



Modern Education Society's
Neville Wadia Institute of Management Studies & Research, Pune
(Permanently affiliated to Savitribai Phule Pune University, Accredited by NAAC
Approved by AICTE, recognized under 2 (f) & 12 (b) sections of UGC Act)
Email: director@nevillewadia.com, Website: nwimsr.mespune.org
Dr. A. B. Dadas Director

DVV CLARIFICATIONS

CRITERIA: III: CURRICULAR ASPECTS

KEY INDICATOR:3.1:

RESOURCE MOBILIZATION FOR RESEARCH

Metric No. 3.1.1 (QnM):

Grants received from Government and non-governmental agencies for research projects/endowments in the institution during the last five years (INR in Lakhs)

3.1.1.1. Total Grants from Government and non-governmental agencies for research projects/endowments in the institution during the last five years (INR in Lakhs)

HEI Initial Input:

Year	2022-23	2021-22	2020-21	2019-20	2018-19
Number of Certifications	2.5	0.2	1.0	1.8	2.0

Justification: As per Findings of DVV, HEI are hereby submitting revised claim of input. As per the suggestions, we are hereby attached the required documents.

HEI Claimed Input in DVV Clarification:

Year	2022-23	2021-22	2020-21	2019-20	2018-19
Number of Certifications	2.5	0.2	1.0	1.8	2.0

Supporting Documents as per DVV Suggestion:

Sr. No.	Title of Documents
1)	List of Principal Investigator and Collaborators/Co-Investigators
2)	Research Proposals
3)	E-copies of Utilization Certificates for Five Years
4)	The sanction letter corresponding to the research proposal E-copies of Grand Letters for Five Years
5)	Research papers published by the Principal Investigator




Director
Neville Wadia Institute of
Management Studies & Research
Pune-411 001.



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1. List of Principal Investigator and Collaborators/Co-Investigators

3.1.1 Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)

Sr. No	Name of the research project/ endowment	Name of the Principal Investigator/Co-investigator	Co-Investigator	Co-Investigator	Department of Principal Investigator	Year of Award	Amount Sanctioned	Duration of the project	Name of the Funding Agency	Type (Government/non-Government)
1	Analysis of the Effects of Social Media Marketing on Consumer Behavior	Dr. Vikas Suresh Dole	Dr. Rupendra Gaikwad	Dr. Manohar Karade	Neville Wadia Institute of Management Studies & Research	2022-23	1.00	6 Months	Xpert Technologies	Non- Government
2	Analysing & Examining the capacity of human resources departments to drive organizational change	Dr. Anandrao Bhanudas Dadas	Dr. Manohar Karade	Mr. Kiran Dadas	Neville Wadia Institute of Management Studies & Research	2022-23	0.50	06 Months	IIARD, Research	Non- Government
3	Financial Performance Analysis of Indian Private Banks	Dr. Anuradha Arun Dandnaik	Dr. Anand Dadas	Dr. Rupendra Gaikwad	Neville Wadia Institute of Management Studies & Research	2022-23	0.50	06 Months	Raavi Enterprises	Non- Government
4	An Analytical Study of workers	Dr. Radha Dogra	Dr. Anand Dadas	Dr. Manohar Karade	Neville Wadia Institute of	2022-23	0.50	6 Months	Bhairavnath Sugar Works Ltd.	Non- Government



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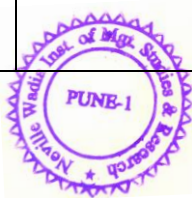
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	effectiveness at workplace				Management Studies & Research					
5	A study of Payroll Software in Business Management	Dr. Karuna Nishanrao	Dr. Manohar Karade	Dr. Anand Dadas	Neville Wadia Institute of Management Studies & Research	2021-22	0.20	3 Months	Raavi Enterprises	Non- Government
6	A study of marketing research for computer equipment & peripherals	Dr. Radha Dogra	Dr. Rupendra Gaikwad	Dr. Omprakash Shivpuje	Neville Wadia Institute of Management Studies & Research	2020-21	0.50	6 Months	Xpert Technologies	Non- Government
7	A study of the impact of Covid-19 on an organization's workforce in manufacturing sector	Prof. Vinod Lalbeg	Dr. Rupendra Gaikwad	Dr. Rizwan Shaikh	Neville Wadia Institute of Management Studies & Research	2020-21	0.50	3 Months	IIARD, Research	Non- Government
8	Analytical study of upgradation of the nutritive value of agro waste and other by products.	Dr. Vikas Suresh Dole	Dr. Rupendra Gaikwad	Dr. Anand Dadas	Neville Wadia Institute of Management Studies & Research	2019-20	0.40	6 Months	Baramati Agro	Non- Government




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9	An analysis of awarding strategies and their impact on employee performance	Dr. Anuradha Arun Dandnaik	Dr. Rupendra Gaikwad	Dr. Manohar Karade	Neville Wadia Institute of Management Studies & Research	2019-20	0.60	9 Months	M/s Bharathi Polymers	Non- Government
10	A study of Operational challenges in manufacturing firms	Dr. Abhay Sharad Kinikar	Dr. Rizwan Shaikh	Dr. Manohar Karade	Neville Wadia Institute of Management Studies & Research	2019-20	0.80	6 Months	M/s Ayush Poly Plast	Non- Government
11	A study of role of Strategic management in conflict resolution	Dr. Anandrao Bhanudas Dadas	Dr. Manohar Karade	Dr. Rupendra Gaikwad	Neville Wadia Institute of Management Studies & Research	2018-19	1.00	8 Months	Xpert Technologies	Non- Government
12	A Review of Management Information Systems in Rapidly Growing Companies	Dr. Jia Khatwani	Dr. Karuna Nishanrao	Dr. Anand Dadas	Neville Wadia Institute of Management Studies & Research	2018-19	1.00	6 Months	Gurukrupa Enterprises	Non- Government





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2. Research Proposals




Director
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PROPOSAL ON
ANALYSIS OF THE EFFECTS OF SOCIAL MEDIA MARKETING ON
CONSUMER BEHAVIOR

Dr. Vikas Suresh Dole, Dr. Rupendra Gaikwad, Dr. Manohar Karade

1. Title of the Proposal

ANALYSIS OF THE EFFECTS OF SOCIAL MEDIA MARKETING ON
CONSUMER BEHAVIOR WITH REFERENCE TO XPRT TECHNOLOGIES

2. Introduction

- **Background:** Social media has become a pivotal platform for marketing activities, shifting from traditional advertising to interactive engagement. The global reach and interactive nature of social media allow brands to connect directly with consumers, offering unique insights into consumer behavior and preferences. The increasing adoption of social media marketing is evident, with companies allocating larger portions of their marketing budgets to platforms such as Instagram, Facebook, and TikTok.
- **Relevance and Significance:** Understanding the influence of social media marketing on consumer behavior is essential for companies aiming to improve engagement, build trust, and drive sales. With the rise of online shopping and digital engagement, insights gained from studying consumer reactions to social media marketing can provide businesses with a competitive edge, helping them to refine strategies that resonate with target audiences.

3. Statement of the Problem

- **Problem Definition:** Although social media marketing is widely used, there is limited research on its specific effects on consumer behavior across various sectors. This proposal seeks to address the gap by examining how different types of social media marketing impact consumer perceptions, engagement, and purchasing decisions.
- **Research Focus:** The study aims to analyse how social media marketing techniques, including influencer endorsements, brand pages, and targeted advertisements, shape consumer behaviours and attitudes towards brands. It will also explore how consumer engagement, brand loyalty, and purchase intention are affected by social media interactions.



4. Literature Review

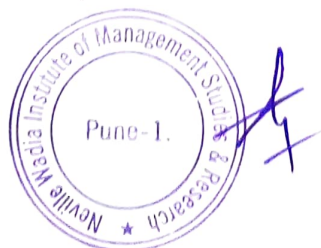
- **Overview of Social Media Marketing:** Social media marketing encompasses activities that enable brands to promote products, share content, and interact with consumers. Techniques such as influencer marketing, interactive content, and targeted advertisements have been identified as key components of effective social media strategies (Kaplan & Haenlein, 2010).
- **Theoretical Frameworks in Consumer Behavior:** The Theory of Planned Behavior (Ajzen, 1991) provides insight into the factors that shape consumer attitudes and intentions. Additionally, the Elaboration Likelihood Model (Petty & Cacioppo, 1986) highlights the role of message processing in influencing consumer attitudes, which can be applied to understand responses to branded social media content.
- **Previous Research Findings:** Prior studies suggest that consumers are more likely to engage with brands they see frequently on social media, potentially enhancing brand loyalty and purchase intention (De Vries, Gensler, & Leeflang, 2012). Social media allows consumers to interact directly with brands, which can foster a sense of connection and trust.

5. Research Objectives

- **Primary Objective:** To investigate the effects of social media marketing on consumer behavior.
- **Secondary Objectives:**
 - Identify the social media marketing techniques most effective in influencing consumer behavior.
 - Explore the relationship between consumer engagement and brand loyalty on social media platforms.
 - Assess the influence of social media marketing on consumer purchase decisions.

6. Research Questions

- What social media marketing strategies are most influential in shaping consumer behavior?
- How does engagement with branded content on social media impact consumer loyalty?
- In what ways does exposure to social media marketing affect consumer purchase intentions?

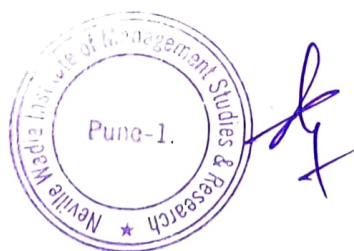


7. Hypotheses

- **H1:** Social media marketing positively influences consumer purchase intentions.
- **H2:** Consumers who engage more frequently with social media content are more likely to demonstrate brand loyalty.
- **H3:** Targeted advertisements on social media enhance positive consumer perceptions of brands.

8. Research Design and Methodology

- **Research Design:** The study will utilize a mixed-methods approach, incorporating both quantitative and qualitative data to gain a comprehensive understanding of social media marketing's impact on consumer behavior.
- **Sample Selection:**
 - **Quantitative Component:** A sample of 500 active social media users, aged 18–40, will be surveyed to gather data on engagement, brand perceptions, and purchasing decisions.
 - **Qualitative Component:** Three focus groups with 10 participants each will allow for in-depth discussion on the influences of social media marketing on consumer attitudes.
- **Data Collection:**
 - **Quantitative:** Data will be collected through an online survey comprising questions on consumer engagement with various social media marketing techniques.
 - **Qualitative:** Focus group discussions will explore perceptions of social media marketing, with a focus on influencers, branded content, and advertisements.
- **Data Analysis:**
 - **Quantitative:** Statistical analysis will be conducted using SPSS software, focusing on correlation and regression analysis to understand relationships between variables.
 - **Qualitative:** Thematic analysis will be applied to identify patterns in participants' attitudes toward social media marketing.



9. Significance of the Study

- This research will provide valuable insights into the role of social media marketing in shaping consumer behaviours, offering marketers practical recommendations for crafting more effective strategies. Understanding how social media impacts consumer engagement and loyalty can inform the design of campaigns that resonate with audiences and enhance brand-customer relationships.

10. Expected Outcomes

- **Insights:** The study is expected to reveal how social media marketing influences consumer attitudes, trust, and purchasing intentions.
- **Practical Recommendations:** Findings will help brands understand which types of content and social media strategies drive higher engagement and loyalty.

11. Limitations

- **Demographic Limitation:** The study will focus on individuals aged 18–40, potentially excluding insights relevant to older demographics.
- **Geographical Limitation:** The study's sample may primarily represent urban social media users, which may limit the generalizability of results to rural populations.

12. Timeline

- **Months 1–2:** Literature review and research instrument design.
- **Months 3–4:** Data collection (surveys and focus groups).
- **Month 5:** Data analysis and interpretation.
- **Month 6:** Report writing and final presentation.

13. Budget : Rs. 1 Lakh

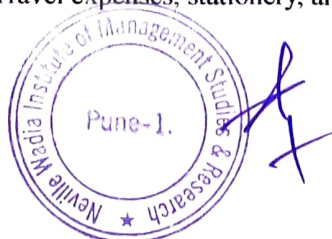
Data Collection: 45 thousand

Travelling: 30 thousand

Contingencies: 15 thousand

Miscellaneous: 10 thousand

- **Data Collection:** Costs associated with survey tools, participant incentives, and focus group logistics -
- **Software:** SPSS license and other data analysis tools.
- **Miscellaneous:** Travel expenses, stationery, and printing for final reports.



14. References

- Ajzen, I. (1991). *The Theory of Planned Behavior*. *Organizational Behavior and Human Decision Processes*, 50(2), 179–211.
- De Vries, L., Gensler, S., & LeeFlang, P. S. H. (2012). *Popularity of Brand Posts on Brand Fan Pages: An Investigation of the Effects of Social Media Marketing*. *Journal of Interactive Marketing*, 26(2), 83–91.
- Godey, B., Manthiou, A., Pederzoli, D., Rokka, J., Aiello, G., Donvito, R., & Singh, R. (2016). *Social Media Marketing Efforts of Luxury Brands: Influence on Brand Equity and Consumer Behavior*. *Journal of Business Research*, 69(12), 5833–5841.
- Kaplan, A. M., & Haenlein, M. (2010). *Users of the World, Unite! The Challenges and Opportunities of Social Media*. *Business Horizons*, 53(1), 59–68.
- Petty, R. E., & Cacioppo, J. T. (1986). *The Elaboration Likelihood Model of Persuasion*. *Advances in Experimental Social Psychology*, 19, 123–205.

