



**KARNATAK LAW SOCIETY'S**



**INSTITUTE OF MANAGEMENT EDUCATION  
AND  
RESEARCH**

**HINDWADI, BELAGAVI**

**ADDENDUM**

**TO THE**

**SELF STUDY REPORT  
(Track Id: KACOGN21004)**

**Date: 30<sup>th</sup> July, 2015**

## **Introduction**

### **Karnatak Law Society:-**

The Karnatak Law Society was founded in 1939 by a group of eminent lawyers from Belagavi, Mumbai and Bengaluru. Justice N.S.Lokur of Bombay High Court, Shri.B.N.Datar and Shri.D.P.Karmarkar, the former central Ministers were among the founders of the society. The society started Raja Lakhamgouda Law College in 1939 to enable students from this part of the country to complete their graduation in Law instead of going to far away cities like Bombay, Madras and Pune as they were then known.

Since then the society has been rendering yeoman service in the field of quality affordable education. Today KLS has thirteen institutions which offer several courses ranging from primary education to post graduation in the fields of Commerce, Management and Engineering and PhD in Commerce, Engineering and Management.

Some of the illustrious alumni of the KLS Institutions are Shri.E.S.Venkatramaiah, former Chief Justice of India, Shri. K.K.Venugopal; Chairman Bar Association-Supreme Court, Shri.V.J.Malimath; former Chief Justice of Kerala High Court, Shri.A.B.Datar; I.A.S, Shri.H.B.Datar: Senior Advocate, Supreme Court of India, Mr. M. N. Srinivas , Manager ( L& D ) , Biocon , Mr. Amit Patil Senior Vice President , Kirloskar Cummins, Ms. Radha Srivatsava , Country Head HR, Red Bull , Mr. Niket Karajagi , CEO , Atyaasa Consulting and Atyaasa Foundation .The alumni of other Graduate and post graduate level institutions also have achieved great success in their respective domain not only in India but throughout the world.

### **INSTITUTE OF MANAGEMENT EDUCATION AND RESEARCH (IMER):-**

The Institute of Management Education and Research was founded in the year 1991 by Karnatak Law Society, Belagavi, Karnataka State, to impart much needed quality education in Management in this part of the country. Prior to this institute there were few institutes ; one in Manipal (South Karnataka) another in Dharwad ( Kousali Institute of Management under aegis of Karnatak University with an intake of thirty candidates out of which only nine seats were for General Merit students). As a result there was literally an exodus of the students from Karnataka to Maharashtra and other states for higher studies in management.

Initially the institute started as an Autonomous Institute offering a 2 year full time Post Graduate Diploma in Management (PGDM) which was later converted from Academic year 1999-2000, to the Master of Business Administration (MBA) Programme affiliated to Karnatak University, Dharwad. Today IMER is affiliated to Rani Chanamma University, Belagavi.

It was the efforts of visionary industrialist Raosaheb Shri B.M. Gogte, Late Dr. D.A. Hegde , the founding director and Dr. A.B. Kalkundrikar , eminent academician which led to the birth of IMER. Starting in a small shed in the compound of Gogte College of Commerce, IMER rose

from a very humble strength of 18 in 1991 to the present level where we have an intake of 120 students. Presently we operate from a beautiful independent 2 acre campus equipped with the infrastructure and intellectual capacity and is the most sought after B- School in this part of the country. We acknowledge the efforts of our management, our founders, all our former directors', faculty, and students.

#### **IMPORTANT MILESTONES:-**

- ↑ **1991**- Establishment in a classroom in the Gogte College of Commerce building with a student strength of **18**.
- ↑ **1992** – Rented one floor of the All India Institute of Local Self Government with a total student strength of **73** ( 18 seniors and 55 juniors)
- ↑ **1995** – Moved to an independent campus ,“**Safalya**”, with a strength of **120** students' ( **60** juniors and **60** seniors)
- ↑ **1999 – 2000** – transition from a PGDM to university affiliated MBA ( Karnatak University)
- ↑ **2003**- Moved to our own state of the art campus and intake increased from **60 to 90**.
- ↑ **2009**- Intake increased from **90 to 120**.
- ↑ **2013** –Permanent affiliation from Rani Chanamma University.
- ↑ **2013** – Recognized as a Research centre by Rani Chanamma University.

IMER strives to be an institution which can improve the positive impact we have on our students and community: transforming their lives, as well as our own, through our work through an innovative, rigorous, and practical approach to education. The process of preparing ourselves for accreditation has been an eye opener for us indicating our strengths and how we can make them stronger, pointing out our challenges and how we must overcome them. What we aim for is not just a good grade but a robust institution which constantly strives for excellence through constant introspection and innovation to benefit all our stakeholders: the students, their families, the industry, society and the nation as a whole.

In this addendum what we are presenting are those developments which have taken place after the Self Study Report was submitted on 06/12/2014 and any other information which had been inadvertently left out while preparing the Self Study Report.

# **CRITERION I: CURRICULAR ASPECTS**

## **1.1 CURRICULUM PLANNING AND IMPLEMENTATION**

As a progressive B School, the need to revisit our vision and mission statement and to redesign our organisation structure was felt. Our Director had consulted Prof. Rafiq Dossani, Professor , Stanford University at ISB Hyderabad during a three day Executive Education Program at ISB Hyderabad ( 28<sup>th</sup> Feb 2012 to 1<sup>st</sup> March 2012) on Visioning exercise for IMER. Following this we had several discussions during our faculty meetings regarding redesigning the organisation structure and reformulating our Vision, Mission and Goals. . With this objective we had a series of brainstorming sessions starting from 10/05/12 till 09/06/14 which culminated in a strategic retreat where the draft of the new Vision, Mission statement was agreed upon on 09/06/14. The draft was again discussed in the IQAC and finally the new Vision, Mission and Goals statement was approved by our Governing Council on 24<sup>th</sup> June, 2015.

