

Newspaper Clips
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Hindustan Times ND 19/08/2015 P-10

Land shortage eats into new IIT, IIM campuses

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NEW DELHI: The new crop of IITs and IIMs announced by the NDA government will not have the luxury of sprawling campuses like their older counterparts; the human resource development (HRD) ministry has decided.

The ministry approved reducing the land size of these institutions last week on the recommendation of a committee set up to determine the land requirement for central higher educational institutions.

Under new norms, the IITs will be eligible for 250 acres of land, IIMs for 5-10 acres in urban areas and 60 acres in non-urban areas.

The decision to cut land allocation was taken after state governments found it difficult to find huge patches on contigu-

IITs WILL BE ELIGIBLE FOR 250 ACRES OF LAND, IIMs FOR 5-10 ACRES IN URBAN AREAS AND 60 ACRES IN NON-URBAN AREAS

ous land in urban areas.

Older campuses such as IIT Delhi and IIM Ahmedabad have sprawling campuses as compared to the new ones. While IIT Delhi has 325 acres land, IIT Kanpur has 1,055 acres. Similarly, IIM Ahmedabad is spread over 100 acres while IIM Lucknow has 200 acres.

To make up for the loss of land, the new campuses have the option to go vertical.

Arguing for cutting the land size, the committee said the inability of states to find requisite amount

of land had led to inordinate delay in setting up many central higher educational institutions.

“Therefore there is an urgent need to revise the land requirements for different kinds of higher educational institutions, which is more realistic and takes into account technological developments which allow for vertical expansion of buildings,” the committee in its final report said.

In its budget in July 2014, the government announced setting up six new IIMs in Himachal Pradesh, Punjab, Bihar, Odisha, Maharashtra and Andhra Pradesh. Two more IIMs (J&K and Telangana) were announced in the 2015 budget. The government had also announced the setting up of five new IITs in Jammu and Kashmir, Chhattisgarh, Goa, Andhra Pradesh and Kerala.

Mint ND 19/08/2015 P-13

HIRING TRENDS

Online firms queue up at IITs in search of the best coding talent

By BIDYA SAPAM
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MUMBAI

Coders, those who design, write and test the computer programs, are in high demand.

As e-commerce firms, flush with funds from recent investments, seek to expand, they are willing to pay top dollar to hire software development graduates from Indian Institutes of Technology (IITs). Start-ups and the online retail firms, like Paytm, Grofers, OYO Rooms, TinyOwl, UrbanClap and CommonFloor have already lined up for the upcoming IIT placement season that starts in December.

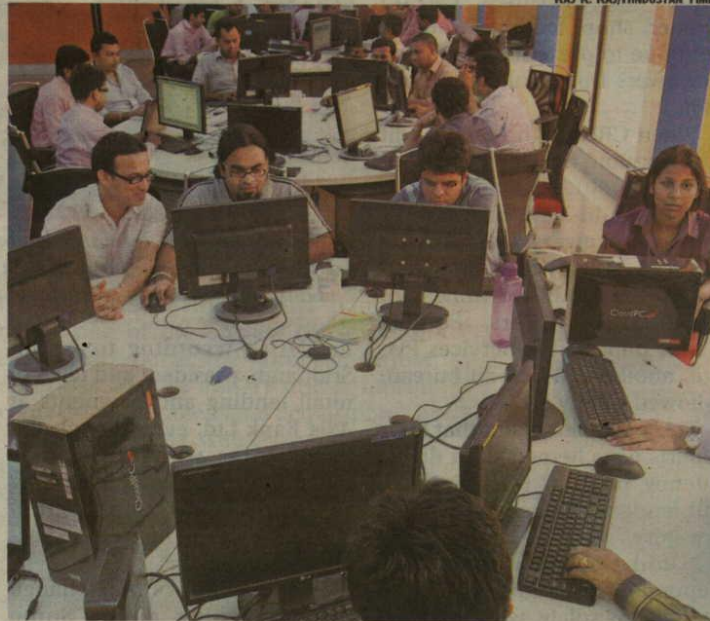
According to members of the placement cells at these institutes, some of these companies are willing to double their salary offers from previous years and pay starting salaries of up to ₹25 lakh per year, if they get coding talent that meets their requirement.

At present, most of the start-ups and established technology firms pay between ₹8 lakh and ₹15 lakh a year to coders from top technology institutes including the IITs. Now, larger e-commerce firms, such as Snapdeal and Flipkart, are ready to pay upwards of ₹20 lakh as annual pay, along with stock options, to software engineering graduates from top institutes, said hiring consultants.

