, IIM Bangalore
- Arpit Shah, Centre for Public Policy, IIM Bangalore

Faculty Review Committee

- Kumar Alok, Organisational Behaviour, XLRI - Xavier School of Management
- M. V. Anuradha, Organisational Behaviour & Human Resources Management, IIM Visakhapatnam
- Vidhee Avashia, Public Systems Group, IIM Ahmedabad
- Shashank Bansal, Department of Management Studies, IIT (ISM), Dhanbad
- Anup Kumar Bhandari, Economics, Department of Humanities and Social Sciences, IIT Madras
- Vaneet Bhatia, Jindal School of Banking and Finance, O P Jindal Global University
- Arnab Bhattacharya, Finance & Control, IIM Calcutta
- Asit Bhattacharyya, Accounting, School of Business and Law, CQ University
- Prasenjit Chakrabarti, Accounting & Finance, IIM Ranchi
- Rupa Chanda, Economics & Social Sciences, IIM Bangalore
- Arpita Chatterjee, Economics & Social Sciences, IIM Bangalore
- Anupam Dutta, School of Accounting and Finance, University of Vaasa

- Shaleen Gopal, Organisational Behaviour & Human Resources Management, IIM Udaipur
- Roopak Kumar Gupta, Organisational Behaviour & Human Resources Management, IIM Kozhikode
- Sargam Gupta, Economics, Indira Gandhi Institute of Development Research (IGIDR)
- Gaurav Jakhu, Economics & Social Sciences, IIM Bangalore
- Rajalaxmi Kamath, Centre for Public Policy, IIM Bangalore
- Kunal Kamal Kumar, Organisational Behaviour & Human Resources Management, IIM Udaipur
- Surya Bhushan Kumar, Finance & Accounting, IIM Indore
- Kanika Mahajan, Economics, Ashoka University
- Prasenjit Mandal, Operations Management, IIM Calcutta
- Sushanta Kumar Mishra, Organisational Behaviour & Human Resources Management, IIM Bangalore
- Shabana Mitra, Economics, School of Humanities and Social Sciences, Shiv Nadar University
- Arnab Mukherji, Centre for Public Policy, IIM Bangalore
- Neerav Nagar, Finance & Accounting, IIM Ahmedabad
- Arpita Pandey, Marketing, IIM Bangalore
- R.K. Premarajan, Organisational Behaviour & Human Resources Management, XLRI - Xavier School of Management
- Arpana Rai, Organisational Behaviour & Human Resources Management, IIM Udaipur
- Prateek Raj, Strategy, IIM Bangalore
- Priya Nair Rajeev, Organisational Behaviour & Human Resources Management, IIM Kozhikode
- Srinivasan Rangan, Finance & Accounting, IIM Bangalore
- Soham Sahoo, Centre for Public Policy, IIM Bangalore
- Vidhya Soundararajan, Economics, Department of Humanities and Social Sciences, IIT Bombay
- Arun Sreekumar, Marketing, IIM Ahmedabad
- Gunjan Tomer, Decision Science and Information Systems, IIM Nagpur
- Allen P Ugargol, Centre for Public Policy, IIM Bangalore

Abstracts of Selected Papers

1. Land Misallocation and Industrial Development

Rahul Rao and Kunal Dasgupta, Indian Institute of Management Bangalore

In some poor and densely populated countries, a large fraction of land is used in agriculture. This makes industrialisation and urbanisation, both of which require land, a serious challenge. We argue that land can be re-allocated from agriculture to non-agricultural uses without any adverse effect on agricultural output when the existing land use in agriculture is sub-optimal. Using actual and potential crop yield data from India, we show that a planner who allocates agricultural land to its best possible use can free up to 2.8 million hectares of land. Accounting for selection, this number increases to 9.25 million hectares.

2. Extending the Construct of Organisational Healing

Aditya Agrawal and Ashish Pandey, Indian Institute of Technology Bombay

Organisational healing, as an existing construct, refers to the process of repairing and restoring the social relationships of an organisation after any external trauma. In this work, we aim to expand the nature and application of the construct of organisational healing by exploring additional areas of applicability. We examine the critical assumptions in the existing conceptualisation of organisational healing and propose modifications and additions, which help make organisational healing a more robust construct. Finally, we identify the theoretical and managerial implications of this study and discuss future research implications.