### **Vision**

To Excel in Management Education, Research, Consultancy, Industry Institute Interface and Alumni Relations.

### **Mission**

To transform every student into an industry ready and motivated business leader with an entrepreneurial mind set.

### **Values**

- Integrity
- Commitment
- Passion

### **Quality Policy**

To continually improve processes of admission, teaching, learning, examination, evaluation, placement, alumni relations, research and extension in order to become an industry friendly institution of academic excellence.

### **GOALS**

1. To elevate our ranking from the current levels significantly by 2018
2. Developing a committed, research oriented and passionate team of faculty that exhibits leadership on pan India basis in their subject areas and who are capable of solving business problems (local/state/national) through relevant research and consultancy.
3. To have up-to-date database of all the alumni and to develop a robust system to remain in touch with them.
4. To ensure that all the students will get internship and in-plant training opportunities with reputed companies.

5. Enabling each faculty to Design, Develop & Offer at least one contemporary course/program of great value for both students and/or industry.
6. To achieve 100% placements with an average package of 5.00 lakhs by 2018 (from the current average package of 2.75 lakhs, assuming 15% growth year on year).
7. To develop close rapport with at least one industry every year by every faculty member
8. To write at least one case every year by every faculty member
9. To work on a consultancy assignment (At least one assignment per faculty every two years irrespective of revenue generation. But it should have a reasonable impact)
10. To develop Incubation/Business Centre.

### 1.1.7

In addition to the subjects prescribed by the university IMER offers Value added courses such as Production & Operations Management, Management Control System, Customer Relationship Management, Advanced Excel, SPSS, SAP(Business one Solution ERP certification course), French, English Immersion to enhance the employability of students.

- The process of designing the value added courses starts with the concerned faculty designing the course content for the respective value added course.
- Submission of course content to the Internal Board of Studies for approval.
- Classes are conducted according to the slots allotted in the timetable.
- Student's performance is evaluated and certified
- Feedback for the course is collected from the students which is used to improve the content and delivery of the course for the next academic year.

Composition of Internal Board of Studies:

For the courses offered other than the University Curriculum, we have constituted an Internal Board of Studies for approving the course content. The Internal Board of studies comprises of Director, Senior Faculty, Eminent Academicians and Industry Representative.

## 1.2 ACADEMIC FLEXIBILITY

### 1.2.1

In addition to the value added courses mentioned in the Self Study report i.e., Student Wellness Program (Yoga), Skill Development, French Language, SAP (Business One solution ERP certification course), English Immersion and Outbound Training, we also offer the below mentioned value added courses :-

S. No	Course	Objective
1	Organization Study	To provide practical insights about the functioning of an organization.
2	Production & Operations Management	To equip the students with production process.

3	Customer Relationship Management (CRM)	To enhance the knowledge about relationship marketing
4	Management Control System	To equip the students with knowledge about management control systems
5	SPSS	To equip the students with data analysis techniques using SPSS
6	Microsoft Excel	To equip the students with knowledge of Microsoft Excel

### **1.3 CURRICULUM ENRICHMENT**

#### **1.3.5.**

Feedback from students: Feedback from students regarding the curriculum is collected and outcome is communicated to the director, who in turn conveys it to the university authorities during the director's meet.

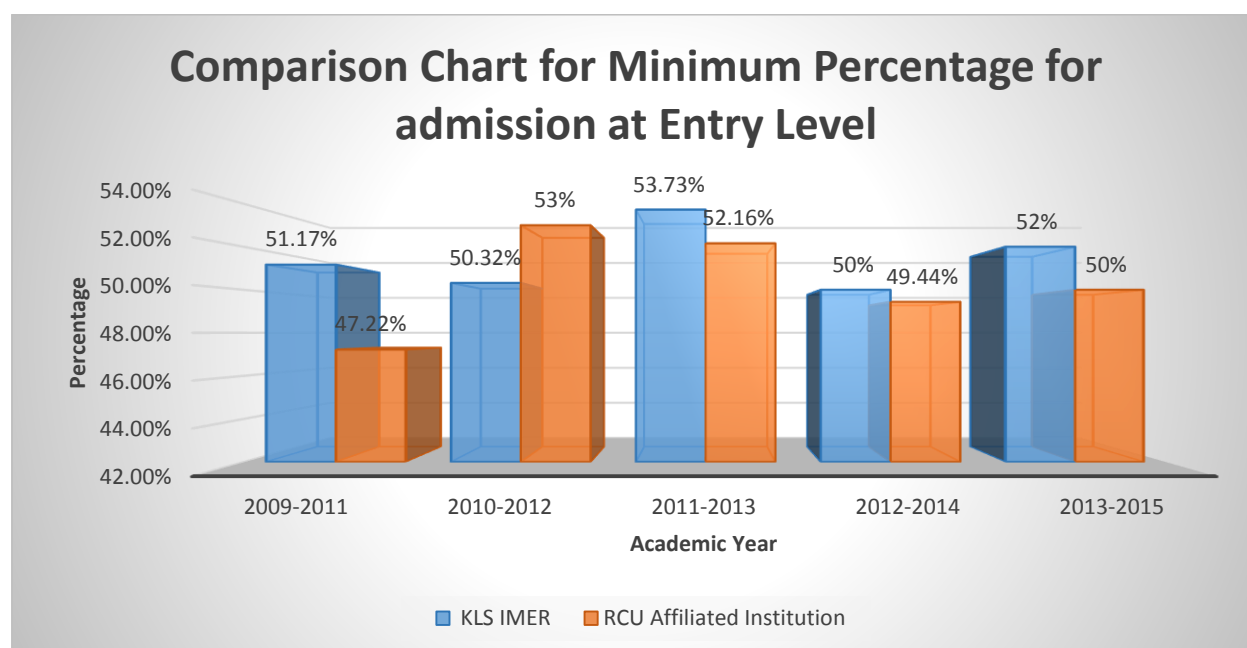
## CRITERION II: TEACHING - LEARNING AND EVALUATION