Name of Principal Investigator

Dr. Vikas Suresh Dole

Signature of Principal Investigator



12

PROPOSAL ON
ANALYZING AND EXAMINING THE CAPACITY OF HUMAN RESOURCES DEPARTMENTS TO
DRIVE ORGANIZATIONAL CHANGE

Dr. Anandrao Bhanudas Dadas, Dr. Manohar Karade, Mr. Kiran Dadas

1. Title of the Proposal

- **Analyzing and Examining the Capacity of Human Resources Departments to Drive Organizational Change**

2. Introduction

- **Background:** In an era characterized by rapid technological, social, and economic changes, organizations are constantly required to adapt to remain competitive. Human Resources (HR) departments are increasingly recognized as crucial in driving these transformations, guiding organizations through change processes that involve restructuring, culture shifts, and workforce development.
- **Problem Statement:** Despite their potential, HR departments often face challenges in effectively managing and leading change initiatives. This proposal aims to investigate the capacities and strategies within HR departments that support or hinder their ability to drive and sustain organizational change.
- **Relevance and Importance:** Understanding the factors that enhance HR's role in organizational change can provide actionable insights for HR professionals and organizational leaders, helping them to navigate complex transitions successfully and improve long-term organizational outcomes.

3. Objectives of the Study

- **Primary Objective:** To analyze the capacity of HR departments to influence and manage organizational change.
- **Secondary Objectives:**
 - Identify the skills, resources, and competencies required within HR departments to drive effective change.
 - Examine the role of HR in promoting a change-ready organizational culture.
 - Evaluate the impact of HR-led change initiatives on overall organizational performance and employee engagement.

4. Research Questions

- What competencies and resources are essential for HR departments to effectively manage organizational change?
- How do HR departments promote a culture that is receptive to change?
- What are the measurable impacts of HR-led change initiatives on organizational outcomes and employee morale?

5. Hypotheses

- **H1:** HR departments with higher resource allocation are more successful in driving organizational change.
- **H2:** HR's involvement in fostering a change-positive culture positively influences organizational adaptability.
- **H3:** Effective HR-led change initiatives correlate with improved employee engagement and organizational performance.



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6. Literature Review

- **Role of HR in Organizational Change:** HR departments have evolved beyond administrative functions to include strategic roles in fostering change. Studies suggest that HR's role in change includes setting strategic directions, promoting employee engagement, and ensuring alignment with organizational goals (Ulrich, 1997).
- **Competencies Required for Change Management:** Change management frameworks highlight the importance of communication, leadership, and cultural adaptation skills within HR (Kotter, 1996). HR's capacity to influence change is dependent on its ability to facilitate transparent communication, manage resistance, and promote a shared vision.
- **Challenges and Opportunities:** HR departments often face resistance to change initiatives due to perceived threats to established practices. However, HR has a unique opportunity to mitigate resistance by fostering a supportive work environment that emphasizes adaptability (Caldwell et al., 2004).

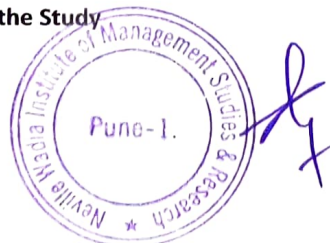
7. Methodology

- **Research Design:** This study will use a mixed-methods approach, combining quantitative surveys with qualitative case studies to obtain a holistic view of HR's capacity to manage change.
- **Sampling:**
 - **Quantitative Survey:** A sample of 200 HR professionals from various industries will be surveyed to gather data on their departments' capabilities, resources, and challenges in managing change.
 - **Qualitative Case Studies:** Case studies from 3-5 organizations that have undergone significant change in the past five years will be conducted. Interviews with HR heads and managers will provide in-depth insights into specific change management practices and outcomes.
- **Data Collection:**
 - **Survey:** A structured online questionnaire will be distributed to HR professionals, focusing on topics such as change management skills, resources, and challenges.
 - **Interviews:** In-depth interviews with HR leaders from selected organizations will be conducted to explore their strategies and experiences with change.
- **Data Analysis:**
 - **Quantitative:** Data collected from the survey will be analyzed using descriptive statistics and regression analysis to examine correlations between HR capabilities and change management success.
 - **Qualitative:** Thematic analysis will be applied to interview data to identify patterns in HR strategies and approaches to managing change.

8. Expected Outcomes

- **Insights into Effective Practices:** The study is expected to identify the key competencies, strategies, and resources that enable HR departments to drive successful organizational change.
- **Recommendations:** Practical guidelines for HR departments on fostering change-friendly cultures, managing resistance, and aligning HR objectives with broader organizational change goals.
- **Impact on Policy and Practice:** Findings will inform HR policies and training programs, encouraging the development of skills critical to effective change management.

9. Significance of the Study



- This research is significant for HR practitioners, organizational leaders, and policymakers as it addresses the growing need for HR departments to actively participate in change management. By identifying effective strategies and competencies, this study will contribute to a more agile, adaptable HR function capable of meeting the demands of a rapidly changing business landscape.

10. Limitations

- **Scope Limitation:** The study will focus on HR departments within large and medium-sized organizations, potentially limiting the applicability of findings to small businesses or startups.
- **Sample Size Limitation:** Due to resource constraints, the number of qualitative case studies will be limited to 3-5 organizations, which may restrict the generalizability of the findings.

11. Timeline

- **Months 1–2:** Literature review and design of research instruments (survey and interview protocols).
- **Months 3–4:** Data collection (surveys and interviews).
- **Month 5:** Data analysis (quantitative and qualitative).
- **Month 6:** Report writing, conclusion, and presentation of findings.

12. Budget: Rs. 50 thousand

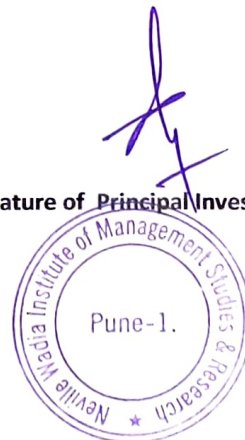
- **Data Collection:** 20 thousand for Expenses for online survey distribution, incentives for interview participants, and recording equipment for interviews.
- **Software:** 10 thousand for Statistical analysis software (e.g., SPSS) and transcription software for qualitative analysis.
- **Miscellaneous:** 20 thousand- Travel for interviews (if in-person), printing, and final report preparation.

13. References

- Caldwell, R., Storey, J., & Ford, J. (2004). Leading Organizational Change: Management, Leadership, and Organizational Development. *Journal of Change Management*, 4(2), 159–178.
- Kotter, J. P. (1996). *Leading Change*. Harvard Business Review Press.
- Ulrich, D. (1997). *Human Resource Champions: The Next Agenda for Adding Value and Delivering Results*. Harvard Business School Press.
- Armenakis, A. A., & Bedeian, A. G. (1999). Organizational Change: A Review of Theory and Research in the 1990s. *Journal of Management*, 25(3), 293–315.
- Burke, W. W. (2010). *Organization Change: Theory and Practice*. Sage Publications.

Name of Principal Investigator:
Dr. Anandrao Bhanudas Dadas

Signature of Principal Investigator



PROPOSAL ON

FINANCIAL PERFORMANCE ANALYSIS OF INDIAN PRIVATE BANKS

Dr. Anuradha Arun Dandnaik, Dr. Anand Dadas, Dr. Rupendra Gaikwad

1. Title of the Proposal

- **Financial Performance Analysis of Indian Private Banks**

2. Introduction

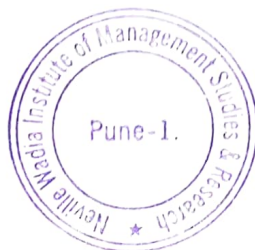
- **Background:** The Indian banking sector plays a crucial role in the country's financial stability, and private banks, in particular, have gained prominence for their performance and efficiency in financial services. Over recent years, these banks have contributed significantly to economic development, showcasing growth in profitability, asset quality, and operational efficiency. Private banks are often regarded as resilient institutions, adapting to regulatory shifts, digital innovations, and changing consumer expectations.
- **Relevance of the Study:** Analyzing the financial performance of Indian private banks is essential for investors, policymakers, and regulatory bodies to assess the sector's stability and its role in economic progress. Understanding the financial health of private banks will also inform competitive strategies, identify areas of risk, and support the sustainable growth of India's financial infrastructure.

3. Objectives of the Study

- **Primary Objective:** To conduct an in-depth analysis of the financial performance of Indian private banks and identify the key factors influencing their performance.
- **Secondary Objectives:**
 - Compare the financial performance of selected private banks in India based on profitability, asset quality, capital adequacy, and efficiency ratios.
 - Identify trends and challenges in the performance of private banks.
 - Evaluate the impact of regulatory changes and economic conditions on private banks' financial performance.

4. Research Questions

- What are the key indicators of financial performance in Indian private banks, and how do they vary across institutions?
- How do Indian private banks compare in terms of profitability, asset quality, capital adequacy, and operational efficiency?



- What external factors, including regulatory policies and macroeconomic conditions, influence the financial performance of private banks?

5. Hypotheses

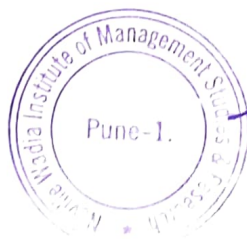
- **H1:** Indian private banks with higher capital adequacy ratios exhibit stronger financial stability.
- **H2:** Private banks with lower non-performing assets (NPAs) have better profitability and efficiency ratios.
- **H3:** Regulatory changes significantly impact the financial performance metrics of Indian private banks.

6. Literature Review

- **Performance Metrics of Private Banks:** Financial performance indicators such as Return on Assets (ROA), Return on Equity (ROE), and Net Interest Margin (NIM) are commonly used to assess bank profitability (Gupta & Kaur, 2008). Studies indicate that asset quality and capital adequacy are critical determinants of a bank's financial health.
- **Regulatory Impact:** The Reserve Bank of India (RBI) plays an essential role in shaping the private banking sector through regulations and monetary policies. Research has demonstrated that regulatory measures, such as capital requirements and asset classification norms, significantly influence bank performance (Kashyap et al., 2018).
- **Macroeconomic and Market Challenges:** Fluctuations in economic growth, interest rates, and market competition impact private banks' financial performance. According to recent studies, a conducive economic environment fosters bank growth, while high-interest rates or economic slowdown challenge bank profitability (Das & Ghosh, 2006).

7. Methodology

- **Research Design:** This study will employ a quantitative research design to analyze financial data from selected private banks in India. Secondary data analysis will be conducted using financial statements, RBI reports, and industry publications.
- **Sample Selection:**
 - A sample of leading private banks in India (e.g., HDFC Bank, ICICI Bank, Axis Bank, Kotak Mahindra Bank) will be analyzed. Banks will be selected based on their market share, asset base, and prominence in the private banking sector.
- **Data Collection:**
 - **Secondary Data:** Financial performance metrics (ROA, ROE, NIM, NPA ratio, Capital Adequacy Ratio, Cost-to-Income Ratio) will be collected from publicly



available annual reports, RBI publications, and financial databases (e.g., CMIE Prowess, Capitaline).

- **Data Analysis:**

- **Ratio Analysis:** Key financial ratios will be computed for each bank to analyze profitability, efficiency, and stability.
- **Comparative Analysis:** A comparative approach will be applied to identify performance patterns among selected private banks.
- **Trend Analysis:** Trend analysis of financial ratios over a five-year period (2018–2023) will highlight growth patterns, challenges, and changes in performance metrics.
- **Statistical Analysis:** Regression and correlation analysis will assess the relationships between performance metrics and external factors such as regulatory changes and macroeconomic indicators.

8. Expected Outcomes

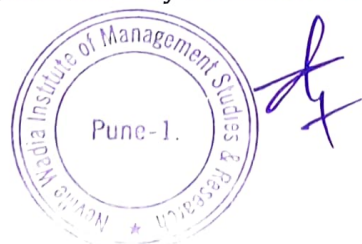
- **Insights on Financial Health:** The study will reveal significant insights into the financial stability and operational efficiency of Indian private banks.
- **Trends in Financial Performance:** Expected results include identifying trends in profitability, capital adequacy, and asset quality, indicating the sector's adaptability to economic and regulatory shifts.
- **Recommendations for Policy and Practice:** Based on findings, practical recommendations will be made for private banks to enhance their financial performance and resilience, along with suggestions for policymakers on supporting sustainable growth in the banking sector.

9. Significance of the Study

- This research will contribute to academic literature on bank performance and provide valuable insights for investors, regulators, and banking professionals. Policymakers can use the study's findings to shape regulatory frameworks that foster financial stability in the private banking sector. Furthermore, the insights generated will be beneficial for private banks looking to optimize performance and adapt to changing market conditions.

10. Limitations

- **Data Limitations:** The study will rely on publicly available data, which may limit the depth of analysis, especially regarding internal factors influencing performance.
- **Scope Limitation:** Only a selection of leading private banks will be analyzed, potentially



limiting the generalizability of findings across all private banks.

- **Time Frame:** The analysis will cover the 2018–2023 period, which may not capture long-term trends or changes.