3. The Nexus between Financing Pattern, Firm-specific Factors and Financial Performance: Panel Evidence of Listed SMEs in India

Pratiksha Jha and Satish K Mittal, Gautam Buddha University

The study aims to analyse the impact of financing pattern on the financial performance of 226 SMEs listed in the BSE-SME and NSE-Emerge platforms during the period 2014-2019. The dependent variables were ROA and ROE taken as proxies of financial performance. The independent variables were total debt ratio, long term debt ratio, short term debt ratio and trade credit ratio; while firm size, age, liquidity, sales growth, and asset tangibility were taken as firm specific control variables. The least square dummy variable variant of the fixed effect model was employed for analytical purposes. The result indicates that total debt ratio, short term ratio and trade credit ratio have a negative significant relationship with ROA, while long term debt ratio has not shown any significant association with ROA. The control variables - sales growth, liquidity, asset tangibility, and size - show significant association with ROA in different models of financing patterns. ROE is taken as a proxy of financial performance to check the robustness of regression results and depicts the same sign of association between financing pattern and financial performance of SMEs in India.

4. COVID-19 Lockdown and Technology Engagement: New Evidence from m-Health Big Data in India

Sawan Rathi and Anindya Chakrabarti; Indian Institute of Management Ahmedabad; Chirantan Chatterjee, University of Sussex; Aparna Hegde, ARMMAN

Information provision for social welfare via cheap technological media is now a widely available tool. Often, however, supply of information does not translate into high consumption of information due to various frictions in demand, stemming from pecuniary and non-pecuniary cost of engagement. We test this hypothesis in the Indian context using a unique dataset comprising two million call records of enrolled users of the non-governmental organisation ARMMAN that sends timely informational calls to mobile phones of underprivileged pregnant women.

The strict lockdown induced by COVID-19 in India was an unexpected shock on the opportunity cost of engagement with m-Health technology, both in terms of reductions of market wages and increased time availability at home. Using a difference-in-differences design on unique calls tracked at user-time level, we find that during the lockdown period, the call durations increased by 1.53 percentage points. However, technology engagement behaviour exhibited demographic heterogeneity, increasing relatively after the lockdown for women who had to borrow the phones vis-à-vis phone-owners, for those enrolled by direct outreach programmes vis-à-vis self-registered women, and for those who belonged to the low-income group vis-à-vis the high-income group. Our results have policy implications around demand-side frictions for technology engagement in developing economies and gender implications herein.

5. Debt Contract Enforcement and Product Innovation: Evidence from a Legal Reform in India

Tanya Jain, Indian Institute of Management Bangalore; Rahul Singh, Ahmedabad University; Chetan Subramanian, Indian Institute of Management Bangalore

Due to a legal challenge, there was staggered introduction of fast-track debt recovery tribunals (DRTs) across the states of India in the 1990s. Exploiting this plausibly exogenous variation in the efficiency of debt contract enforcement and using detailed information on product lines produced by the manufacturing firms in India, we study the causal effect of debt contract enforcement on product growth. We find that DRTs account for over 15% of the observed increase in firms' product scope during our sample period. Firms enter into new product lines in industries outside of their current scope of operation suggesting bolder innovation moves in response to DRTs. This increase in product scope is driven by firms in the top quartile of tangible asset distribution. These firms increase their borrowings and investments in R&D, plant and machinery, and selling & distribution expenses. There is also a significant improvement in their performance as measured by sales, profitability, and exports. In contrast, low tangible asset firms lose market share and experience a decline in their performance. DRTs also increase the aggregate state-industry level TFP by 6% driven by a significant increase in the TFP of the high tangible asset firms.

6. India's Capital Goods Sector: An Evaluation of the Domestic Value Addition Performance

Swathysree S S and Mritunjy Mohanty, Indian Institute of Management Calcutta

The paper evaluates domestic value addition performance of the Indian capital goods sector from 1980 to 2016. We find a declining trend in the domestic value added per unit of output across all capital goods sub-sectors. However, the decline in value added plays out unevenly across subsectors. An analysis of the nature and pattern of integration of the Indian capital goods sector into global value chains (GVCs) shows that the domestic value-added content of capital goods exports has decreased over time while foreign value-added content has risen. All subsectors of capital goods saw a decline in net value added gains from integrating into the global value chain. Contrary to the Indian capital goods sector's experience, the foreign value-added content in China's capital goods exports has been declining, and post-2007 onwards, the domestic value-added content has increased. The declining domestic value addition per unit of output and the rising backward linkage led integration suggests the lack of focus on value added processes in domestic production structure development in India while integrating into GVCs. We argue that India's capital goods sector needs to focus on value added processes and keep pace with technological change to increase domestic value addition, and thereby derive gains from global value chain participation.