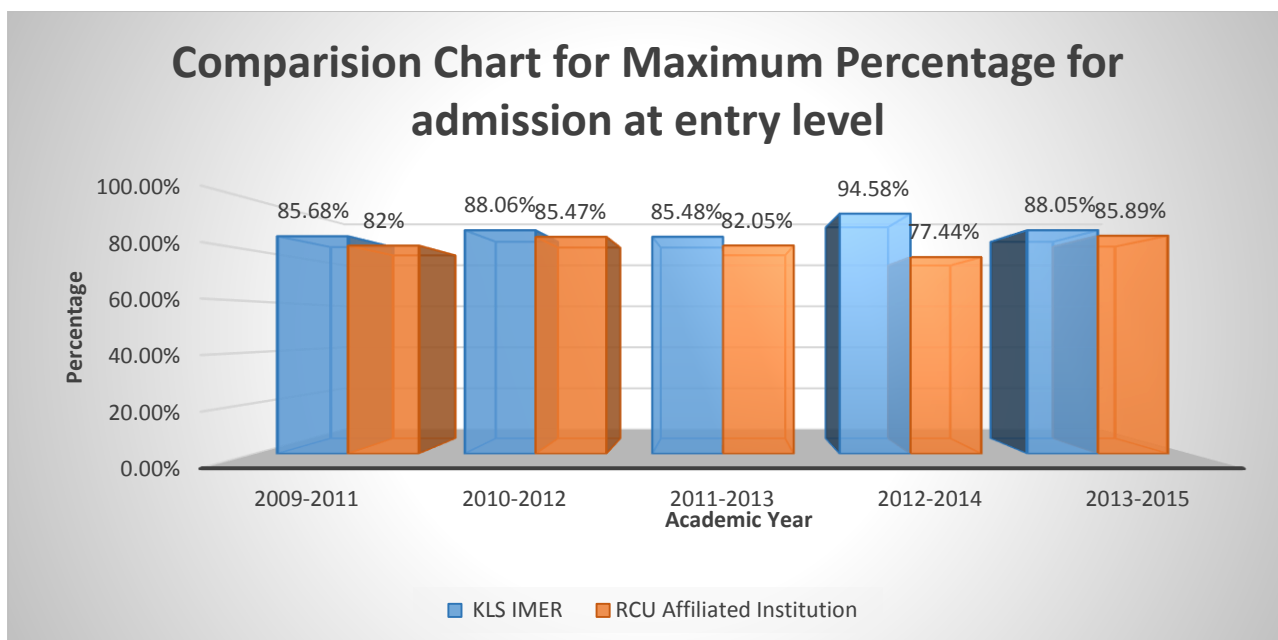
### 2.1.3

Comparison table for Minimum and Maximum percentage of marks for admission at entry level with one of the Rani Channamma University affiliated institute within the city.

Academic Year	KLS- IMER		Other RCU affiliated institute within the city	
	Minimum percentage	Maximum percentage	Minimum percentage	Maximum percentage
2009-2011	51.17%	85.68%	47.22% (SC)	82%
2010-2012	50.32%	88.06%	53%	85.47%
2011-2013	53.73%	85.48%	52.16%	82.05%
2012-2014	50%	94.58%	49.44% (Physically Handicapped)	77.44%
2013-2015	52%	88.05%	50%	85.89%

Source- website of RCU affiliated institute





### 2.1.5

In addition to providing the information regarding government scholarships for students, the institute informs and facilitates the students in availing educational loan from various banks. The meritorious students who take admission in our institution will receive scholarships for securing good ranking in PG CET and KMAT examination, irrespective of their Socio-economic background.

### 2.2.1

- Work order for constructing ramp and installation of lift has been placed with OTIS to facilitate the easy movement of differently abled students and others.
- Library has made a provision to provide books for differently abled students for an extended period and there is no ceiling to the number of books issued on request.

### 2.2.3

The institute has introduced one month organization study for first year students beyond the regular curriculum prescribed by the affiliating university, with an objective to make students understand the real time functioning of an organization. The assessment of the study undertaken is done through viva-voce by external examiners.