11. Timeline

- **Months 1–2:** Literature review and data collection.
- **Months 3–4:** Data analysis (ratio analysis, trend analysis, and regression analysis).
- **Month 5:** Interpretation of results and report writing.
- **Month 6:** Final review, revisions, and submission of the research report.

12. Budget: Rs. 50000/- will be utilised for data collection, software, Travelling and Miscellaneous

- **Data Collection:** Subscription to financial databases, access to RBI reports, and purchase of industry analysis reports.
- **Software:** Cost of data analysis software (e.g., SPSS or STATA).
- **Miscellaneous:** Printing and final report preparation.

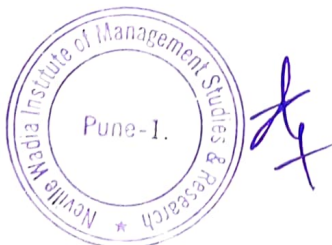
13. References

- Das, A., & Ghosh, S. (2006). Financial Deregulation and Efficiency: An Empirical Analysis of Indian Banks During the Post Reform Period. *Review of Financial Economics*, 15(3), 193–221.
- Gupta, R., & Kaur, R. (2008). A Comparative Study of Indian Private and Public Sector Banks' Financial Performance: An Analysis of Bank-Specific and Macro-Economic Determinants. *Journal of Finance and Bank Management*, 34(2), 85–98.
- Kashyap, R., Goyal, A., & Sengupta, P. (2018). The Impact of RBI Regulations on the Indian Banking Sector: A Comparative Study. *Economic and Political Weekly*, 53(12), 44–52.
- Reserve Bank of India. (2022). *Annual Report 2022–23*. Reserve Bank of India.
- Wadhwa, R., & Verma, N. (2020). Capital Adequacy and Risk Management in Indian Private Sector Banks. *Journal of Banking and Finance Research*, 12(1), 36–49.

Name of Principal Investigator:

Dr. Anuradha Arun Dandnaik

Signature of Principal Investigator



Research Project Proposal on An Analytical Study of Workers' Effectiveness at the Workplace

Dr. Radha Dogra, Dr. Anand Dadas, Dr. Manohar Karade

1. Title of the Proposal

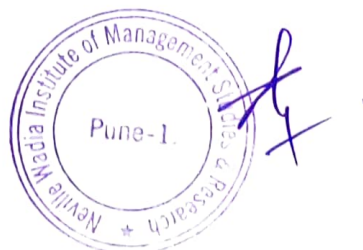
- **An Analytical Study of Workers' Effectiveness at the Workplace**

2. Introduction

- **Background:** Employee effectiveness is a critical determinant of organizational success, influencing productivity, workplace morale, and the ability to achieve business goals. In recent years, the dynamics of the workplace have shifted due to globalization, technological advancements, and evolving workforce expectations. These changes necessitate an in-depth examination of the factors that impact workers' effectiveness at the workplace.
- **Problem Statement:** Despite substantial research on productivity, there is limited empirical evidence on the specific factors that influence workers' effectiveness in various sectors. This study seeks to explore these factors to provide actionable insights that can help organizations optimize their work environments for enhanced employee effectiveness.
- **Relevance and Importance:** Understanding and improving workers' effectiveness is crucial for maintaining a competitive edge. This research will benefit policymakers, HR professionals, and organizational leaders by identifying key determinants of effectiveness and strategies to enhance performance.

3. Objectives of the Study

- **Primary Objective:** To analyze the determinants of workers' effectiveness at the workplace across different industries.
- **Secondary Objectives:**



- Investigate the relationship between workplace environment, managerial support, and workers' effectiveness.
- Examine the influence of training, job satisfaction, and motivation on workers' performance.
- Assess the impact of digital tools and remote work on workers' effectiveness.

4. Research Questions

- What are the primary factors that influence workers' effectiveness at the workplace?
- How do workplace environment and managerial support correlate with worker productivity?
- What is the impact of remote work and digital tools on workers' effectiveness in different sectors?

5. Hypotheses

- **H1:** A supportive work environment positively impacts workers' effectiveness.
- **H2:** Job satisfaction and motivation are significant predictors of employee performance.
- **H3:** Effective use of digital tools enhances productivity among remote workers.

6. Literature Review

- **Work Environment and Employee Productivity:** Numerous studies indicate that a positive work environment, characterized by good communication, support, and flexibility, plays a significant role in enhancing employee productivity and satisfaction (Herzberg, 1966). Effective communication, clear role expectations, and emotional support from supervisors lead to greater job satisfaction and performance.



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- **Training, Job Satisfaction, and Motivation:** Training and skill development are critical in improving job performance. Research shows that motivated employees who are satisfied with their jobs are more likely to excel in their roles (Maslow, 1954; McClelland, 1961).
- **Technology and Remote Work:** With the rise of digital transformation, effective use of technology is increasingly important in modern workplaces. Studies suggest that appropriate use of digital tools and resources improves productivity, especially in remote work settings (Allen et al., 2015).

7. Methodology

- **Research Design:** The study will use a mixed-methods approach to gather quantitative and qualitative data, combining surveys with in-depth interviews to analyze factors influencing workers' effectiveness.
- **Sample Selection:**
 - **Quantitative Sample:** A sample of 300 employees from different sectors, including manufacturing, IT, healthcare, and education, will be selected. The sample will include both in-office and remote workers to compare the factors impacting effectiveness in varied work settings.
 - **Qualitative Sample:** A subset of 20 participants from each sector will be selected for in-depth interviews, providing insights into personal experiences and specific workplace practices.
- **Data Collection:**
 - **Surveys:** Structured surveys will be distributed to employees to gather data on factors affecting their effectiveness, including work environment, job satisfaction, motivation, and digital tool usage.
 - **Interviews:** Semi-structured interviews with employees will explore



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qualitative aspects of effectiveness, particularly experiences with management support, flexibility, and technology.

- **Data Analysis:**

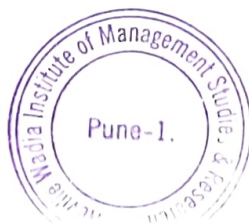
- **Quantitative:** Data collected from surveys will be analyzed using descriptive statistics and multiple regression analysis to examine relationships between variables and determine significant predictors of workers' effectiveness.
- **Qualitative:** Thematic analysis will be applied to interview transcripts to identify recurring themes and patterns regarding worker experiences and perceptions of effectiveness.

8. Expected Outcomes

- **Insights into Workplace Factors:** The study is expected to identify critical factors such as work environment, managerial support, and motivation that influence workers' effectiveness.
- **Guidelines for Enhancing Effectiveness:** Practical recommendations for organizations, including strategies to improve job satisfaction, provide support, and integrate technology effectively.
- **Policy Implications:** The findings can inform policymakers and HR departments on best practices for creating supportive, effective workplaces across various industries.

9. Significance of the Study

- This research is highly relevant for organizational leaders, HR professionals, and policymakers interested in maximizing employee productivity and workplace efficiency. By identifying the factors that contribute to worker effectiveness, this study will provide actionable recommendations for enhancing performance and fostering a positive work environment, contributing to economic and social development.



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10. Limitations

- **Data Limitations:** Since the study will rely on self-reported data, there is a potential for response bias. Efforts will be made to ensure accuracy by cross-referencing survey and interview responses.
- **Scope Limitation:** The study will focus on a limited number of sectors, which may restrict the generalizability of findings to other industries or geographical locations.

11. Timeline

- **Months 1–2:** Literature review and development of research instruments.
- **Months 3–4:** Data collection (surveys and interviews).
- **Month 5:** Data analysis and interpretation.
- **Month 6:** Preparation of research report and dissemination of findings.

12. Budget: Rs. 50000/- Only . The amount will be used for Data Collection, Travel and software and Miscellaneous.

- **Data Collection:** Costs associated with survey software, incentives for participants, and interview transcription services.
- **Software:** Cost of data analysis software (e.g., SPSS for quantitative data analysis and NVivo for qualitative analysis).
- **Miscellaneous:** Printing, report preparation, and other administrative expenses.

13. References

- Allen, T. D., Golden, T. D., & Shockley, K. M. (2015). How Effective is Telecommuting? Assessing the Status of Our Scientific Findings. *Psychological Science in the Public Interest*, 16(2), 40-68.
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- Ryan, R. M., & Deci, E. L. (2000). Intrinsic and Extrinsic Motivations: Classic Definitions and New Directions. *Contemporary Educational Psychology*, 25(1), 54-67.
- Saks, A. M., & Gruman, J. A. (2011). Manage Employee Engagement to Manage Performance. *Industrial and Organizational Psychology*, 4(2), 204–207.



Dr. Radha Dogra

Principal Investigator



RESEARCH PROPOSAL ON A STUDY OF PAYROLL SOFTWARE IN BUSINESS MANAGEMENT

Dr. Karuna Nishanrao, Dr. Manohar Karade, Dr. Anandrao Dadas

1. Title of the Proposal

- **A Study of Payroll Software in Business Management**

2. Introduction

- **Background:** Payroll software has become an essential tool for businesses of all sizes, streamlining the payroll process and enhancing the accuracy of employee compensation management. As organizations face increasing complexities in managing human resources and compliance with labour laws, the role of payroll software has evolved to become a critical component of effective business management.
- **Problem Statement:** Despite the widespread adoption of payroll software, many businesses struggle with implementation challenges, integration with existing systems, and ensuring compliance with evolving regulations. This research aims to investigate the impact of payroll software on business management practices and employee satisfaction.
- **Relevance and Importance:** Understanding the effectiveness of payroll software in business management can provide organizations with insights into improving efficiency, reducing errors, and enhancing employee satisfaction, ultimately contributing to better overall performance.

3. Objectives of the Study

- **Primary Objective:** To analyze the effectiveness of payroll software in improving business management processes and employee satisfaction.
- **Secondary Objectives:**
 - To evaluate the key features and functionalities of payroll software that contribute to organizational efficiency.
 - To investigate the challenges faced by organizations during the implementation of payroll software.
 - To assess the impact of payroll software on compliance with labor laws and regulations.



4. Research Questions

- What are the key features of payroll software that enhance business management?
- How does payroll software influence employee satisfaction and engagement?
- What challenges do organizations face in the implementation and integration of payroll software?

5. Hypotheses

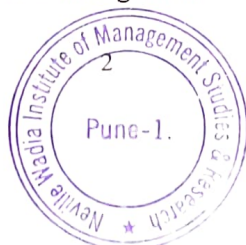
- **H1:** Payroll software significantly improves the efficiency of payroll processing and reduces errors in employee compensation.
- **H2:** Organizations using payroll software experience higher levels of employee satisfaction compared to those using manual payroll systems.
- **H3:** The successful implementation of payroll software leads to better compliance with labor laws and regulations.

6. Literature Review

- **Importance of Payroll Software:** Payroll software facilitates timely and accurate payment of wages, tax deductions, and benefits administration, which are critical for employee satisfaction and organizational compliance (Meyer & Allen, 1991). Studies indicate that effective payroll management systems lead to improved financial performance and reduced administrative costs (Kumar & Singh, 2017).
- **Impact on Employee Satisfaction:** Research has shown that employees value timely and accurate compensation, which contributes to their overall job satisfaction and engagement (Herzberg, 1966). The adoption of payroll software can improve transparency and trust in compensation processes.
- **Challenges in Implementation:** Organizations often face challenges during the transition to payroll software, including resistance to change, integration with existing systems, and training employees on new technologies (Henderson & Kuo, 2011). Understanding these challenges is crucial for successful implementation.

7. Methodology

- **Research Design:** This study will employ a mixed-methods approach, combining quantitative surveys with qualitative interviews to gather comprehensive data on payroll software usage in business management.



- **Sample Selection:**
 - **Quantitative Sample:** A sample of 200 HR professionals and payroll managers from various industries will be surveyed to assess their experiences with payroll software.
 - **Qualitative Sample:** In-depth interviews with 20 payroll managers will be conducted to explore challenges and best practices related to payroll software implementation.
- **Data Collection:**
 - **Surveys:** A structured questionnaire will be developed to gather quantitative data on the features, effectiveness, and challenges of payroll software.
 - **Interviews:** Semi-structured interviews will provide qualitative insights into personal experiences and perceptions regarding payroll software.
- **Data Analysis:**
 - **Quantitative:** Statistical analysis will be performed using descriptive statistics and inferential tests to examine relationships between variables and evaluate hypotheses.
 - **Qualitative:** Thematic analysis will be employed to analyze interview transcripts, identifying key themes related to challenges and successes in payroll software implementation.

8. Expected Outcomes

- **Insights into Payroll Software Effectiveness:** The study aims to provide a comprehensive understanding of how payroll software enhances business management and employee satisfaction.
- **Identification of Best Practices:** Practical recommendations for organizations to maximize the benefits of payroll software and overcome implementation challenges.
- **Policy Implications:** Findings may inform policymakers about the importance of supporting businesses in adopting effective payroll management systems.

9. Significance of the Study

- This research will be valuable for HR professionals, business leaders, and policymakers seeking to optimize payroll management practices. By identifying the key features and



benefits of payroll software, the study will contribute to improved organizational efficiency, employee satisfaction, and compliance with labor regulations.

10. Limitations

- **Data Limitations:** The study will rely on self-reported data, which may introduce bias. Efforts will be made to ensure accuracy by cross-referencing survey and interview responses.
- **Scope Limitation:** The research will focus on a specific geographic region, which may limit the generalizability of findings to other contexts.