7. Impact of Urbanisation on Child Marriages: Evidence from India

Deepshikha Yadav, Shiv Nadar University

The ancient practice of child marriage is still prevalent in several parts of the world due to illiteracy, poverty, preference for male child and lack of awareness, among other reasons. It causes harm not only to the girl child through lower levels of education, poor physical and mental health, domestic violence, and lower labour force participation, but also harms her offspring. According to a recent estimate, every year, at least 1.5 million under-18 girls get married in India, which makes it home to the largest number of child brides in the world, accounting for a third of the global total. Using the contemporaneous and lagged night lights data from the Socioeconomic High-resolution Rural-Urban Geographic Platform of India as an exogenous source of variation capturing urbanisation, we investigate if urbanisation is able to help in reducing the extent of child marriage in the country. Combining the above data with the National Family Health Survey (2015-16) data at the district level, our district and time-fixed effects analysis indicate that one standard deviation increase in log night lights, contemporary with the woman's year of marriage, lowers the likelihood of child marriage by 0.492 - 0.548 points. The estimates for night lights with one (two) year lag reveals that one standard deviation increase in log night lights before marriage may lower the likelihood of child marriage by 0.487 - 0.544 (0.462 - 0.52) points. Our estimates of impact of urbanisation are robust to the background characteristics of the woman, such as caste, religion, age at menarche, educational attainment, her current height, as well as incidents of domestic violence witnessed by her in her maternal home. From the perspective of policy-

making, the impact seems to be higher post the implementation of the Prohibition of Child Marriage Act, 2006, and also among educated women, leading to the policy implications for promoting education among females, and stricter implementation of measures preventing child marriage. Additionally, use of our continuous measure of urbanisation is an improvement over the existing literature that treats urbanisation as a binary phenomenon, unable to account for the continuous development.

8. Regulation of Brands in the Indian Pharmaceutical Industry in the 1960s -- An Examination of the Tariff Commission Report 1968

Manu Kanchan, Indian Institute of Technology Kanpur

In the pharmaceutical industry, product patents and brands have been stated to be the main reasons for high drug prices for a long time. Various governments, over the years, have been attempting to regulate them since the 1960s. But in the Indian context the debate over drug prices has mostly focused on how the policy attempted to regulate product patents leaving out the brands completely. Although research has discussed the history of drug price control policies in the 1960s (and beyond), it has not explored policy links to regulation of brands. Whether the policy went beyond price control to regulate brands into generic drug use has also remained unexplored. The present paper attempts to fill this gap. Here the Tariff Commission report 1968 has been examined. The paper finds that the report not only attempted to regulate brands at the price level but also at the generic drugs level, with the industry resisting government efforts of the latter. In light of these findings, new questions arise which have been discussed in the paper's concluding section.

9. Do Firms that Emit more Greenhouse Gases Engage in Real Earnings Management?

Velavan S, Indian Institute of Management Bangalore

In this paper, I study the relationship between greenhouse gas (GHG) emissions and their real earnings management behaviour. Using a hand-matched facility (manufacturing plant) level data of U.S. Public firms from 2010 to 2015, I show that the greenhouse gas emissions of the firms are positively associated with all the three major types of real earnings management activities documented in the real earnings management literature. They have abnormally higher production to reduce the cost of goods sold, abnormally lower discretionary expenses, and abnormally lower cash flow from operations. Next, I employ the California cap-and-trade programme introduced to reduce GHG emissions by plants in California as a quasi-natural experiment to establish a causal relationship. Complementing the study of Bartram, Hou, and Kim (2021), I show that the programme had unintended consequences. The firms affected by the programme shift their production and GHG emissions from California to other states and engage in overproduction, a form of real earnings management. The results continue to hold for different robustness checks.

10. Effect of Continuous Disclosure Requirement on Information Leakage around Earnings Announcements

Sumit Saurav, Sobhesh Agarwalla, Ajay Pandey and Jayanth R. Varma; Indian Institute of Management Ahmedabad

The Indian market regulator introduced continuous disclosure regulation requiring listed firms to report their financial results within 30 minutes of the board meeting. This provides us with a unique setting to investigate the effect of the low-cost regulatory intervention on information leakage. Using a sample of earnings announcement (EA) made by the firms during the market hours, we find the following effects of the regulation.