### 2.2.4

The Institute sensitizes its staff and students on issues such as gender, inclusion and environment by organizing various programmes. Some of the programmes are listed below-

#### **Gender Sensitization:**

- Awareness programme on cyber safety for women – by Prof. Jyothi Hiremath
- Legal Rights- “all women should be aware of” – by Madam. Chetana Biraj



**Inclusion:**

- Visit to Arsha Vidya Ashram an organization for under privileged and needy students from rural and tribal areas. Our students from their saving purchase one month grocery items like rice, wheat, sugar, soaps, toothpaste/brushes, broom sticks, coconut oil, edible oil, and all other items required for kitchen for all the 40 kids and the same was handed over to the Ashram authorities. The MBA students also had an interaction with the kids.
- Programme on Swachh Bharat Abhiyaan at our campus by Faculty, staff and students.
- Visit to Malangini Village Joida Khanapur Taluka in association with Ekal Abhiyaan and conducted various competitions for tribal children and distributed educational stationaries.
- Students participated in cleanliness drive in Central Bus Terminus in the city in association with MADE in Belagavi organization.
- IT Literacy Camp for school children at Government Higher Primary Marathi School – Honaga Village .The outreach event was conducted with a motto of educating rural students on basic computer concepts.
- Social Extension Programmes to reach out unprivileged section of the society in association with NGOs. Example:
  - Raising funds for children affected with HIV through Mahesh Foundation, Belagavi,
  - Raising funds for children of “Maheshwari School for the Blind”
  - Donating old newspapers by the institute and students to Shantai Vrudhashram, Belagavi for their Vidya Adhaar Project to support children belonging to economically weaker section and have desire to excel in education.

**2.3.2**

The institute has established an Internal Quality Assurance Cell (IQAC) for Quality Assurance.

The composition of IQAC committee consists of-

- Director,
- Management representative,
- External Academic Peers,
- Industry representatives
- Senior faculty members of the institute.
- Student Representatives

**The present composition is as follows:**

Sl. No	Members	Nominee
1	Chairperson	Dr. Purushotham Bung , Head of the Institution
2	Coordinator of the IQAC	Dr. Kirti Shivakumar ,NAAC coordinator

3	Faculty members	Dr. P. M. Charantimath, Dr. S. G. Chiniwar, Dr. Arif Shaikh, Prof. Shailaja G. Hiremath
4	Senior Administrative Officers	Mr. Vithal Deshpande - Office Superintendent Mr. Raghunath Daptardar Account Superintendent
5	Two members from the Management	Chairman Governing Council Member Governing Council
6	Student Representatives	Elected Coordinators – One Male and One Lady from IMF
7	Alumni	Mr Sujay Iti
8	Industrialists	Mr Madhwa Acharya, MD Abhishek alloys, Belagavi Mr Subodh Tembe, MD Ohm Enterprises, Belagavi

The suggestions by IQAC, related to teaching, learning and evaluation are implemented.

### 2.3.3

**Interactive learning** is induced among students through lecture cum discussion method by the faculty members and they are also given topics for presentations where they make use of various resources available on internet.

**Collaborative Learning-** Organization study, two months summer internship projects, industrial visits, tours, field studies, group projects, participation in various management events are used for collaborative learning.

**Independent Learning:** Students are given individual assignments, presentations, article reviews, case studies which enhances independent learning among the students.

### 2.3.6

**To enhance the blended learning among students, the institute has started the following clubs, forums and centers such as:-**

#### **Reading Club**

- Kindle interest in reading
- Cultivate reading habit
- Develop good vocabulary
- To foster group reading culture among students community

#### **HR Forum-**

The HR forum was started with an objective to provide a platform for the people, who are interested in the field of HR to interact and keep themselves abreast with industry trends in the HR profession.

### **Centre for Ethics and Social Responsibility-**

Create awareness about Ethics & Social Responsibility amongst stakeholders of the society and management students in particular, supplement management education through value based inputs, and provide forum for academicians to widen knowledge in the field of Ethics & Social Responsibility.

### **Centre for Entrepreneurship Development**

The main purpose of this Centre is to foster entrepreneurship culture among the students. Every year the ED Centre is conducting Antaraprerna B-plan competition. The team of students with the best business plan are awarded with cash prize such initiatives helps students in nurturing their entrepreneurial skills. The center also organizes seminar and workshops to promote entrepreneurship. The Centre offers one year Open Learning Diploma in Entrepreneurship and Management (OLDEM) in collaboration with Entrepreneurship Development Institute, Ahmedabad.

### **Centre for Marketing Research:**

The Centre provides an opportunity for students to undertake advanced assignments in marketing such as surveys for companies like Gokul Milk, Craze Chips, ITC, Colgate Palmolive, and Big Bazaar.

### **2.3.7**

Apart from mentoring, the institute has started the following club and centers to provide psycho-social support to the students.

### **Yoga Club**

It was launched with the sole objective of making people healthy (physically, mentally emotionally and spiritually) so that they can lead a happy life. Our aim is to make every IMERian a karma yogi so that, they will spread this “health campaign” further.

### **Centre for Peace:**

The Centre for Peace was established on 26th December 2014, i.e. the day when Mahatma Gandhi visited Belagavi to attend Indian National Congress Meeting. The Centre is established with an objective of inculcating strong values (moral, ethical, spiritual, material, social, and above all humane values) amongst the students and staff.

### **Learner Facilitation Center (CII-IL)**

The institute has proposed to start Learner Facilitation Center to offer value addition course in Supply Chain Management by CII-IL (Confederation of Indian Industries- Institute of Logistics) from the academic year 2015-16 onwards.

The institute also initiates other activities for psycho-social development of the students through Movie Club and Sports.

### 2.3.9

- During examinations the library functions even on Sundays between 10.30 am to 5.30 pm.
- Best student utilizers of Library resources are awarded a Certificate and prize in the form of books every year to promote wide usage of knowledge resource that are available in the Library .
- Faculty and students can place their demand for books, magazines, journals and other learning resources with the Librarian. Librarian in turn will place it before the Library committee which will approve the demand and place it before HOI. HOI after seeking approval from Chairman Governing Council, will advise the Librarian to place the order for the resources demanded.