11. Timeline

- **Months 1:** Literature review and development of research instruments.
- **Months 2 :** Data collection (surveys and interviews).
- **Month 2.5 :** Data analysis and interpretation.
- **Month 3:** Preparation of research report and dissemination of findings.

12. Budget: Rs. 20000/-. The amount will be used for Data collection and Miscellaneous.

- **Data Collection:** Costs associated with survey distribution, incentives for participants, and interview transcription services.
- **Software:** Purchase of data analysis software (e.g., SPSS) for quantitative analysis and transcription software for qualitative data analysis.
- **Miscellaneous:** Printing, report preparation, and other administrative expenses.

13. References

- Henderson, R. I., & Kuo, M. (2011). *Managing the Change to Payroll Software: Lessons from the Field*. *Journal of Organizational Behavior*, 32(1), 55-67.
- Herzberg, F. (1966). *Work and the Nature of Man*. Cleveland: World Publishing Company.
- Kumar, S., & Singh, R. (2017). Impact of Payroll Systems on Employee Satisfaction and Organizational Effectiveness: A Study of Selected Industries. *International Journal of Business Management and Research*, 7(3), 101-110.
- Meyer, J. P., & Allen, N. J. (1991). A Three-Component Conceptualization of Organizational Commitment. *Human Resource Management Review*, 1(1), 61-89.

Dr. Karuna Nishanrao
Principal Investigator



RESEARCH PROPOSAL ON
A STUDY OF MARKETING RESEARCH FOR COMPUTER EQUIPMENT &
PERIPHERALS

Dr. Radha Dogra, Dr. Rupendra Gaikwad, Mr. Omprakash Shivpuje

1. Title of the Proposal

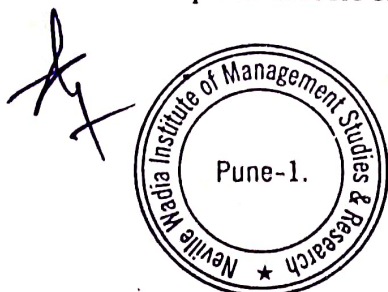
- **A Study of Marketing Research for Computer Equipment & Peripherals**

2. Introduction

- **Background:** The global computer equipment and peripherals market has experienced rapid growth due to advancements in technology, increased demand for high-performance devices, and the rise of remote work. Understanding consumer behavior, preferences, and market trends is critical for companies aiming to enhance their competitive edge in this dynamic environment.
- **Problem Statement:** Despite the growth potential, many organizations struggle to identify effective marketing strategies and understand customer needs within the computer equipment and peripherals sector. This study aims to investigate current marketing research practices and their effectiveness in addressing the challenges faced by companies in this industry.
- **Relevance and Importance:** Effective marketing research provides valuable insights that can inform product development, pricing strategies, and promotional activities. By analyzing the current landscape, this research will help businesses optimize their marketing efforts and improve customer satisfaction.

3. Objectives of the Study

- **Primary Objective:** To evaluate the effectiveness of marketing research methods in understanding consumer preferences for computer equipment and peripherals.
- **Secondary Objectives:**
 - To identify key trends in consumer behavior regarding computer equipment and peripherals.
 - To assess the impact of digital marketing strategies on consumer purchasing decisions.
 - To explore the role of competitive analysis in shaping marketing strategies



for computer equipment manufacturers.

4. Research Questions

- What marketing research methods are most effective in understanding consumer preferences in the computer equipment market?
- How do digital marketing strategies influence consumer purchasing decisions for computer peripherals?
- What are the emerging trends in consumer behavior regarding computer equipment?

5. Hypotheses

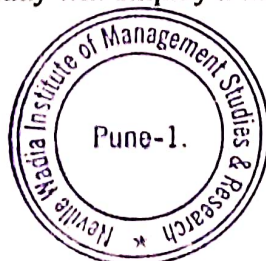
- **H1:** Comprehensive marketing research significantly enhances understanding of consumer preferences in the computer equipment market.
- **H2:** Digital marketing strategies positively influence consumer purchasing decisions for computer peripherals.
- **H3:** Competitive analysis is a critical factor in developing effective marketing strategies for computer equipment manufacturers.

6. Literature Review

- **Marketing Research in Technology:** Marketing research plays a crucial role in understanding market dynamics and consumer behavior in technology sectors (Kumar & Reinartz, 2016). Effective research methods can identify trends, inform product development, and shape marketing strategies.
- **Consumer Behavior:** Research indicates that consumers are increasingly influenced by digital marketing efforts, including social media, online reviews, and influencer marketing (Chaffey, 2021). Understanding these influences is essential for developing effective marketing strategies.
- **Competitive Analysis:** Competitive analysis is fundamental for businesses to identify market opportunities and threats, enabling them to position their products effectively (Porter, 1980). Understanding competitors' strengths and weaknesses can guide marketing decisions.

7. Methodology

- **Research Design:** This study will employ a mixed-methods approach, combining



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quantitative surveys with qualitative interviews to gather comprehensive data on marketing research practices in the computer equipment sector.

- **Sample Selection:**

- **Quantitative Sample:** A sample of 300 consumers who have purchased computer equipment and peripherals in the last 12 months will be surveyed to assess their preferences and purchasing behavior.
- **Qualitative Sample:** In-depth interviews with 15 marketing professionals from computer equipment companies will be conducted to explore their perspectives on marketing research practices.

- **Data Collection:**

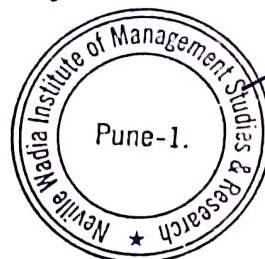
- **Surveys:** A structured online questionnaire will be developed to collect quantitative data on consumer preferences and the effectiveness of marketing strategies.
- **Interviews:** Semi-structured interviews will be used to gather qualitative insights from marketing professionals regarding their research practices and challenges.

- **Data Analysis:**

- **Quantitative:** Statistical analysis will be performed using software such as SPSS to examine relationships between variables and test the hypotheses.
- **Qualitative:** Thematic analysis will be applied to interview transcripts to identify recurring themes and insights related to marketing research practices.

8. Expected Outcomes

- **Insights into Consumer Preferences:** The study aims to provide a comprehensive understanding of consumer preferences and purchasing behavior in the computer equipment and peripherals market.
- **Best Practices for Marketing Research:** Recommendations for effective marketing research practices that can enhance decision-making and strategy development in the sector.
- **Policy Implications:** Findings may inform marketing strategies for companies in



the technology sector, helping them better meet consumer needs.

9. Significance of the Study

- This research will be valuable for marketing professionals, business leaders, and academics interested in the dynamics of the computer equipment and peripherals market. By identifying effective marketing research practices, the study will contribute to improved customer engagement and satisfaction.

10. Limitations

- **Data Limitations:** The study will rely on self-reported data, which may introduce bias. Efforts will be made to ensure accuracy by cross-referencing survey and interview responses.
- **Scope Limitation:** The research will focus on a specific geographic region, which may limit the generalizability of findings to other markets.

11. Timeline

- **Months 1–2:** Literature review and development of research instruments.
- **Months 3–4:** Data collection (surveys and interviews).
- **Month 5:** Data analysis and interpretation.
- **Month 6:** Preparation of research report and dissemination of findings.

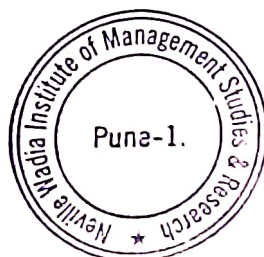
12. Budget:

Rs. 50000/- The amount will be utilised for the collection of data, travelling, Software and Miscellaneous

- **Data Collection:** Costs associated with survey software, incentives for participants, and interview transcription services.
- **Software:** Purchase of data analysis software (e.g., SPSS) for quantitative analysis and transcription software for qualitative data analysis.
- **Miscellaneous:** Printing, report preparation, and other administrative expenses.

13. References

- Chaffey, D. (2021). *Digital Marketing: Strategy, Implementation, and Practice*. Pearson Education.
- Kumar, V., & Reinartz, W. (2016). *Creating Enduring Customer Value*. *Journal of Marketing*, 80(6), 36-68.
- Porter, M. E. (1980). *Competitive Strategy: Techniques for Analyzing Industries and*



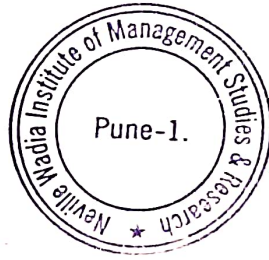
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Principal Investigator

Dr. Radha Dogra



Research Proposal

A Study of the Impact of Covid-19 on an Organization's Workforce in the Manufacturing Sector

Prof. Vinod Lalbeg, Dr. Rupendra Gaikwad, Dr. Rizwan Shaikh

1. Title of the Proposal

- A Study of the Impact of Covid-19 on an Organization's Workforce in the Manufacturing Sector

2. Introduction

- **Background:** The Covid-19 pandemic has had a profound impact on organizations worldwide, particularly in the manufacturing sector. With disruptions in supply chains, changes in workforce dynamics, and new health and safety regulations, the pandemic has forced manufacturers to adapt rapidly. Understanding these changes is crucial for developing strategies that enhance workforce resilience and organizational performance.
- **Problem Statement:** Despite extensive discussions about the pandemic's effects, there remains a gap in understanding the specific implications for workforce dynamics in the manufacturing sector. This study aims to analyze the various impacts of Covid-19 on employee productivity, mental health, and overall organizational structure.
- **Relevance and Importance:** This research is essential for manufacturing organizations as they navigate the challenges posed by the pandemic. By understanding the effects on the workforce, organizations can implement effective strategies to support their employees and improve operational efficiency.

3. Objectives of the Study

- **Primary Objective:** To assess the impact of Covid-19 on the workforce in the manufacturing sector.
- **Secondary Objectives:**
 - To evaluate changes in employee productivity and performance during the pandemic.
 - To analyze the mental health implications for workers in manufacturing.



- To explore how organizations have adapted their workforce management strategies in response to the pandemic.

4. Research Questions

- What are the key impacts of Covid-19 on employee productivity in the manufacturing sector?
- How has the mental health of manufacturing workers been affected during the pandemic?
- What workforce management strategies have organizations implemented in response to the challenges posed by Covid-19?

5. Hypotheses

- **H1:** Covid-19 has significantly reduced employee productivity in the manufacturing sector.
- **H2:** The mental health of manufacturing workers has deteriorated due to the pandemic.
- **H3:** Organizations that have implemented flexible workforce management strategies have experienced better workforce outcomes during Covid-19.

6. Literature Review

- **Impact on Productivity:** Studies have shown that the pandemic has led to significant disruptions in production processes and employee productivity (Chowdhury et al., 2021). Factors such as remote work, supply chain interruptions, and health-related absenteeism have contributed to decreased productivity.
- **Mental Health Concerns:** The pandemic has exacerbated mental health issues among employees, with increased anxiety and stress reported across various sectors (Liu et al., 2020). The manufacturing sector, often characterized by physical presence and strict protocols, poses unique challenges to worker mental health during the pandemic.
- **Adaptation Strategies:** Research indicates that organizations have implemented various strategies, such as flexible working arrangements, enhanced health protocols, and mental health support initiatives, to adapt to the challenges posed by Covid-19 (Bae & D'Amato, 2020).

7. Methodology

- **Research Design:** A mixed-methods approach will be used to gather both quantitative and qualitative data on the impact of Covid-19 on the workforce in the manufacturing



sector.

- **Sample Selection:**

- **Quantitative Sample:** A sample of 300 employees from various manufacturing organizations will be surveyed to assess their experiences related to productivity and mental health during the pandemic.
- **Qualitative Sample:** In-depth interviews with 15 HR managers or organizational leaders in manufacturing firms will provide insights into management strategies and employee experiences.

- **Data Collection:**

- **Surveys:** A structured questionnaire will be developed to collect quantitative data on productivity changes, mental health status, and organizational responses.
- **Interviews:** Semi-structured interviews will be conducted to explore the qualitative aspects of workforce experiences and management strategies during Covid-19.

- **Data Analysis:**

- **Quantitative:** Statistical analysis will be performed using software such as SPSS to examine relationships between variables and test the hypotheses.
- **Qualitative:** Thematic analysis will be applied to interview transcripts to identify key themes and insights related to workforce impacts and management strategies.

8. Expected Outcomes

- **Comprehensive Understanding:** The study aims to provide a detailed understanding of the impact of Covid-19 on workforce dynamics in the manufacturing sector.
- **Recommendations for Organizations:** Practical recommendations for organizations to enhance employee well-being, improve productivity, and adapt their workforce management strategies in the post-pandemic environment.
- **Policy Implications:** Findings may inform policymakers about the need for support measures for the manufacturing sector to bolster workforce resilience.

9. Significance of the Study

- This research will be valuable for manufacturing organizations, HR professionals, and



policymakers. By understanding the impacts of Covid-19 on the workforce, organizations can develop targeted strategies to support their employees and ensure operational continuity.

10. Limitations

- **Data Limitations:** The study will rely on self-reported data, which may introduce bias. Measures will be taken to ensure data accuracy through cross-referencing survey and interview responses.
- **Scope Limitation:** The research will focus on a specific geographic region, which may limit the generalizability of findings to other contexts.