"As the competition to attract the best programming and technical talent intensifies, most of the start-ups, backed by large funding, are willing to go the extra mile to attract and retain talent," said Anuj Roy, partner (digital) with TRANSEARCH, a recruitment agency.

"This reflects in the changes across employee policies, work environment and compensation levels."

Members at campus place-



RAJ K. RAJ/HINDUSTAN TIMES

In demand: Internet companies are offering salaries in excess of ₹20 lakh per annum to hire the best software engineers from premier institutes.

ment cells at the IITs in Mumbai, Delhi, Kharagpur and Roorkee said start-ups and e-commerce firms make up about 20-30% of the firms that have approached them for the placement season, so far. Most are looking for engineers with coding skills.

At IIT Delhi, about a third of the 100 companies that have registered for the placement season are start-ups looking mostly for coders, said Shubham Grover, a student coordinator at the placement cell. Grover said the cost-to-company (CTC) being offered for coding professionals is in the range of ₹25 lakh.

Atal Ashutosh Agarwal at the placement cell of IIT Kharagpur said technology start-ups have indicated that they are willing to offer annual packages in the range of ₹15 lakh to ₹20 lakh for engineers with software development skills.

This could go beyond ₹25 lakh after negotiations, he said. A representative at IIT Bombay agreed that coding professionals are in

demand, this placement season, but declined to give out names of companies or salary packages being offered.

The trend extends beyond just engineering graduates.

According to global executive recruitment firm, **Antal International Ltd**, there has been a 70% jump in the demand for coding professionals in last six months, particularly from the big e-commerce firms and the technology start-ups.

"Every new-age start-up needs web, iOS or Android developers besides the skills needed at database level," said Joseph Devasia, managing director of Antal International's India operations.

"Unfortunately, we don't have enough talent needed to meet the demands of the industry; hence the good ones with some amount of experience are in extreme demand," he added.

Devasia said that salary packages for experienced coders in India have crossed ₹35 lakh per annum.

The total engineering graduate output from Indian universities stood at 1.45 million in 2014-15, up from the 300,000 in 2005, according to a report by Kotak Institutional Equities released in June this year. However, human-resource (HR) consultants say a small percentage of these graduates have the coding skills required by online commerce firms, resulting in the surge in salaries being offered to those who do.

Among the companies that confirmed plans to hire from the IITs this year is Paytm, which recently received funding from Chinese e-commerce giant **Alibaba Group Holding Ltd**. Paytm will look to hire around 200 software engineering graduates from the upcoming placement season at the IITs, said Amit Sinha, vice-president, business and people, Paytm.

Paytm's strong pipeline for new products and efforts to augment their financial transaction network is pushing the demand for software developers rapidly, Sinha said.

Sana Nayyar, head of human resources at UrbanClap, said the mobile services market place is planning to double the number of software engineers it hires to 60 this year.

Hyperlocal delivery firm Grofers said it plans to hire around 92 software professionals this year. The firm's co-founder Albinnder Dhindsa confirmed that the firm plans to hire from the IITs, and current salaries for coders range between ₹8 lakh and ₹14 lakh with a ₹3 lakh bonus.

"IIT graduates are a great talent pool for e-commerce firms and start-ups like us. In the last two years, there has been an upswing in hiring from IITs. Last year, hiring from IITs accounted for about 30% of our total hiring, and this year, it will increase up to 50%," said Shilpi Pandey, vice-president of human resources at CommonFloor, an online real estate listing firm.

Pandey declined to say how many professionals the company intends to hire this year but said it is paying fresh software graduates between ₹12 lakh and ₹18 lakh.

Economic Times Hindi ND 19.08.2015 P-8

छात्रों को लुभाने के लिए ब्रांड बिल्डिंग में जुटे नए IIT फिलहाल 11 नए IIT हैं और रैंकिंग के लिए उनमें लगातार प्रतिस्पर्धा रहती है

[प्राची वर्मा | नई दिल्ली]

आईआईटी गांधीनगर नई पीढ़ी के छात्रों को अपनी ओर लुभा रहा है और उनसे बेहतर जुड़ाव बनाना चाहता है। इंस्टीट्यूट के डायरेक्टर एस के जैन का कहना है कि हम अपने स्टूडेंट्स के साथ वयस्कों की तरह व्यवहार करके उन्हें पूरी आजादी देने में विश्वास करते हैं। उनका कहना है, 'हमारे कैम्पस में किसी तरह की पुलिसिंग नहीं है। हमने अपने स्टूडेंट्स को खुद अपनी सीमाएं तय करने की इजाजत दे रखी है। हम कैम्पस के अंदर उनके मूवमेंट्स को ट्रैक नहीं करते हैं और न ही उनकी अटेंडेंस पर नजर रखते हैं।'