### 2.3.11

**The quality of teaching is monitored through an effective performance appraisal system:**

#### **Step 1:**

##### **Plan of Action**

Faculty members submit their Plan of Action for the academic year, which includes areas as under:

- Academic Administration
- General Administration
- Student welfare & development
- Research Activities
- Teaching activities

#### **Step 2:**

##### **Self-Appraisal**

Based on the Plan of action, the half yearly self-appraisal as per Academic Performance Indicator (API) pro-forma along with the supporting documents is submitted by faculty members, in the month of January and July to the Director. The self-appraisal is done on the following performance parameters as listed below:

1. Teaching
2. Professional Related Activities
3. Extension, Co-curricular work & student mentoring activities
4. Research & Development related activities

### Step 3:

#### Performance Review Discussion and Rating by the Director

- The Director, along with the faculty member discusses the overall performance of the faculty and the completion of the activities listed in the action plans submitted along with the self-appraisal.
- Feedback from the students on the performance of faculty member captured at the end of every semester is also discussed.
- The university examination results are analyzed every semester and the outcome is communicated to the faculty member and the management.
- The Director gives the ratings and signed by both appraiser and appraisee.
- The Director counsels the concerned faculty for further improvements if required.

### Step 4:

The Appraisal is forwarded to the Governing Council (GC) for the appropriate action. The GC in congruence with the Board of Management (BoM) decide on granting of the increment and/or promotion based on the performance.

#### The quality of learning is monitored and evaluated through:

- Tests
- Presentations
- Remedial classes
- Tutorials

### 2.4.5

In addition to the two awards mentioned in the SSR, following are the details of awards/achievements of the faculty.

Sl. No	Name of the Faculty	Name of the award	Year	Name of awarding agency/institute & place
3	Dr. Arif Shaikh	Best Research Paper Award at National HR Conclave	2012	BETs GBS and Rani Channamma University, Belagavi.
4	Dr. Purushottam Bung and Dr.Kirti Shivakumar	Best case award at Case Chase	2013	ISB Hyderabad
5	Dr. Purushottam Bung	Best Paper Award	2013	Research Development Association, Jaipur
6.	Dr. P. M Charantimath	Best Woman Performer from KLS IMER	2015	KLS School, Belagavi

## **Other achievements of faculty members:**

### Dr. Purushottam Bung

- Elected as the Treasurer for Karnataka and Kerala chapter of AIMS for the year 2013-14.
- Elected as the Vice President of North Karnataka Private Management Institutions Association.
- Member of Departmental Advisory Committee at DKTE's Textile and Engineering Institute, Ichalkaranji.

### Dr. P. M. Charantimath

- Distinguished Engineers Award, Institution of Engineer's, Local Centre Belagavi
- Contributed a module on global perspective of enterprise in the area of Indian Enterprise and along with five international contributor which ran for the first time during Sept.- Dec. 2013 at University of lead UK.
- Invited speaker at the case center anniversary conference held at IIM-B held on 8<sup>th</sup> and 9<sup>th</sup> September 2014 and Received Prize in Case Quiz from the Director of Case Center.

### Dr. Shashidhar G.Chiniwar

- Certified Corporate Trainer by Peak Performance Trainings, Bangalore, and February, 2013.

#### **2.6.2**

The institute is proposing to use a **Student Management System**, like Bridgeparents /eSutra, which will help to easily communicate notices, time table, exam schedule, calendar of events, internal test results and class room information such as attendance, assignments, campus activities, notes and many more with students and parents.

#### **2.6.4**

The institute has a separate placement cell to train and guide students for better placement and career opportunities. Pre placement training on aptitude, GDPI skills, resume writing is provided regularly.

Apart from preparing the students for employment, the institute has taken up initiatives in nurturing entrepreneurial spirit among the students through activities like:-

- Antaraprerana-Annual B-Plan Competition
- 2K Challenge for Students
- Developing profile of a successful local entrepreneur

The students are involved in various research activities undertaken by faculty members and students are assigned to carry out research projects in subjects like Business research methods to build their research aptitude. The students and staff have been provided training on:-

- EBSCOhost-, which supplies a fee-based online research service with 375 full-text databases, a collection of 600,000-plus eBooks, subject indexes, and an array of historical digital archives
- SPSS : Statistical Package for Social Science used for data analysis
- MS Excel to support research activities.

Students organize various events which give them the scope for innovation in terms of designing and executing the events such as:

- **Kaizen Project**-The students identify the small areas of improvement on campus and present the same in front of a jury and the best project is awarded by the institute.
- **Designing Advertisement** for selected products & services-The subject faculty facilitate the students in identifying product/service and design advertisement campaign and present the same.
- **Documentary on Rural Marketing:** The students prepare documentary on Rural Marketing to understand the concepts.
- **Fun Fest:** It is an inter-mentor group competition which consists of various events such as News Reporting and Remaking Advertisements.
- **Finnovation Week:** The students celebrate various days like Traditional Day, Corporate Attire day, Bollywood Day which promotes fun learning among the students
- **Quizzard:** The students organize a four round quiz competition to test the Current Affairs, General awareness and business acumen.
- **Swasthya Abhiyaan:** The students organize Dental Checkup Camps in villages, to propagate importance of oral hygiene among rural people.
- **Interaction with local entrepreneur:** Students develop and present profile of invited entrepreneur in Entrepreneurship Development Class

All the above activities bring out the innovation potential of students and provide experiential learning.