11. Timeline

- **Month 1:** Conduct literature review and develop research instruments.
- **Month 1 :** Data collection (surveys and interviews).
- **Month 2:** Data analysis and interpretation.
- **Month 3:** Prepare the research report and disseminate findings.

12. Budget: Rs. 50000/- The budget will be utilised for the data collection, Software and Miscellaneous etc.

- **Data Collection:** Costs associated with survey distribution, incentives for participants, and interview transcription services.
- **Software:** Purchase of data analysis software (e.g., SPSS) for quantitative analysis and transcription software for qualitative data analysis.
- **Miscellaneous:** Printing, report preparation, and other administrative expenses.

13. References

- Bae, J., & D'Amato, A. (2020). The Effect of COVID-19 on the Workplace: A Study of Organizational Change and Employee Well-Being. *International Journal of Human Resource Management*, 31(16), 2021-2039.
- Chowdhury, M. M., et al. (2021). Impact of COVID-19 on Manufacturing Industry: A Study of Small and Medium Enterprises. *Journal of Industrial Engineering and Management*, 14(1), 1-15.
- Liu, S., et al. (2020). Mental Health Outcomes of Quarantine and Isolation for Infectious Diseases: A Systematic Review and Meta-Analysis. *Psychological Medicine*, 51(12), 2203-2215.


Prof. Vinod Lalbeg

Principal Investigator



**RESEARCH PROPOSAL ON
ANALYTICAL STUDY OF UPGRADATION OF THE NUTRITIVE VALUE OF
AGRO WASTE AND OTHER BY-PRODUCTS**

Dr. Vikas Suresh Dole, Dr. Rupendra Gaikwad, Dr. Anand Dadas

1. Title of the Proposal

- **Analytical Study of Upgradation of the Nutritive Value of Agro Waste and Other By-Products**

2. Abstract

- Agro waste and by-products represent a significant portion of the agricultural output, often leading to environmental issues when disposed of improperly. This study aims to explore methods for upgrading the nutritive value of these materials through various processing techniques. The expected outcomes include identifying effective methods for nutrient enhancement, assessing the potential of these upgraded products in animal feed and food applications, and contributing to sustainable agricultural practices.

3. Introduction

- **Background:** The agricultural sector generates a substantial amount of waste, including crop residues, fruit and vegetable peels, and other by-products. These materials often have limited uses and are underutilized, contributing to waste management challenges. However, many agro wastes are rich in nutrients and can be processed to enhance their value.
- **Problem Statement:** Despite the potential benefits, there is limited research on effective methods for upgrading the nutritive value of agro waste and by-products. This study aims to fill this gap by exploring innovative processing techniques to improve nutrient content and utilization.
- **Relevance:** Upgrading agro waste not only contributes to waste reduction but also supports sustainable agricultural practices by providing alternative sources of nutrients for livestock and humans.

4. Objectives of the Study

- **Primary Objective:** To analyze the effectiveness of various processing techniques in upgrading the nutritive value of agro waste and by-products.
- **Secondary Objectives:**
 - To assess the nutrient composition of selected agro wastes and by-products.
 - To evaluate the impact of different processing methods (fermentation, enzymatic treatment, etc.) on nutrient enhancement.
 - To explore the potential applications of upgraded products in animal feed and human food.

5. Research Questions

- What are the primary nutrients present in common agro wastes and by-products?
- How do various processing techniques affect the nutritive value of these materials?
- What are the potential applications of upgraded agro waste in the food and feed industry?

6. Hypotheses



- **H1:** Different processing techniques significantly improve the nutritive value of agro waste and by-products.
- **H2:** Upgraded agro waste can serve as a viable alternative source of nutrients for animal feed and human consumption.

7. Literature Review

- **Agro Waste Composition:** Studies have shown that agro wastes contain significant amounts of carbohydrates, proteins, and fibers, which can be enhanced through processing (Bhatnagar et al., 2018).
- **Processing Techniques:** Various techniques, such as fermentation, microbial treatment, and enzymatic hydrolysis, have been explored for their efficacy in enhancing the nutrient profile of agro by-products (Sarkar et al., 2020).
- **Applications in Feed and Food:** Research indicates the potential of using upgraded agro waste in animal nutrition and as functional food ingredients, contributing to food security and sustainability (Zhang et al., 2019).

8. Methodology

- **Research Design:** This study will adopt a systematic experimental approach to evaluate the impact of different processing methods on agro waste.
- **Sample Selection:** Common agro wastes such as rice straw, banana peels, and vegetable residues will be selected for analysis.
- **Data Collection:**
 - **Nutritional Analysis:** Initial nutrient composition will be assessed using standard laboratory techniques (AOAC, 2016).
 - **Processing Techniques:** Samples will undergo various treatments (e.g., fermentation, enzyme treatment) and then re-evaluated for nutrient enhancement.
- **Data Analysis:** Statistical analysis will be conducted using software like SPSS to determine the significance of the results and compare the efficacy of different processing methods.

9. Expected Outcomes

- **Enhanced Nutritional Profiles:** Identification of effective processing methods for upgrading the nutritive value of selected agro wastes.
- **Sustainable Applications:** Development of sustainable practices for utilizing agro waste in animal feed and food products, promoting waste reduction and resource optimization.
- **Guidelines for Future Research:** Recommendations for further studies on agro waste utilization and management.

10. Significance of the Study

- This research has significant implications for agricultural sustainability, waste management, and food security. By enhancing the nutritive value of agro waste, the study aims to contribute to the development of innovative solutions for resource utilization and environmental protection.

11. Limitations

- **Data Limitations:** The study will be confined to selected agro wastes, which may not represent the entire spectrum of agricultural by-products.



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- **Environmental Factors:** Variability in nutrient content due to environmental factors such as soil quality and climate conditions may affect results.

12. Timeline

- **Months 1:** Literature review and identification of suitable agro waste samples.
- **Months 2:** Nutritional analysis of selected samples.
- **Months 3–4:** Application of processing techniques and subsequent analysis.
- **Months 5–6:** Data analysis and report preparation.

13. Budget:

The Amount of Rs. 40000/- will be utilised for Personnel, Lab, Traveling and Miscellaneous.

- **Laboratory Supplies:** Costs for chemicals, reagents, and analytical equipment.
- **Personnel:** Compensation for researchers and laboratory technicians involved in the study.
- **Miscellaneous:** Administrative expenses, including report preparation and publication costs.

14. References

- AOAC. (2016). *Official Methods of Analysis of AOAC International*. AOAC International.
- Bhatnagar, S., et al. (2018). Nutritional Composition and Utilization of Agricultural By-Products in Livestock Feeding. *Journal of Animal Science and Technology*, 60(1), 34-45.
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- Zhang, J., et al. (2019). The Role of Agro-By-Products in Food and Feed Security: A Review. *Sustainability*, 11(12), 3483.

Dr. Vikas Suresh Dole
Name of Principal Investigator



RESEARCH PROPOSAL ON AN ANALYSIS OF AWARDING STRATEGIES AND THEIR IMPACT ON EMPLOYEE PERFORMANCE

Dr. Anuradha Arun Dandnaik, Dr. Rupendra Gaikwad, Dr. Manohar Karade

1. Title: An Analysis of Awarding Strategies and Their Impact on Employee Performance

2. Introduction

Employee performance is critical to the success of organizations, and various strategies are employed to enhance it. Awarding strategies, such as bonuses, recognition programs, and promotions, play a significant role in motivating employees and fostering a high-performance culture. This research aims to analyze the effectiveness of different awarding strategies on employee performance across various industries.

3. Background and Rationale

The relationship between reward systems and employee performance has been a subject of extensive research. According to Herzberg's Two-Factor Theory, intrinsic and extrinsic motivators significantly impact job satisfaction and performance (Herzberg, 1966). Understanding which awarding strategies are most effective can help organizations design better reward systems, ultimately leading to improved employee performance and organizational outcomes. This study will fill the gap in literature by examining how different awarding strategies impact employee performance in a diverse range of industries.

4. Research Objectives

The primary objectives of this research are:

1. To identify various awarding strategies used in organizations.
2. To evaluate the impact of these strategies on employee performance.
3. To analyze the moderating factors that influence the effectiveness of awarding strategies.
4. To provide recommendations for organizations to enhance their reward systems.

5. Research Questions

- What are the most common awarding strategies employed by organizations?
- How do these strategies affect employee performance?
- What factors moderate the relationship between awarding strategies and employee performance?



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- How can organizations optimize their awarding strategies to maximize employee performance?

6. Methodology

6.1 Research Design

This study will utilize a mixed-methods approach, combining quantitative and qualitative data collection techniques.

6.2 Sample

A sample of 300 employees from various sectors, including IT, healthcare, finance, and manufacturing, will be selected using stratified random sampling to ensure representation across industries.

6.3 Data Collection Methods

- **Quantitative Data:** A structured questionnaire will be developed to measure employee perceptions of awarding strategies and their performance levels. The questionnaire will include:
 - Demographic information
 - Perception of various awarding strategies (Likert scale)
 - Self-reported performance indicators
- **Qualitative Data:** Semi-structured interviews will be conducted with HR managers and team leaders to gain insights into the effectiveness of awarding strategies and their impact on employee performance.

6.4 Data Analysis

- **Quantitative Data:** Statistical analysis will be performed using SPSS to conduct descriptive statistics, correlation analysis, and regression analysis to determine the impact of awarding strategies on employee performance.
- **Qualitative Data:** Thematic analysis will be used to identify key themes and insights from the interviews, focusing on the effectiveness of different awarding strategies and their impact on employee motivation and performance.

7. Expected Outcomes

- A comprehensive understanding of the relationship between awarding strategies and employee performance.



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- Identification of best practices for implementing awarding strategies in organizations.
- Recommendations for organizations to enhance their employee performance through effective reward systems.

8. Limitations

- The study may be limited by the self-reported nature of performance measures, which can be subjective.
- The sample may not represent all industries, limiting the generalizability of findings.

9. Timeline

Activity	Timeline
Literature Review	Month 2
Questionnaire Development	Month 3
Data Collection	Months 4-5
Data Analysis	Month 6-7
Report Writing	Month 8-9
Submission	End of Month 9

10. Budget: Amount Rs. 60000/-

Item	Estimated Cost
Personnel	15000
Survey Tool Subscription	: 30000
Participant Incentives	:5000
Data Analysis Software	: 3000
Miscellaneous	:7000
Total in Rs.	: 60000

11. References

1. Herzberg, F. (1966). *Work and the Nature of Man*. Cleveland: World Publishing Company.
2. Armstrong, M., & Baron, A. (2002). *Performance Management: The New Realities*.



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London: CIPD.

3. Deci, E. L., & Ryan, R. M. (1985). *Intrinsic Motivation and Self-Determination in Human Behavior*. New York: Plenum.
4. Locke, E. A., & Latham, G. P. (2002). Building a Practically Useful Theory of Goal Setting and Task Motivation: A 35-Year Odyssey. *American Psychologist*, 57(9), 705–717.
5. Kahn, W. A. (1990). Psychological Conditions of Personal Engagement and Disengagement at Work. *Academy of Management Journal*, 33(4), 692-724.

Dr. Anuradha Arun Dandnaik
Name of Principal Investigator


Signature of Investigator





RESEARCH PROPOSAL ON

A STUDY OF OPERATIONAL CHALLENGES IN MANUFACTURING FIRMS

Dr. Abhay Sharad Kinikar, Dr. Rizwan Shaikh, Dr. Manohar Karade

1. Title: A Study of Operational Challenges in Manufacturing Firms

2. Introduction

Manufacturing firms play a critical role in the economy, contributing significantly to GDP, employment, and technological advancements. However, these firms often face numerous operational challenges that can impede productivity and profitability. Factors such as supply chain disruptions, workforce management, technological changes, and regulatory compliance are among the challenges that require thorough investigation. This study aims to explore the operational challenges faced by manufacturing firms and provide insights into strategies for overcoming these challenges.

3. Background and Rationale

The manufacturing sector has undergone significant transformations due to globalization, advancements in technology, and changing consumer demands. These changes have led to new operational challenges that firms must navigate to remain competitive. Previous studies have identified various challenges, including inefficiencies in production processes, supply chain disruptions, and workforce issues (Slack et al., 2010). Understanding these challenges is essential for developing effective strategies that enhance operational efficiency and improve overall performance. This research aims to contribute to the existing literature by providing a comprehensive analysis of operational challenges in manufacturing firms.

4. Research Objectives

The primary objectives of this research are:

1. To identify the key operational challenges faced by manufacturing firms.
2. To analyze the impact of these challenges on overall performance and productivity.
3. To explore strategies employed by successful manufacturing firms to mitigate operational challenges.
4. To provide recommendations for enhancing operational efficiency in the manufacturing sector.



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5. Research Questions

- What are the main operational challenges faced by manufacturing firms?
- How do these challenges impact productivity and performance?
- What strategies do firms employ to overcome these operational challenges?
- What best practices can be recommended for improving operational efficiency in manufacturing?

6. Methodology

6.1 Research Design

This study will employ a mixed-methods approach, utilizing both quantitative and qualitative data collection techniques.

6.2 Sample

A sample of 250 employees and managers from various manufacturing firms across different sectors (e.g., automotive, electronics, textiles) will be selected using purposive sampling to ensure representation of diverse operational challenges.