आईआईटी गांधीनगर की ही तरह 2008 के बाद खुले दूसरे नए आईआईटी खुद को दूसरों से अलग करने के लिए ब्रांड-बिल्डिंग एक्सरसाइज में जुटे हैं। फिलहाल 11 नए आईआईटी हैं और रैंकिंग के लिए उनमें लगातार प्रतिस्पर्धा रहती है। टॉप रैंकिंग स्टूडेंट्स अच्छी साख वाले इंस्टीट्यूट को चुनते हैं। आईआईटी इंदौर ने अपने बीटेक पाठ्यक्रम को दुरुस्त किया है ताकि स्टूडेंट्स को रिसर्च प्रोजेक्ट्स के लिए ज्यादा वक्त मिल सके। आईआईटी पटना और आईआईटी मंडी भी अपने कुछ कोर्सेज को क्रमशः बिहार और हिमाचल प्रदेश की विरासत और संस्कृति से एकीकृत करने की कोशिश कर रहे हैं। इन सारी कोशिशों का मकसद 18 आईआईटी की भीड़ में अपनी अलग

पहचान बनाना है। वहीं, आईआईटी मद्रास आईआईटी गांधीनगर की 'नो पुलिसिंग पॉलिसी' के उलट आईआईटी पलक्कड़ और तिरुपति को गंभीर संस्थान का तमगा देने में कोशिश कर रहा है। ज्यादातर नए आईआईटी में इंटरनेट के इस्तेमाल को लेकर कोई पाबंदी नहीं है।

आईआईटी रोपड़ के डायरेक्टर एस के दास का कहना है, 'यहां ओपन कल्चर है। हमारे स्टूडेंट्स इंटरनेट का अनलिमिटेड और कभी भी इस्तेमाल कर सकते हैं, जबकि ज्यादातर आईआईटी में ऐसा नहीं है।' नए आईआईटी जल्द ही अपना पहला शैक्षणिक सत्र शुरू करने जा रहे हैं और काबिल फैकल्टी के लिए यह रिटायर्ड प्रोफेसर्स के भरोसे हैं। आईआईटी मद्रास के डायरेक्टर भास्कर राममूर्ति का कहना है, 'इन दो इंस्टीट्यूट में रिटायर्ड फैकल्टी, टोटल फैकल्टी का करीब 50 फीसदी है। बाकी की फैकल्टी आईआईटी मद्रास से आती है।' वहीं, आईआईटी इंदौर ओवरसीज टैलेंट की मदद ले रही है। इंस्टीट्यूट की 80-90 फीसदी फैकल्टी भारतीय मूल की है, जो विदेश से अब भारत आ गई है। आईआईटी इंदौर के डायरेक्टर प्रदीप माथुर का कहना है, 'काबिल फैकल्टी की तलाश में मैं नियमित आधार पर ब्रिटेन, अमेरिका और जर्मनी जाता हूँ। इन लोगों को रजामंद करने में काफी वक्त लगता है, लेकिन यह हमारे काफी काम आते हैं।'



Business Line ND 19/08/2015 P-12

IIT-M start-up HyperVerge raises \$1 m from US firms

OUR BUREAU

Chennai, August 18

HyperVerge, a start-up by the graduates of Indian Institute of Technology, Madras, has raised ₹6.5 crores (\$1 million) in seed funding from US venture capital firms.

HyperVerge uses the technology of deep-learning, a branch of machine learning, to analyse and organise photos across all devices. The funding will enable the start-up to expand into the US and position itself as a strong contender in the space of image recognition.

The venture capital firms include NEA, Milliways Ventures and Naya Ventures. Dayakar Puskoor from Naya Ventures has also joined the

Board to mentor the young team.

The company, founded in 2014, started as a student R&D group at IIT Madras.

Kedar Kulkarni, CEO and co-founder, HyperVerge, said, "Working with a budget of under ₹6 lakh, we were able to create classifiers for identification of people, scenes, events and unique patterns in images."

Their upcoming mobile application, Silver, will help users automatically organise all the images on their phone. The systems accurately recognises faces, scenes, documents, business cards and other patterns within images to categorise photo albums based on context.