### 2.6.5

The institution collects data on student performance and learning outcome and the same is analyzed through:

- Internal tests
- Semester end exam result analysis
- Meeting with Mentors
- Participation in extra-curricular activities organized by outside colleges
- Presentations and Group Discussions

The information collected is used to improve and overcome barriers of learning by conducting:

- Remedial Classes
- Tutorials
- Pre-placement Training



## CRITERION III: RESEARCH, CONSULTANCY AND EXTENSION

### 3.1 Promotion of Research

#### 3.1.2

As per the directions of the Governing Council of the institute the composition of the Research Advisory Committee has been reconstituted as under:

Sl. No.	Particulars	Designation	Number
1.	Senior Professor KLS' IMER	Coordinator	01
2.	Director KLS' IMER	Member	01
3.	Chairman, Department of Management, RCU, Belagavi	Member	01
4.	Senior Professor, Department of Management, RCU, Belagavi	Member	01
5.	Senior Professors, KLS' IMER	Members	03
6.	Industry Representatives	Members	08

The details of the reconstituted Research Advisory Committee is as under:

1. Dr. Vishnukant. S. Chatapalli, Chairman, PG Department of Business Administration, RCU Belagavi.
2. Dr. S.C. Patil, Associate Professor, PG Department of Business Administration, RCU Belagavi
3. Dr. Purushotham Bung, Director, KLS' IMER
4. Dr. Poornima M Charantimath, Professor and Co-ordinator Research Centre
5. Dr. Kirti Shivakumar, Professor
6. Dr. S.G. Chiniwar, Professor
7. Dr. Arif Shaikh, Associate Professor
8. Mr. Subodh Tembe, CEO, OHM Industries and CMD Venugram Infraventures
9. Mr. Rajesh Heda, Partner, ISHA the Wedding Mall, Shahapur
10. Mr. Sameer Kanabargi, Phoenix Products
11. Mr. Gopi Krishna, Managing Director MITAN
12. Mr. Prasad N Hiremath, Fortuna 1685
13. Mr. Madhwa Acharya, Director, Abhishek Alloys
14. Mr. A B N Patel, Director, Next Fashion Apparels
15. Mr. Rahul Jadhav, Managing Director, Metro Pickles

The details of some of the recommendations made by the research advisory committee after the uploading of the SSR are as follows:

- The committee in its meeting held on 19<sup>th</sup> January, 2015, recommended to invite Dr. Venu Somineni, Founder CEO, MyDeals 24/7 and Mr. Chiranth Patil, CEO, Gito.me to address the retailers during the conclave on “Brick and Mortar Retailing in the Era of E-tailing”. It further recommended to publish the proceedings of the conclave and distribute the same to the retailers during the conclave. The same was completed on 24/2/2015.
- The committee in its meeting held on 19<sup>th</sup> March, 2015, recommended to organize a workshop on “Writing Research Papers for Students” to develop research mindset amongst students and motivate them to undertake research. The same was completed on 18-06-2015.
- The committee in its meeting held on 22<sup>nd</sup> July, 2015, recommended the formation of the Research Forum to reinforce the activities of the Research Centre. The Forum shall organize lectures, workshops and seminars once in a month related to research.

#### 3.1.4

- Our students actively participated in the research conducted in different sectors for the conclave, “Brick and Mortar retailing in the era of E-tailing” that was completed on 24/2/2015
- 36 students actively participated in the workshop on “Writing Research Papers for Students” organized at the institute on 18-06-2015

#### 3.1.5

- In the current academic year 108 students were guided by the faculty members for undertaking internship research projects. A Superlative Internship Project Contest was organized and the best three projects were awarded cash prizes.
- Ten of our faculty members were involved in research in different sectors for the conclave, “Brick and Mortar retailing in the era of E-tailing” organized on 24/2/2015.

#### 3.1.6

The institute has organized 25 workshop / Training programs for staff and students to promote research. The details of workshops and training programs conducted/organized by the Institute which were not mentioned in the SSR are as follows:

S.No	Workshop/ Training Programme	Date
17.	AICTE sponsored staff development programme on TQM	19/3/2003

18.	AICTE Sponsored seminar on environment and pollution	17/08/2005
19.	ICSSR sponsored programme on “Research Methodology”	2005
20.	AICTE sponsored staff development programme on Trends in Financial Management	04/02/2006
21.	AICTE sponsored staff development programme on Environment and Pollution	20/04/2006
22.	AICTE sponsored staff development programme on TQM	30/5/2007
23.	Conclave on “Brick and Mortar retailing in the era of E-tailing”	24/2/2015
24.	Superlative Internship Project Competition	23/5/2015
25.	Workshop on “Writing Research Papers for Students”	18/6/2015

**3.1.8** The institute has always made continuous efforts to invite eminent personalities in the field of research. In all the institute has invited 20 eminent personalities in the field of research. The details of eminent personalities not mentioned in the SSR are as follows:

No	Resource Person	Topic	Date
9.	Dr.Subhash Awale , Director, National Institute of Industrial Engineering, Mumbai	“Importance of Research and Consultancy for faculty”	16/09/2008
10	Mr.Nadir Shaw Dhony, Advocate Supreme court and Director special projects	“Corporate Governance”	15/4/2009
11	Dr.A.H.Chachadi, Dean and Director, Institute of Management Studies, Karnatak University Dharwad.	“Research for Management Students”	29/9/2009
12	Mr.Ashwin W.Joshi’ SCHULZCH School of Business, York University Toronto Canada	“Market Research”	4/12/2009
13	Dr.T.K.Jain. Afterschool Centre for social Entrepreneurship, Bikaner	“Social Entrepreneurship”	16/2/2010
14	Dr.M.S.Subhash, Dean and Director, Institute of Management Studies, Karnatak University Dharwad.	“The Changing Business Environment”	23/3/2010
15	Dr.M.R.Rao, Former Dean and Professor emeritus, ISB Hyderabad	“Institutional Excellence and Accreditation”	16/9/2013