6.3 Data Collection Methods

- **Quantitative Data:** A structured questionnaire will be developed to gather data on perceived operational challenges and their impacts. The questionnaire will include:
 - Demographic information
 - Identification of operational challenges (Likert scale)
 - Self-reported performance metrics (e.g., productivity levels, quality control issues)
- **Qualitative Data:** In-depth interviews will be conducted with 30 managers from selected manufacturing firms to gain deeper insights into operational challenges and effective strategies for overcoming them.

6.4 Data Analysis

- **Quantitative Data:** Statistical analysis will be conducted using software such as SPSS. Descriptive statistics, correlation analysis, and regression analysis will be used to assess the relationship between operational challenges and performance indicators.
- **Qualitative Data:** Thematic analysis will be applied to the interview transcripts to identify key themes and insights related to operational challenges and strategies for



improvement.

7. Expected Outcomes

- A comprehensive understanding of the operational challenges faced by manufacturing firms.
- Identification of the impact of these challenges on productivity and performance.
- Insights into successful strategies employed by firms to mitigate operational challenges.
- Recommendations for manufacturing firms to enhance operational efficiency and competitiveness.

8. Limitations

- The study may be limited by the subjective nature of self-reported data, which could introduce bias.
- The sample may not encompass all manufacturing sectors, limiting the generalizability of findings.

9. Timeline

Activity	Timeline
Literature Review	Month 1
Questionnaire Development	Month 2
Data Collection	Months 3-4
Data Analysis	Month 5
Report Writing	Month 6
Submission	End of Month 6

10. Budget : Amount Rs. 80000/- The amount will be utilised for below overheads

Item	Estimated Cost
Personnel	20000
Travelling	20000
Survey Tool Subscription	: 20000
Participant Incentives	: 5000
Data Analysis Software	5000
Miscellaneous	10000
Total Amt. in Rs.	80000/-Only



11. References

1. Slack, N., Chambers, S., & Johnston, R. (2010). *Operations Management*. Pearson Education.
2. Heizer, J., & Render, B. (2016). *Operations Management*. Pearson.
3. Krajewski, L. J., Ritzman, L. P., & Malhotra, M. K. (2013). *Operations Management: Processes and Supply Chains*. Pearson.
4. Christopher, M. (2016). *Logistics and Supply Chain Management*. Pearson.
5. Womack, J. P., & Jones, D. T. (2003). *Lean Thinking: Banish Waste and Create Wealth in Your Corporation*. Simon & Schuster.



Dr. Abhay Sharad Kinikar

Principal Investigator



RESEARCH PROPOSAL ON
A STUDY OF THE ROLE OF STRATEGIC MANAGEMENT IN
CONFLICT RESOLUTION

Dr. Anandrao Bhanudas Dadas, Dr. Manohar Karade, Dr. Rupendra Gaikwad

1. Title: A Study of the Role of Strategic Management in Conflict Resolution

2. Introduction: Conflict is an inherent part of organizational life and can arise from differences in values, goals, and perceptions among employees and stakeholders. Effective conflict resolution is crucial for maintaining a harmonious work environment, enhancing productivity, and ensuring organizational success. Strategic management, which involves the formulation and implementation of major goals and initiatives, plays a vital role in conflict resolution. This study aims to explore how strategic management practices can be utilized to address and resolve conflicts within organizations.

3. Background and Rationale: Organizations today operate in increasingly complex environments where conflicts can arise from various sources, including interpersonal disagreements, competition for resources, and differing priorities among departments. Strategic management provides a framework for understanding these conflicts and developing appropriate resolution strategies. Previous research indicates that effective conflict management can lead to improved collaboration, innovation, and overall organizational performance (Rahim, 2002). This study will contribute to existing literature by examining the specific role of strategic management in facilitating conflict resolution within organizations.

4. Research Objectives

The primary objectives of this research are:

1. To identify the key sources of conflict in organizations.
2. To analyze the role of strategic management in conflict resolution.
3. To evaluate the effectiveness of different strategic approaches to managing conflict.
4. To provide recommendations for integrating strategic management practices in conflict resolution.

5. Research Questions

- What are the primary sources of conflict in organizations?
- How does strategic management contribute to effective conflict resolution?
- What strategic approaches are most effective in resolving conflicts?
- How can organizations better integrate strategic management into their conflict resolution



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processes?

6. Methodology

6.1 Research Design

This study will employ a mixed-methods approach, utilizing both quantitative and qualitative data collection techniques.

6.2 Sample

A sample of 300 employees and managers from various sectors (e.g., healthcare, finance, manufacturing, and IT) will be selected using stratified random sampling to ensure representation across different organizational contexts.

6.3 Data Collection Methods

- **Quantitative Data:** A structured questionnaire will be developed to assess the perception of conflicts, sources of conflict, and the effectiveness of strategic management practices in conflict resolution. The questionnaire will include:
 - Demographic information
 - Identification of conflict sources (Likert scale)
 - Assessment of strategic management practices used in conflict resolution
- **Qualitative Data:** In-depth interviews will be conducted with 30 managers to gain insights into their experiences with conflict resolution and the role of strategic management in their organizations.

6.4 Data Analysis

- **Quantitative Data:** Statistical analysis will be conducted using SPSS. Descriptive statistics, correlation analysis, and regression analysis will be used to assess the relationship between strategic management practices and conflict resolution effectiveness.
- **Qualitative Data:** Thematic analysis will be applied to the interview transcripts to identify key themes and insights related to the role of strategic management in conflict resolution.

7. Expected Outcomes

- A comprehensive understanding of the sources of conflict in organizations.
- Insights into the effectiveness of strategic management practices in resolving conflicts.
- Recommendations for organizations on integrating strategic management into their conflict resolution strategies.

8. Limitations

- The study may be limited by the self-reported nature of survey data, which can introduce bias.



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- The sample may not encompass all sectors, limiting the generalizability of findings.

9. Timeline: 8 Months

Activity	Timeline
Literature Review	Month 1
Questionnaire Development	Month 2
Data Collection	Months 3-5
Data Analysis	Month 6
Report Writing	Month 7-8
Submission	End of Month 8

10. Budget: The Amount Rs. 1 Lakh

Item	Estimated Cost
Survey Personnel and Tool Subscription	40000
Travelling	20000
Participant Incentives	5000
Contingency	10000
Data Analysis Software	5000
Miscellaneous	20000
Total Amt. in Rs.	100000/- Only

11. References

1. Rahim, M. A. (2002). Toward a Theory of Managing Organizational Conflict. *The International Journal of Conflict Management*, 13(3), 206-235.
2. Mintzberg, H. (1994). The Rise and Fall of Strategic Planning. *Harvard Business Review*, 72(1), 107-114.
3. Johnson, G., Scholes, K., & Whittington, R. (2008). *Exploring Corporate Strategy: Text and Cases*. Pearson Education.
4. Thomas, K. W. (1992). Conflict and Conflict Management. In M. D. Dunnette & L. M. Hough (Eds.), *Handbook of Industrial and Organizational Psychology* (2nd ed., pp. 651-717). Consulting Psychologists Press.
5. Drucker, P. F. (2001). *The Essential Drucker: The Best Sixty Years of Peter Drucker's Essential Writings on Management*. Harper Business.

Dr. Anand Bhanudas Dadas



Research Proposal on

A Review of Management Information Systems in Rapidly Growing Companies

Dr. Jia Khatwani, Dr. Karuna Nishanrao, Dr. Anand Dadas

1. Title

A Review of Management Information Systems in Rapidly Growing Companies

2. Introduction

In today's fast-paced business environment, rapidly growing companies face unique challenges that require effective Management Information Systems (MIS) to facilitate decision-making and streamline operations. MIS encompass the tools, processes, and technologies that collect, store, and analyze data to support organizational activities. As companies expand, the complexity of their operations increases, necessitating a robust MIS to ensure efficiency and agility. This review aims to analyze the role of MIS in supporting the growth of rapidly expanding companies, highlighting best practices, challenges, and future trends.

3. Background and Rationale

The role of MIS has evolved significantly with advancements in technology and increasing organizational demands. For rapidly growing companies, an effective MIS can provide a competitive advantage by enabling real-time access to critical information, improving communication, and supporting strategic decision-making (O'Brien & Marakas, 2011). Despite the importance of MIS, many companies struggle to implement and leverage these systems effectively during periods of rapid growth. This study will explore existing literature on MIS in growing companies to identify gaps and provide recommendations for improving system design and implementation.

4. Research Objectives

The primary objectives of this research are:

1. To review the current literature on MIS and its application in rapidly growing companies.
2. To identify the challenges faced by these companies in implementing effective MIS.
3. To analyze the impact of MIS on operational efficiency and strategic decision-making.
4. To provide recommendations for enhancing MIS in rapidly growing organizations.



5. Research Questions

- What are the current trends in the application of MIS in rapidly growing companies?
- What challenges do these companies face in the implementation and use of MIS?
- How does MIS impact operational efficiency and decision-making in growing organizations?
- What best practices can be identified for improving MIS in rapidly growing companies?

6. Methodology

6.1 Research Design

This study will utilize a qualitative research design, focusing on a systematic literature review to gather insights from various sources.

6.2 Data Collection Methods

- **Literature Review:** A comprehensive review of academic journals, industry reports, and case studies will be conducted to gather relevant information on MIS in rapidly growing companies. Key databases such as JSTOR, IEEE Xplore, and Google Scholar will be utilized.
- **Case Studies:** Selected case studies of rapidly growing companies that have successfully implemented MIS will be analyzed to identify best practices and lessons learned.

6.3 Data Analysis

The data collected will be analyzed using thematic analysis to identify key themes and patterns related to the role of MIS in supporting organizational growth. This analysis will help to distill insights and provide actionable recommendations.

7. Expected Outcomes

- A comprehensive review of the current state of MIS in rapidly growing companies.
- Identification of common challenges faced by organizations in implementing MIS.
- Insights into the impact of MIS on operational efficiency and decision-making.
- Recommendations for enhancing the effectiveness of MIS in supporting growth.

8. Limitations

- The study may be limited by the availability of recent literature on MIS specific to rapidly growing companies.



- The focus on qualitative analysis may not capture quantitative measures of MIS effectiveness.

9. Timeline

Activity	Timeline
Literature Review	Month 1
Case Study Selection	Month 2
Data Analysis	Months 3-4
Report Writing	Month 5-6
Submission	End of Month 6

10. Budget : The amount of Rs. 100000/-

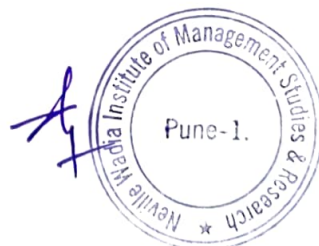
Item	Estimated Cost
Survey Personnel and Tool Subscription	30000
Travelling	20000
Database Access Fees	15000
Research Material & Resources	10000
Miscellaneous	25000
Total Amt. in Rs.	100000/-

11. References

1. O'Brien, J. A., & Marakas, G. M. (2011). *Management Information Systems*. McGraw-Hill.
2. Laudon, K. C., & Laudon, J. P. (2015). *Management Information Systems: Managing the Digital Firm*. Pearson.
3. Stair, R., & Reynolds, G. (2010). *Principles of Information Systems*. Cengage Learning.
4. Chaffey, D. (2015). *Digital Business and E-Commerce Management*. Pearson.
5. Seddigh, A., & Ranjbar, A. (2016). The Impact of Management Information Systems on Organizational Performance: A Case Study of Rapidly Growing Companies. *International Journal of Business and Management*, 11(3), 45-60.

J. Khatwani

Dr. Jia Khatwani
Principal Investigator





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3. E-copies of Utilization Certificates for Five Years



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Dr. A. B. Dadas Director

UTILIZATION CERTIFICATE

Name of Department	MES' Neville Wadia Institute of Management Studies & Research, Pune
Name of project	Analysis of the Effects of Social Media Marketing on Consumer Behavior
Name of Faculty	Dr. Vikas Suresh Dole
Budget Sanctioned	Rs. 1,00,000/-
Budget Utilized	Rs. 1,00,000/-

CERTIFICATE

Certified that the grant of Rs. 1, 00,000/- (One Lakh INR) was funded by Xpert Technologies Pune, during the financial year 2022-23. As per letter mentioned in the margin, a sum of Rs. 1, 00,000/-has been utilized for the purpose for which it was sanctioned.

Place: Pune

Date: 8/02/2023



For Kushal Bajaj & Co.
Chartered Accountants

Kushal
CA Kushal Bajaj
Proprietor
M. No 157560



[Signature]
Director
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UDIN NO: - 241575608KFWL97012

**19, Late Prin. V. K. Joag Path, Pune – 411001 Maharashtra, (India) Tel: 020-26163275, 26160788,
020-26169949 (Director)**



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Dr. A. B. Dadas Director

UTILIZATION CERTIFICATE

Name of Department	MES' Neville Wadia Institute of Management Studies & Research, Pune
Name of project	Analysing & Examining the capacity of human resources departments to drive organizational change
Name of Faculty	Dr. Anandrao Bhanudas Dadas
Budget Sanctioned	Rs. 50,000/-
Budget Utilized	Rs. 50,000/-

CERTIFICATE

Certified that the grant of Rs. 50,000/- (Fifty Thousand Rupees only) was funded by IIARD, Research Pune, during the financial year 2022-23. As per the letter mentioned in the margin, a sum of Rs. 50,000/-has been utilized for the purpose for which it was sanctioned.