Business Line ND 19/08/2015

P-19

DRDO, IIT-K sign pact

Kolkata, August 18

To achieve self-reliance in select defence technologies through joint research, Defence Research and Development Organisation (DRDO) signed a memorandum of collaboration with IIT-Kharagpur. DRDO director general S Christopher, who was honoured with the Distinguished Alumnus Award at the IIT campus in West Bengal, signed the memorandum to facilitate research and training in areas of mutual interest by supplementing the resources of both the institutions. PTI

WAGE DIFFERENCES

Pay gap rule: India ahead of US only in timing, not thoroughness

US SEC adopts rule that requires firm to disclose difference between earnings of CEO and rank file employees

By ARUNDHATI RAMANATHAN
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BENGALURU

The pay gap rule that provoked a storm when it was proposed in the US created hardly a ripple when it was introduced in India.

On 5 August, the US Securities and Exchange Commission (SEC) adopted the rule, which mandates companies to disclose the difference between the earnings of their chief executives and rank file employees. US firms are required to implement it only from fiscal 2017.

The same rule debuted quietly in India a year ago.

At first look, it seems like SEC took a leaf out of the Securities and Exchange Board of India's (Sebi's) book, but actually, it is the other way around. In the US, the disclosure on ratio of CEO pay to median salary was first brought up in 2010 under the Dodd-Frank Wall Street Reform and Consumer Protection Act, which looked to overhaul regulatory practices in the country after the financial crisis of 2008.

In India, this requirement was first brought up in the Companies bill, when it was reintroduced in Parliament in 2011. Subsequently, this provision, along with many others, went on to become the law.

"The one lesson US can learn from India is speedy implementation of the rules. In a matter of two years, we had the Companies Act implemented and companies, too, have followed through, whereas the US is taking seven years, although the US consultation and implementation process appears to be far more thorough and detailed," said Sai Venkateshwaran, partner and head of accounting advisory services, KPMG.

But the lesson ends there.

"The SEC rule is a much more thought-through rule, both on the implementation challenges as well as in evaluating the relevance of the disclosures, when compared to what the Companies Act had laid out. We should have had similar guidance in India," says Venkateshwaran.

The Companies Act only defines what a median is, and does not give any more detail on how companies should calculate

EARNINGS DIVIDE

Among the top 20 companies in India, on an average, a chief executive earned 289.5 times the median salary of employees.

COMPANY	NAME	CEO/CMD salary (in cr)	RATIO OF CEO PAY TO MEDIAN SALARY	MEDIAN PAY OF EMPLOYEES (IN LAKHS)
Axis Bank	Shikha Sharma, MD	4.12	74	5.6
Bharti Airtel	Sunil Mittal, chairman	27.17	323.63	8.3
Cipla	Subhanu Saxena, MD and CEO	13.31	453	2.9
Dr Reddy's Laboratories	G.V. Prasad, CEO	12.93	363	3.5
HDFC Bank	Aditya Puri, MD	7.39	117	6.3
Hero MotoCorp	Pawan Munjal, chairman	44.62	631.11	7.07
Hindustan Unilever	Sanjiv Mehta, MD and CEO	14.17	93	15.2
Housing Development Finance Corp.	Keki Mistry, CEO	8.12	83	9.7
ICICI Bank	Chanda Kochhar, MD	5.1	97	5.2
Infosys	U.B. Pravin Rao, COO	6.08	124.15	4.8
ITC	Y.C. Deveshwar, chairman	15.28	439	3.5
Larsen and Toubro	A.M. Naik, group exec chairman	27.32	453.75	6.0
Lupin	Desh Bandhu Gupta, chairman	37.5	1168	3.2
Mahindra and Mahindra	Pawan Goenka, ED	10.38	157.21	6.60
Reliance Industries	Mukesh Ambani, chairman	15	205.71	7.29
Tata Consultancy Services	N. Chandrasekaran, CEO and MD	21.28	416.51	5.1
Tata Motors	Ravi Pisharody, ED	2.7	51.15	5.2
Tata Steel	T.V. Narendran, MD	6.47	77.64	7.8
Vedanta	Navin Agrawal, exec chairman	15.08	292.77	7.8
Wipro	T.K. Kurien, CEO	9.11	169.63	5.3

Source: 2015 annual reports

MOHINI SHARMA/MINT

the median salary of employees, especially if firms have a global presence, says Venkateshwaran.

SEC, on the other hand, asks firms with a global presence to apply a cost-of-living adjustment to the compensation measure used to identify the median employee. Also, in India, companies usually consider the median salary of the employee in that particular listed entity rather than the group as a whole. The calculation may not include all associated subsidiaries. So, the median employee's salary and the ratio of the CEO's pay may not be representative of the entire group, points out Venkateshwaran.