16	Dr.Sachin Kamble, National Institute of Industrial Engineering, Mumbai.	“SPSS in Research”	23/5/2014
17	Dr.Uttam M. Kinange, Professor and Director, Kousali Institute of Management Studies, Karnatak University, Dharwad.	“How to Carry out Good Internship Projects”	5/7/2014
18	Prof. Mahantesh Kuri, PG-Dept of Business Administration, RCU, Belagavi	“How to carry out Skill Development Series I Project”	29/11/14
19	Dr.Sandeep S.Sagare, KLEU’s Shri. B.M.K. Ayurved Mahavidyalaya Belagavi	“Importance of Meditation in Management”	26/12/14
20	Dr.P.S.Rao, Professor emeritus, Dean Wellingkar Institute of Management Development and Research	“Market Research for changing business”	13/02/2015

### 3.1.10

- The conclave on “Brick and Mortar retailing in the era of E-tailing” that had been proposed during the uploading of the SSR, was completed on 24/2/2015. Research was conducted in different sectors by the faculty and students to understand the impact of e-tailing on traditional retail. The findings were presented before the retailers of Belagavi and possible solutions were discussed. The proceedings of the conclave were distributed to the participating retailers.
- A Two Day Workshop on “Empowering Woman Entrepreneurs “ was organized on 17th August and 27th August 2013 for local women entrepreneurs. 37 local women entrepreneurs participated in the workshop.

## 3.2 Resource Mobilization for Research

### 3.2.2

The faculty have utilized a total of Rs.2.93 Lakhs towards research.

### 3.2.3

- An amount of Rs 2, 00,000 has been earmarked for student research for the financial year 2014-2015 and 2015-2016.
- To inculcate the research mindset amongst the students and to motivate them to take up research projects, a workshop on “Writing Research Papers for Students” was organized on 18<sup>th</sup> June 2015.

### 3.3 Research Facilities

#### 3.3.4

The institute facilitates the researchers in accessing learning resources that are available at other leading institutions and our sister institutions such as Gogte College of Commerce and Gogte Institute of Technology.

#### 3.3.5

A Reprography Centre has been set up in the Institute for the researchers.

#### 3.3.6

The research collaborations developed by the institute which were not mentioned in the SSR are as follows:

S.No	MoU with	Date	Purpose
1.	KLS Gogte College of Commerce Belagavi	4/9/2014	Sharing of infrastructure and intellectual resources for the benefit of all stakeholders of the two institutions
2.	Atyaasaa Consulting Foundation, Pune.	12/6/2015	Atyaasaa will empower KLS IMER students to take part in consulting by giving them exposure to live projects to deliver services for clients.

### 3.4 Research Publication and Awards

#### 3.4.1

- The brick and mortar retailers of Belagavi face a severe threat from E-tailing. In this regard a research was conducted in different sectors by the faculty and students to understand the impact of e-tailing on traditional retail. The findings were presented before the retailers of Belagavi and possible solutions were discussed for this at the conclave, “Brick and Mortar retailing in the era of E-tailing” on 24/2/2015.
- KLS IMER has undertaken a research project titled “Study on skill development for Belagavi industries” for the Forum of Entrepreneurs, Belagavi.

#### 3.4.2

The institute publishes a newsletter/bulletin – “IMER Happenings” that is circulated to all the stakeholders.

### 3.5 Consultancy

#### 3.5.1 Efforts made by the institute to develop industry institute interface:-

The Institute conducts a number of activities through its IMER Industry Interaction Series (III). The institute has invited 24 prominent people from the industry under the III series. The details of the activities conducted after the uploading of the SSR are as follows:

S.No	Date	Name of the Guest	Topic
19.	15th Nov 2014	Mr. B. H. Thodinnayya, Senior Manager Marketing, Bharati Airtel Ltd., Pune.	Let's talk Telecom
20.	23rd Feb 2015	Anil Thomas, Founder, Mustard Seed Training and Assessments, Mumbai	Importance of experiential learning in personality development
21.	24th Feb 2015	Mr. Chiranth Patil, CEO, Gito.me Bengaluru	E-tailing in India
22.	15th April 2015	Mr. Shailesh Joshi, Chairman, Amrut Pharmaceuticals, Belagavi	Significance of Ayurveda and Branding Ayurveda Products in India
23.	22nd April 2015	Mr. Mahesh Bhirangi, Managing Director, Pragati Engineering Belagavi Private Limited, Belagavi	My entrepreneurial journey
24	5th May 2015	Mr. Amol Tope SUCCEEDSAFE Mumbai	"Road Safety and Art of Defensive Driving"

The institute has a practice to felicitate a local entrepreneur every year on the occasion of its foundation day. The students with the guidance of a faculty come out with a profile of the entrepreneur which is presented to the august audience present for the foundation day celebrations.