Place: Pune

Date: 17/07/2022



For Kushal Bajaj & Co.
Chartered Accountants

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Dr. A. B. Dadas Director

UTILIZATION CERTIFICATE

Name of Department	MES' Neville Wadia Institute of Management Studies & Research, Pune
Name of project	Financial Performance Analysis of Indian Private Banks
Name of Faculty	Dr. Anuradha Arun Dandnaik
Budget Sanctioned	Rs. 50,000/-
Budget Utilized	Rs. 50,000/-

CERTIFICATE

Certified that the grant of Rs. 50,000/- (Fifty Thousand Rupees only) was funded by Raavi Enterprises Pune, during the financial year 2022-23. As per letter mentioned in the margin, a sum of Rs. 50,000/- has been utilized for the purpose for which it was sanctioned.

Place: Pune

Date: 23/02/2023



For Kushal Bajaj & Co.
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Dr. A. B. Dadas Director

UTILIZATION CERTIFICATE

Name of Department	MES' Neville Wadia Institute of Management Studies & Research, Pune
Name of project	An Analytical Study of Workers' Effectiveness at Workplace
Name of Faculty	Dr. Radha Dogra
Budget Sanctioned	Rs. 50,000/-
Budget Utilized	Rs. 50,000/-

CERTIFICATE

Certified that the grant of Rs. 50,000/- (Fifty Thousand Rupees only) was funded by Bhairavnath Sugar Works Ltd, during the financial year 2022-23. As per the letter mentioned in the margin, a sum of Rs. 50,000/-has been utilized for the purpose for which it was sanctioned.

Place: Pune

Date: 18/02/2023



For Kushal Bajaj & Co.
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Dr. A. B. Dadas Director

UTILIZATION CERTIFICATE

Name of Department	MES' Neville Wadia Institute of Management Studies & Research, Pune
Name of project	A study of Payroll Software in Business Management
Name of Faculty	Dr. Karuna Nishanrao
Budget Sanctioned	Rs. 20,000/-
Budget Utilized	Rs. 20,000/-

CERTIFICATE

Certified that the grant of Rs. 20,000/- (Twenty Thousand Rupees Only) was funded by Raavi Enterprises Pune, during the financial year 2021-22. As per the letter mentioned in the margin, a sum of Rs. 20,000/- has been utilized for the purpose for which it was sanctioned.

Place: Pune

Date: 26/03/2022



For Kushal Bajaj & Co.
Chartered Accountants

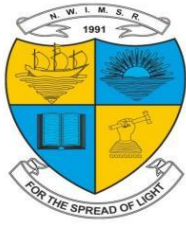
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Dr. A. B. Dadas Director

UTILIZATION CERTIFICATE

Name of Department	MES' Neville Wadia Institute of Management Studies & Research, Pune
Name of project	A study of Marketing Research for Computer Equipment & Peripherals
Name of Faculty	Dr. Radha Dogra
Budget Sanctioned	Rs. 50,000/-
Budget Utilized	Rs. 50,000/-

CERTIFICATE

Certified that the grant of Rs. 50,000/- (Fifty Thousand Rupees only) was funded by Xpert Technologies Pune, during the financial year 2020-21. As per the letter mentioned in the margin, a sum of Rs. 50,000/-has been utilized for the purpose for which it was sanctioned.

Place: Pune

Date: 24/02/2021



For Kushal Bajaj & Co.
Chartered Accountants

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Dr. A. B. Dadas Director

UTILIZATION CERTIFICATE

Name of Department	MES' Neville Wadia Institute of Management Studies & Research, Pune
Name of project	A Study of The Impact of COVID-19 on An Organizations Workforce in the Manufacturing Sector
Name of Faculty	Prof. Vinod Lalbeg
Budget Sanctioned	Rs. 50,000/-
Budget Utilized	Rs. 50,000/-

CERTIFICATE

Certified that the grant of Rs. 50,000/- (Fifty Thousand Rupees Only) was funded by IIARD, Research Pune, during the financial year 2020-21. As per letter mentioned in the margin, a sum of Rs. 50,000/- has been utilized for the purpose for which it was sanctioned.

Place: Pune


Date: 18/03/2021



For Kushal Bajaj & Co.
Chartered Accountants

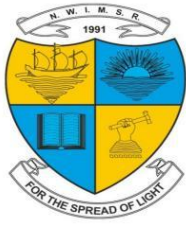
CA Kushal Bajaj
Proprietor
M. No 157560




Director
Neville Wadia Institute of
Management Studies & Research
Pune-411 001.

UDIN NO: - 24157560BKFWL97012

15, Late P. M. V. R. Jag Path, Pune - 411001 Maharashtra, (India) Tel: 020-26163275, 26160788,
020-26169949 (Director)



Modern Education Society's

Neville Wadia Institute of Management Studies & Research, Pune

(Permanently affiliated to Savitribai Phule Pune University, Accredited by NAAC)

Approved by AICTE, recognized under 2 (f) & 12 (b) sections of UGC Act)

Email: director@nevillewadia.com, Website: nwimsr.mespune.org

Dr. A. B. Dadas Director

UTILIZATION CERTIFICATE

Name of Department	MES' Neville Wadia Institute of Management Studies & Research, Pune
Name of project	Analytical Study of Upgradation of The Nutritive Value of Agro Waste and Other By-Products.
Name of Faculty	Dr. Vikas Suresh Dole
Budget Sanctioned	Rs. 40,000/-
Budget Utilized	Rs. 40,000/-

CERTIFICATE

Certified that the grant of Rs. 40,000/- (Fourty Thousands of Rupees only) was funded by Baramati Agro, Baramati, Pune, during the financial year 2019-20. As per the letter mentioned in the margin, a sum of Rs. 40,000/-has been utilized for the purpose for which it was sanctioned.



For Kushal Bajaj & Co.
Chartered Accountants

Kushal
CA Kushal Bajaj
Proprietor
M. No 157560

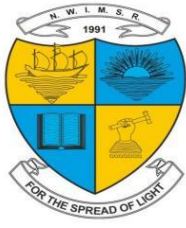
UDIN NO:- 241575608KFWL97012

Place: Pune

Date: 17/10/2019



[Signature]
Director
Neville Wadia Institute of
Management Studies & Research
Pune-411 001.



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Dr. A. B. Dadas Director

UTILIZATION CERTIFICATE

Name of Department	MES' Neville Wadia Institute of Management Studies & Research, Pune
Name of project	An Analysis of Awarding Strategies and Their Impact on Employee Performance
Name of Faculty	Dr. Anuradha Arun Dandnaik
Budget Sanctioned	Rs. 60,000/-
Budget Utilized	Rs. 60,000/-

CERTIFICATE

Certified that the grant of Rs. 60,000/- (Sixty Thousand Rupees Only) was funded by M/s Bharathi Polymers Pune, during the financial year 2019-20. As per letter mentioned in the margin, a sum of Rs. 60,000/-has been utilized for the purpose for which it was sanctioned.

Place: Pune

Date: 13/02/2020



For Kushal Bajaj & Co.
Chartered Accountants

Kushal
CA Kushal Bajaj
Proprietor
M. No 157560



[Signature]
Director
Neville Wadia Institute of
Management Studies & Research
Pune-411 001.

UDIN NO: - 241575608KFWL 97012

**19, Late Prin. V. K. Joag Path, Pune – 411001 Maharashtra, (India) Tel: 020-26163275, 26160788,
020-26169949 (Director)**



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Email: director@nevillewadia.com, Website: nwimsr.mespune.org

Dr. A. B. Dadas Director

UTILIZATION CERTIFICATE

Name of Department	MES' Neville Wadia Institute of Management Studies & Research, Pune
Name of project	A Study of Operational Challenges in Manufacturing Firms
Name of Faculty	Dr. Abhay Sharad Kinikar
Budget Sanctioned	Rs. 80,000/-
Budget Utilized	Rs. 80,000/-

CERTIFICATE

Certified that the grant of Rs. 80,000/- (Eighty Thousand Rupees only) was funded by M/s Ayush Poly Plast Pune, during the financial year 2019-20. As per the letter mentioned in the margin, a sum of Rs. 80,000/-has been utilized for the purpose for which it was sanctioned.



For Kushal Bajaj & Co.
Chartered Accountants

Kushal Bajaj
CA Kushal Bajaj
Proprietor
M. No 157560

UDIN NO:- 24157560BKFWL97012

Place: Pune

Date: 28/09/2019



Dr. A. B. Dadas
Director
Neville Wadia Institute of
Management Studies & Research
Pune-411 001.



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Email: director@nevillewadia.com, Website: nwimsr.mespune.org

Dr. A. B. Dadas Director

UTILIZATION CERTIFICATE

Name of Department	MES' Neville Wadia Institute of Management Studies & Research, Pune
Name of project	A Study of the Role of Strategic Management in Conflict Resolution
Name of Faculty	Dr. Anandrao Bhanudas Dadas
Budget Sanctioned	Rs. 1,00,000/-
Budget Utilized	Rs. 1,00,000/-

CERTIFICATE

Certified that the grant of Rs. 1, 00,000/- (One Lakh INR) was funded by Xpert Technologies Pune, during the financial year 2018-19. As per the letter mentioned in the margin, a sum of Rs. 1, 00,000/-has been utilized for the purpose for which it was sanctioned.



For Kushal Bajaj & Co.
Chartered Accountants

Kushal
CA Kushal Bajaj
Proprietor
M. No 157560

UDIN NO:- 241575608KFWL97012

Place: Pune

Date: 13/09/2018



[Signature]
Director
Neville Wadia Institute of
Management Studies & Research
Pune-411 001.



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Email: director@nevillewadia.com, Website: nwimsr.mespune.org

Dr. A. B. Dadas Director

UTILIZATION CERTIFICATE

Name of Department	MES' Neville Wadia Institute of Management Studies & Research, Pune
Name of project	A Review of Management Information Systems in Rapidly Growing Companies
Name of Faculty	Dr. Jia Khatwani
Budget Sanctioned	Rs. 1,00,000/-
Budget Utilized	Rs. 1,00,000/-

CERTIFICATE

Certified that the grant of Rs. 1, 00,000/- (One Lakh INR) was funded by Gurukrupa Enterprises Pune, during the financial year 2018-19. As per the letter mentioned in the margin, a sum of Rs. 1, 00,000/-has been utilized for the purpose for which it was sanctioned.

Place: Pune

Date: 24/09/2018



For Kushal Bajaj & Co.
Chartered Accountants

CA Kushal Bajaj
Proprietor
M. No 157560




Director
Neville Wadia Institute of
Management Studies & Research
Pune-411 001.

UDIN NO:- 241575608KFWL97012



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Email: director@nevillewadia.com, Website: nwimsr.mespune.org

Dr. A. B. Dadas Director

4. E-copies of Grand Letters for Five Years



Near Gigaspace, Vimannagar, Pune
Contact No: 020-65237076
E-mail: info@xpertechnologies.com, sales@xpertechnologies.com
Website: www.xpertechnologies.com

To,

The Director,

Neville Wadia Institute of Management Studies & Research, Pune

Dear Sir/ Madam

It is with great delight that I can accept the sponsorship offer from Xpert Technologies Pvt. Ltd.

Topic	Name of Expert/Invigilator	Institute Name	Year	Amount of Grant	Period
Analysis of the Effects of Social Media Marketing on Consumer Behavior	Dr. Vikas Suresh Dole	Neville Wadia Institute of Management Studies & Research, Pune	2022-23	1,00,000	6 Months

As per your offer, Xpert Technologies would be happy to accept to sponsor your research project titled “Analysis of the Effects of Social Media Marketing on Consumer Behavior” by granting a sponsorship of Rs.100,000 for a duration of 6 months beginning from July 2022 to December 2022. Please consider this signed copy as the sponsorship agreement that you requested. I have retained one for our files as well.

I look forward to discussing the project with you as soon as possible.

Thank you again for your kind offer.

Thanking You,



Dinesh Jagtap
Director

To,

The Director

Neville Wadia Institute of Management Studies & Research, Pune

Subject: Sanction of sponsored Research Grant Project for the amount of Rs.50, 000/-

Dear Sir,


Concerning your letter & research survey project dated 12/07/2022, we are glad to inform you that your research project has been accepted by the management of your enterprise. The duration of the research survey will be for 8 months dating from 15th July 2022 to 15th December 2022. The details of the sanctioned research survey are as follows:

Sr. No.	Name of the project	Name of Faculty	Sanctioned Amount
1	Analysing & Examining the capacity of human resources departments to drive organizational change	Dr. Anandrao Bhanudas Dadas	50000/-

We anticipate your cooperation & timely completion of the research survey.

Further, we reassure you that our enterprise will provide all the facilities required to complete the study.

Thanks and Regards



Swapnkumari
Director - IIARD Research



To,

The Director

Neville Wadia Institute of Management Studies & Research, Pune

Subject: Sanction of Sponsored Research Grant Project for the amount of Rs.50, 000/-

Dear Sir,

Regarding your letter & research survey project dated 19/07/2022, we are glad to inform you that your research project has been accepted by the management of Raavi Enterprises.

We request you to complete the project in a given period. This will help us to know the performance analysis of Indian Private Banks. This will lead to the implementation of the strategies and recommendations while interacting with customers.