Executive pay became a hot-button issue in the US after taxpayers were forced to bail out banks and auto firms, which were headed by well-paid CEOs, that collapsed during the financial crisis.

Bloomberg reported on 5 August that the pay gap rule was resisted by some US companies, forcing SEC to include provisions that gave them some leeway like updating the metric to only once

every three years.

While provisions in the Indian law on independent woman directors and related party transactions sparked debate among institutional investors and companies, the CEO pay disclosure rule passed under the radar.

"In India, this has not been a hot issue because I don't think Indian companies are sophisticated enough to understand the implication of this," says Shiram Subramanian, founder of InGovern Research Services Pvt. Ltd, a proxy advisory firm.

In India, among the top 20 firms, pharmaceutical company Lupin Ltd's chairman Deshbandhu Gupta's salary showed the highest deviance from the median as he earned 1,168 times that of the median salary of its employee, according to its annual report.

Among these 20 companies, on an average, a chief executive earned 289.5 times the median salary of employees, according to data compiled by Mint. Top executives like Hero MotoCorp. Ltd chairman, managing director and

CEO Pawan Munjal, ITC Ltd chairman Y.C. Deveshwar, Tata Consultancy Services Ltd CEO N. Chandrasekaran and Cipla Ltd CEO Subhanu Saxena, earned more than 400 times the median salaries at their firms.

Lupin and ITC Ltd, which were among the companies that had the highest pay gap, did not respond to mails seeking comment. Sebi officials were unavailable for comment.

The pay gap is not drastically different from the US, where CEOs of the top 350 US firms earned 303 times more than the average employee in 2014, according to a report from the Economic Policy Institute.

In India, workers at manufacturing firms may use the disclosures to negotiate higher wages and, over time, firms may also use it to reduce variance within an industry, InGovern's Subramanian predicted.

But so far, Indian shareholders and investors have not pursued firms with this data, Subramanian added. But US companies will have no such luck.

रॉयल एनफील्ड इंजन मारुति का टायर, ये है सबसे सस्ती वन सीटर रेसिंग कार

रॉयल एनफील्ड इंजन और मारुति का टायर, ये है सबसे सस्ती वन सीटर रेसिंग कार

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आईआईटी मंडी में दौड़ने को तैयार है सबसे सस्ती वन सीटर रेसिंग कार।

<http://www.bhaskar.com/news-hf/HIM-OTH-cheapest-formula-racing-car-by-wastage-in-iit-mandi-5087195-PHO.html>

शिमला/मंडी। आईआईटी मंडी के छात्रों ने देश की सबसे सस्ती फॉर्मूला रेसिंग कार तैयार की है। खास बात यह है कि इस अमेजिंग कार को बनाने पर महज 2 लाख रुपए खर्च हुए जबकि इसे मात्र 20 दिनों के भीतर तैयार कर लिया गया। इसे बनाने में रॉयल एनफील्ड के खराब इंजन और मारुति के टायर का इस्तेमाल किया गया है। दिलचस्प यह भी कि डिजाइन से लेकर मैनुफैक्चरिंग तक के सारे काम आईआईटी में ही पूरे किए गए। छात्रों की मानें तो टेस्ट ड्राइव में यह पूरी तरह खरी भी उतरी है।

इस रेसिंग कार को एक पुराने प्रोजेक्ट के तहत 4 लाख रुपए में तैयार किया गया था। इस बार छात्रों ने दूसरी तकनीकी का इस्तेमाल कर रेसिंग कार बनाने की लागत और कम कर दी। बीटेक थर्ड ईयर छात्रों के सामूहिक प्रयास के चलते इसे महज 2 लाख रुपए में तैयार कर लिया गया। आईआईटी के बीटेक थर्ड ईयर के छात्रों की ओर से बनाया गया है। आईआईटी के 8 छात्रों की टीम ने प्रोजेक्ट को पूरा किया। टीम हेड यशू के मुताबिक उनकी टीम अपनी इस अमेजिंग प्रोजेक्ट का प्रेजेंटेशन अक्टूबर माह में मद्रास मोटर रेसिंग ट्रैक पर करेगी।

रॉयल एनफील्ड का इंजन, मारुति के टायर

देश की अब तक की सबसे सस्ती फॉर्मूला रेसिंग कार में 500 सीसी का रॉयल एनफील्ड इंजन है। जबकि मारुति 800 का टायर इस्तेमाल किया गया है। पेट्रोल से चलने वाली ये रेसिंग कार सिंगल सीट ड्राइव है।