

Journal of Case Research

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Editorial

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Teaching Case

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Gaurav Kokardekar

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Dear Readers,

We are happy to bring out the June 2018 issue of the Journal of Case Research, A Journal of Xavier University with the three teaching cases.

- **Federal Bank: Residual Income Valuation Method** by *Dr. Rajni Kant Rajhans*
- **The Dean's Dilemma: To Let Go or To Keep** by *Naren Kashyap and Dr. Tomy K Kallarakal*
- **Mr. Big Money' at Infosys: The Entry and Exit of Vishal Sikka** by *Gaurav Kokardekar*

2018 seems to be an ominous year for the banks and banking business in India. They have been in the spotlight for all the wrong reasons. Corporate scandals related to CEO's, bad lending, and ATM case shortages have all generated unprecedented bad publicity. Cutting away from all that has been 'not so good'; the first case focuses on investment and business in Federal Bank. The case raises questions on evaluating the performance of banks and illustrates the application of Residual Income Valuation method. It can be used in teaching courses in Equity to generate discussions and to also illustrate the application of the method.

In keeping with the tune of analytics, the second case is aptly placed in the domain of HR analytics. While the use of analytics in business is growing, and many business decisions are informed by analytics, the usage of analytics in human resource management is relatively slower. There are only a handful of companies which deal with human resource issues in the manner of a 'People Science'; most others opt to implement a 'best practices approach'. The issue of managing human resources is as contextualized as their uniqueness as individuals

and therefore analytics can be a very good tool to guide decisions on human resource management. The second case on The Dean's Dilemma is based on this approach and can be used to illustrate the application of HR metrics. In their decision to let go of the employee or retain the employee the class can delve into overt and covert costs.

The last case takes the analytics in the management of human resource strand of thought a little further by discussing the decision and dynamics involved in CEO compensation. The case is based on one of the key incidents in the Indian business that has raised a lot of discussion in various public and private forums. The very fact that this has been a widely discussed incident improves the viability of the case as tool of student engagement in Compensation and Corporate Governance courses. Students can bring in multiple dimensions and more information to the table to enrich a session. In the situation that facilitators increasingly rely on cases based in a western context the above three cases on different dimensions can be the answer to Faculty Hypermetropia in Indian B-Schools.

Wishing you all Happy Reading!

With Warm Regards,

Prof. Mousumi Padhi
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