The duration of the research survey will be for 6 months dating from 25th July 2022 to 25th January 2023.

The details of the sanctioned research survey are as follows:

Name of the project	Name of Faculty	Sanctioned Amount	Period
Financial Performance Analysis of Indian Private Banks	Dr. Anuradha Arun Dandnaik	Rs.50000/-	6 Months

We anticipate your cooperation & timely completion of the research survey.

Further, we reassure you that Raavi Enterprise will provide all the facilities required to successfully complete the study.

Sincerely,

Mr. Ravindra Domale

Raavi Enterprises



BHAIRAVNATH SUGAR WORKS LTD.

S.No.68, AT POST-SONARI, TAL.-PARANDA. DIST-OSMANABAD-413502

Register Office :- S.No.21/2, Sawant Plaza Satara Road, Dhankawadi,Pune-43.

MAHARASHTRA STATE Ph.:- (020)24373743, (02477)234055, FAX:- (020)24378702

Prof. Shivajirao Sawant
CHAIRMAN

Anil Sawant
VICE CHAIRMAN

Date: 20/10/2022

To,

The Director,

Neville Wadia Institute of Management Studies & Research, Pune

Dear Sir/ Madam

It is with great delight that I am able to accept the offer of sponsorship from Bhadrinath Sugar Works Ltd.

Name of the research project	Name of the Principal Investigator	Amount Sanctioned	Duration of the project
An Analytical Study of workers effectiveness at workplace	Dr. Radha Dogra	50,000	6 Months

We are delighted to offer the research project title “An Analytical Study of workers effectiveness at workplace ” by granting sponsorship of Rs.50,000 for a duration of 6 months beginning from 20th September, 2022 to 21st February, 2022. Please consider this signed copy as the sponsorship agreement that you requested. I have retained one for our files as well.

I look forward to discuss the project with you in more detail as early as possible.

Yours faithfully,

(Dhananjay Uttam Sawant)
Managing Director,
Bhairavnath Sugar Works Ltd.



To,

The Director

Neville Wadia Institute of Management Studies & Research, Pune

Subject: Sanction of Sponsored Research Grant Project for the amount of Rs.20, 000/-

Dear Sir,

Regarding your letter & research survey project dated 22/07/2021, we are pleased to inform you that your research project has been accepted by the management of Raavi Enterprises.

We request you to complete the project in a given period. The title of the project is "A Study of Payroll Software in Business Management".

The duration of the research survey will be for 6 months dating from 25th July 2021 to 25th October 2022.

The details of the sanctioned research survey are as follows:

Name of the project	Name of Faculty	Sanctioned Amount	Period
A study of Payroll Software in Business Management	Dr. Karuna Nishanrao	Rs.20000/-	3 Months

The facilities will be provided during the completion of the project. We wish best wishes to the investigator.

Mr. Domale

Raavi Enterprises

Sr. No. 1225/D, Karnik Heritage, Office No.12, 4th Floor, Off F.C. Road, Shivaji Nagar

Pune-411004, Tel: 020 25538320 raavientreprise@gmail.com

www.raavienterprises.com



Near Gigaspace, Vimannagar, Pune
Contact No: 020-65237076
E-mail: info@xpertechnologies.com, sales@xpertechnologies.com
Website: www.xpertechnologies.com

To,

The Director,

Neville Wadia Institute of Management Studies & Research, Pune

Dear Sir/ Madam

It is an immense pleasure to communicate that Xpert Technologies Pvt. Ltd. has approved the research project.

The details are as below;

Topic	Name of Expert/Invigilator	Institute Name	Year	Amount of Grant	Period
A Study of Marketing Research for Computer Equipment & Peripherals	Dr. Radha Dogra	Neville Wadia Institute of Management Studies & Research, Pune	2020-21	50000	6 Months

As per your offer, Xpert Technologies would be happy to accept to sponsor your research project titled "A Study of Marketing Research for Computer Equipment & Peripherals" by granting a sponsorship of Rs.50000 for 6 months beginning from 10th July 2020 to 10th January 2021.

Please consider this signed copy as the sponsorship agreement that you requested.

I look forward to discussing the project with you as soon as possible.

Thanking You,



Dinesh Jagtap
Director

To,

The Director

Neville Wadia Institute of Management Studies & Research, Pune

Subject: Sanction of sponsored Research Grant Project for the amount of Rs.50, 000/-

Dear Sir,

With reference to your letter & research survey project dated 05/04/2020, we are glad to inform you that your research project has been accepted by the management of your enterprise.

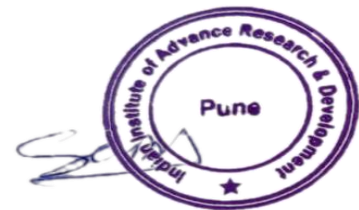
The duration of the research survey will be for 3 months dating from 19th April 2020 to 19th July 2021. The details of the sanctioned research survey are as follows:

Sr. No.	Name of the project	Name of Faculty	Sanctioned Amount
1	A study of the impact of Covid-19 on an organization's workforce in the manufacturing sector	Prof. Vinod Lalbeg	50000/-

We anticipate your cooperation & timely completion of the research survey.

Further, we reassure you that our enterprise will provide all the facilities required to complete the study.

Thanks, and Regards



Director, IIARD, Research
Swapnkumari

Date: August 8, 2019

To,

The Director,

Neville Wadia Institute of Management Studies & Research, Pune

Subject: Sanction of Sponsored Research Grant Project for the amount of Rs.40, 000/-

Dear Sir/ Madam

This letter refers to your application for approval as a research project sponsor, which was lodged at NWIMSR on 12th July 2019.

I am pleased to inform you that the sponsorship of the amount of Rs.40, 000/- has been approved by the management. This approval as a research project has effect for 6 months from the date of sponsorship approval which is until 12 January 2020.

Name of the research project	Name of Faculty	Year	Amount	Duration
Analytical Study of Upgradation of The Nutritive Value of Agro Waste and Other by-Products.	Dr. Vikas Suresh Dole	2019-20	40,000	6 Months

As an occupational sponsor, you will be monitored by the Training & Development department about sponsorship obligations. You should also be aware that the department may take administrative actions action such as cancelling your approval as an occupational sponsor if found miss usage of the organization's funds.

Yours sincerely,



Rajendra D. Pawar

Chairman & Managing Director

To,
The Director
Neville Wadia Institute of Management Studies & Research, Pune

Subject: Approval of Research Project for Dr. Anuradha Arun Dandnaik (Amt Rs. 60000/-)

Dear Sir/ Madam

It is with great delight that I can accept the offer of sponsorship from Bharathi Polymers.

As per your offer, Bharathi Polymers Ltd, pune would be happy to accept to sponsor your research project titled “An Analysis of Awarding Strategies and their Impact on Employee Performance” by granting a sponsorship of Rs. 60,000 for a duration of 9 months beginning from August 2019 to May 2020.

Please consider this signed copy as the sponsorship agreement that you requested. I will communicate with you about the project as soon as possible.

Looking forward to your successful completion of the project.

Thanks and Regards



Prakash Bhate
CEO- Bharathi Polymers



AYUSH PLOY PLAST

2nd Floor Vardhini, Sarang soc, Sahakarnagar, Pune, Maharashtra, 411009

To,

The Director

Neville Wadia

Institute of Management Studies & Research, Pune

Subject: Sanction of Sponsored Research Grant Project for the amount of Rs.1, 00, 000/-

Dear Sir,

About your request for permission to carry out a minor research project, titled "A study of Operational challenges in manufacturing firms", we are pleased to inform you that the management has accepted your proposal. The management appreciates your initiation and grant of permission & financial support of INR.1 Lakh.

The duration of the project will be 6 months starting from June 2019 to December 2020.

The details of the sanctioned research survey are as follows:

Sr. No.	Name of the project	Name of Faculty	Duration	Sanctioned Amount in Rs.
1	A Study of Operational Challenges in Manufacturing Firms	Dr. Abhay Sharad Kinikar	6 Months	100000/-

We reassure you that Ayush Poly Plast will provide all the facilities required to complete the study.

Sincerely,

Ayush Sehgal

Founder & MD

Ayush Poly Plast Ltd., Pune

www.ayush poly plast.com



Near Gigaspace, Vimannagar, Pune
Contact No: 020-65237076
E-mail: info@xpertechnologies.com, sales@xpertechnologies.com
Website: www.xpertechnologies.com

To,
The Director,
Neville Wadia
Institute of Management Studies & Research, Pune

Dear Sir,

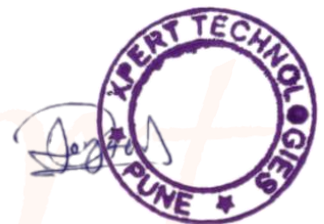
It is indeed a pleasure to inform you that we have approved your sponsorship offer from Xpert Technologies Pvt. Ltd.

The details are as below;

Research Project Title	Name of Invigilator	Year	Amount in Rs.	Period
A Study of The Role of Strategic Management in Conflict Resolution	Dr. Anandrao Bhanudas Dadas	2018-19	1,00,000/-	8 Months

The period of the research project: 10th August 2018 to 10th April 2019. We request you to start the work from your end. Kindly consider this signed copy as the sponsorship agreement that you requested. We look forward to discussing the project with you as soon as possible.

With Profound regards,



Dinesh Jagtap
Director



To,
The Director

Neville Wadia

Institute of Management Studies & Research, Pune

Subject: Sanction of sponsored Research Grant Project for the amount of Rs.1, 00, 000/-

Dear Sir,

In line with your request for permission to carry out a minor research project, titled "A Review of Management Information Systems in Rapidly Growing Companies", the management has accepted your proposal. The management appreciates your initiation and grant permission & financial support of INR 1 Lakhs. The duration of the project will be 6 months starting from July 2018 to January 2019.

. The details of the sanctioned research survey are as follows:

Sr. No.	Name of the Project	Name of Faculty	Sanctioned Amount in Rs.	Period
1	A Review of Management Information Systems in Rapidly Growing Companies	Dr. Jia Khatwani	100000	6 Months

We reassure you that Guru Krupa Enterprises will provide all the facilities required to complete the study.

Sincerely,

Vishal Punjabi

AVP, Sales & Marketing

Gurukrupa Enterprises



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Email: director@nevillewadia.com, Website: nwimsr.mespune.org
Dr. A. B. Dadas Director

DVV CLARIFICATIONS

CRITERIA: III: CURRICULAR ASPECTS

KEY INDICATOR:3.1:

RESOURCE MOBILIZATION FOR RESEARCH

Metric No. 3.1.1 (QnM):

Grants received from Government and non-governmental agencies for research projects/endowments in the institution during the last five years (INR in Lakhs)

3.1.1.1. Total Grants from Government and non-governmental agencies for research projects/endowments in the institution during the last five years (INR in Lakhs)

Supporting Documents as per DVV Suggestion:

Sr. No.	Title of Documents
5	Research papers published by the Principal Investigator





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Email: director@nevillewadia.com, Website: nwimsr.mespune.org

Dr. A. B. Dadas Director

List of Research Papers Published on Research Projects

Sr. No	Name of the research project/ endowment	Name of the Principal Investigator	Co-Investigator	Co-Investigator	Link of Research Papers
1	Analysis of the Effects of Social Media Marketing on Consumer Behavior	Dr. Vikas Suresh Dole	Dr. Rupendra Gaikwad	Dr. Manohar Karade	
2	Analysing & Examining the Capacity of Human Resources Departments to Drive Organizational Change	Dr. Anandrao Bhanudas Dadas	Dr. Manohar Karade	Mr. Kiran Dadas	
3	Financial Performance Analysis of Indian Private Banks	Dr. Anuradha Arun Dandnaik	Dr. Anand Dadas	Dr. Rupendra Gaikwad	
4	An Analytical Study of Workers' effectiveness at the workplace	Dr. Radha Dogra	Dr. Anand Dadas	Dr. Manohar Karade	
5	A Study of Payroll Software in Business Management	Dr. Karuna Nishanrao	Dr. Manohar Karade	Dr. Anand Dadas	
6	A study of Marketing Research for Computer Equipment & Peripherals	Dr. Radha Dogra	Dr. Rupendra Gaikwad	Dr. Omprakash Shivpuje	
7	A Study of the Impact of Covid-19 on an organization's workforce in the manufacturing sector	Prof. Vinod Lalbeg	Dr. Rupendra Gaikwad	Dr. Rizwan Shaikh	
8	Analytical Study of Upgradation of The Nutritive Value of Agro Waste and Other By-Products.	Dr. Vikas Suresh Dole	Dr. Rupendra Gaikwad	Dr. Anand Dadas	
9	An analysis of awarding strategies and their impact on employee performance	Dr. Anuradha Arun Dandnaik	Dr. Rupendra Gaikwad	Dr. Manohar Karade	
10	A Study of Operational challenges in manufacturing firms	Dr. Abhay Sharad Kinikar	Dr. Rizwan Shaikh	Dr. Manohar Karade	
11	A Study of Role of Strategic management in conflict resolution	Dr. Anandrao Bhanudas Dadas	Dr. Manohar Karade	Dr. Rupendra Gaikwad	
12	A Review of Management Information Systems in Rapidly Growing Companies	Dr. Jia Khatwani	Dr. Karuna Nishanrao	Dr. Anand Dadas	