First, the trading induced by leaked information shifted to inside 30 minutes before the EA and became more informative. Second, returns during 120 to 30 minutes before the EA lost its ability to predict earnings surprises. Third, we find that the difference observed in the volatility pick-up before the EA, with and without surprises before regulatory change, disappeared. Our findings suggest that firms took the regulation seriously, and the information leakage has been limited to less than the stipulated 30-minute window.

11. Perceived Career Success, Career Competencies, and Perceived Employability: Three-way Interaction Effects on Future Career Transitions

Surendra Babu Talluri, Indian Institute of Management Lucknow

The role of career transitions in attaining career success has been widely studied. However, the role of career success in career transitions is also important but rarely studied. In this paper, we draw from turnover theory to argue that perceived career success, career competencies, and perceived employability jointly influence the future career transitions at the firm and occupational levels. We used a time-lagged research design to collect data from two independent samples: full-time working professionals of different organisations in India (T1:303; T2:235) and working professionals with occupational investments in a new profession (T1:260; T2:221). Results from both studies indicated that the negative influence of perceived career success on future career transitions was strongest when the perceived employability and career competencies were high. In Study 1, we found that these relationships are significant for firm career transitions. Through Study 2, we found significant results for occupational career transitions due to occupational investments in a new profession. We discuss the contributions of the findings to the turnover theory with career-related antecedents.

12. In-kind Finance during a Pandemic: Trade Credit and COVID-19

Jagriti Srivastava and Balagopal Gopalakrishnan, Indian Institute of Management Kozhikode

Using a cross-country quarterly firm-level dataset, we empirically examine the impact of the COVID-19 pandemic on the trade credit channel of firms. In contrast to the impact on trade credit documented during earlier crisis episodes, we find that firms with poor credit quality obtain lower amounts of trade credit from their supplier firms during the quarters following the COVID-19 outbreak. Furthermore, we document that firms with better growth prospects and firms with better stakeholder relationships are able to obtain trade credit in the COVID-19 shock period, despite their poor creditworthiness. Our empirical analysis supports the view that supplier financing is conditional on the product market conditions and is not always a generous substitute for bank credit.

Registration

The IMRDC 2022 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. In order to register for the Conference please visit the following link: <https://www.iimb.ac.in/imr-doctoral-conference> and fill in the IMRDC 2022 Delegate Registration Form in the menu.

Contact Us

For any enquiries please contact the IMRDC secretariat at the address below. All email queries should bear the subject line: **IMRDC 2022**

Gowri R

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IMR Doctoral Conference (IMRDC) 2022 | 20, 21 & 22 January 2022

Indian Institute of Management Bangalore

Programme

Day 1: Thursday, 20th January, 2022

Timings	Activity
9.30 am – 10.00 am	Inauguration
10.00 am – 10.30 am	Break
10.30 am – 1.30 pm	Session 1: Paper presentation
1.30 pm – 2.30 pm	Lunch break
2.30 pm – 3.30 pm	Session 2: Paper presentation
3.30 pm – 4.30 pm	Breakout session
6.30 pm – 7.30 pm Keynote Address	Does Youth Training Lead to Better Job Quality? Evidence from Job Corps Prof. Alfonso Flores-Lagunes, Maxwell School of Citizenship and Public Affairs, Syracuse University

Day 2: Friday, 21st January, 2022

Timings	Activity
9.00 am – 10.00 am Keynote Address	Building a Career in the Academia Keynote Address by Prof. J Ramachandran, Strategy area, IIM Bangalore
10.00 am – 10.30 am	Break
10.30 am – 1.30 pm	Session 3: Paper presentation
1.30 pm – 2.30 pm	Lunch break
2.30 pm – 3.30 pm	Session 4: Paper presentation
3.30 pm – 4.30 pm	Breakout session

Day 3: Saturday, 22nd January, 2022

Timings	Activity
10.30 am – 1.30 pm	Session 5: Paper presentation
1.30 pm – 2.30 pm	Lunch break
2.30 pm – 3.30 pm	Session 6: Paper presentation
3.30 pm – 4.30 pm	Breakout session
4.30 pm – 5.00 pm	Break
5.00 pm – 6.00 pm	Valedictory and Awards ceremony