The details of the local entrepreneurs felicitated are as under:

S.No	Entrepreneur Felicitated	Name of the Organisation	Designation	Year
1.	Mr. Dilip Chandak	Vega Auto Accessories Pvt Ltd, Belagavi	MD	2014
2.	Mr. Satish Netalkar	Netalkar group of Industries, Belagavi	Partner	2013

3.	Mr. Deepak Dhadoti	Servo Controls Aerospace India Pvt. Ltd, Belagavi	MD	2012
4.	Mr. Subodh Tembe	Ohm Industries and Fluid Metals (India) Pvt. Ltd., Belagavi	CEO	2011
5.	Mr. Shailesh Joshi	Amrut Pharmaceuticals, Belagavi	CEO	2010
6.	Mr. Vinayak Lokur	Expert Engineering Enterprises	CEO	2009
7.	Mr. Madhwa Acharya	Abhishek Alloys Private Limited, Belagavi	Director	2008

### 3.5.2

The policy statement of the institution to promote consultancy is as under:

#### **KLS' Institute of Management Education & Research - Consultancy Policy**

1. The Institute promotes faculty members to work on consultancy assignment having business and social relevance.
2. The faculty members should undertake the consultancy assignments with the permission of the Governing Council of the institute.
3. The institute encourages faculty members to use students support in consultancy assignment. The faculty may remunerate the student at his/her discretion.
4. All the payments and receipts should be routed through the institution account only.
5. The faculty may use the institutional resources as and when required.
6. The net revenue received (after deducting all the expenditure) is shared equally between the faculty and the institute.
7. Appropriate leave such as duty leave/special leave is sanctioned to faculty members to undertake consultancy assignments.

### **3.6 Extension Activities and Institutional Social Responsibility (ISR)**

#### **3.6.1**

The policy statement of the institution to promote extension and outreach is as under:

#### **KLS' Institute of Management Education & Research - Extension and Outreach Policy**

1. The Centre of Ethics and Social Responsibility shall plan and organize various extension and outreach programs to be carried out by the institute.
2. The faculty members shall also take up extension and outreach programs to address the social problems of the neighborhood community in particular and society at large.
3. All such extension and outreach programs should involve the active participation of the students to enable them to inculcate service orientation.
4. The institute shall ensure the active involvement of the local community in its extension and outreach programs.
5. The institution shall develop relationships with other social organizations and plan and execute its extension and outreach activities.
6. Concerned faculty/ centre shall prepare a complete proposal (mentioning objectives, timeline and costs involved) on the extension and social outreach programme and place it before the Governing Council through the Head of the Institution.
7. Once approved by the Governing Council, the concerned faculty/centre should form a team and start working on the programme and brief the Governing Council at regular intervals.
8. All the payments and receipts shall be routed through the institution account only.
9. The concerned faculty/ centre can make use of available institutional resources to implement the programme.

#### **3.6.4**

The institute plans and organizes a number of extension and outreach programmes. The details of the programmes organized after the uploading of the SSR are as follows:

- Our 1st semester students purchased one month grocery items from their savings and handed it over to ARSHA VIDYA ASHRAM that runs an orphanage for 40 children.
- An extension activity was conducted with the help of a social organization 'Shantai Vrudhashram' to contribute towards "Vidya Adhaar" project by raising used



newspapers, magazines and text books. The project helps economically weaker and meritorious students to continue with their education.

- The institute organized an interaction on “Road safety and art of defensive driving” by Mr.Amol Tope on 05/05/2015.
- The institute organized a dental checkup camp in association with KLE’s Dental College in Muchhandi village on 25/5/2015 to sensitize the rural population about dental hygiene as a part of institute social responsibility initiative.
- The institute organized computer literacy camp for primary school students of Honaga Village on 14/07/2015.

### 3.6.6

The students are encouraged to be sensitive to the under privileged section of the society. The activities undertaken by the students after the uploading of the SSR are as follows:

- Through Samaajyojana a CSR event of our Samagam – the festival of creativity, fund raising is done for some NGOs. The beneficiary NGOs were Mahesh Foundation (2013), Citizen’s for Society (2014) and Nandana Makkala Dhama (2015).
- The students visited **Prajwal Foundation** (education for children of destitute and bonded labour), the **Shantai Vrudhashram** (old age home) and **Sparsh Foundation** (residential and day care centre for mentally challenged children)
- To assist local women entrepreneurs develop and help them manage their organizations better and to foster new business ideas, IMER conducts free workshops for women in coordination with a leading women’s organization Aavishkaar.
- IMER and Aavishkaar, Belagavi, jointly organized One Day Workshop on Personality Development for women on **12-07-2012**. 75 women attended the programme.
- KLS IMER and Aavishkaar, jointly organized Two Days Workshop on “Empowering Woman Entrepreneurs “on 17th August and 27th August 2013. 47 Women Entrepreneurs attended the same. In the first workshop they were taught how to make a B Plan and in the second they were asked to present their B Plan and were mentored about it.

### 3.6.8

- We spare our auditorium, seminar hall and conference centre to various NGOs, Governmental Nodal bodies and other Not for Profit Organisations like Rotary, Lion’s Club, Inner wheel, Deshpande Foundation, TiE, Made in Belagavi, etc. for socially relevant events.
- The institute organized a conclave, “Brick and Mortar retailing in the era of E-tailing” on 24/2/2015 for brick and mortar retailers from various sectors especially from

Belagavi to assess and discuss the impact of e-tailing on brick and mortar retailers. Research was conducted in different sectors by the faculty and students to understand the impact of e-tailing on traditional retail. The findings were presented before the retailers of Belagavi and possible solutions were discussed for this.

- The institute is organized a dental checkup camp in association with KLE's Dental College in Muchhandi village on 25/5/2015 to sensitize the rural population about dental hygiene as a part of institute social responsibility initiative.

### 3.6.10

In the year 2013 we were a part of the initiative with HDFC bank that resulted in Guinness book of world records for 'Largest Blood Donation (Multiple Venues)'. We have also received letters of appreciation from various NGOs.

## 3.7 Collaborations

### 3.7.2

The institute has entered into 9 collaborative arrangements with different institutions for its development. The details of the MOUs signed are as under:

S.No	MoU with	Date	Purpose
3.	Government Polytechnic Belagavi	16/11/04	Exchange of physical and human resources aimed towards contribution to the public and service to the nation
4.	Deshpande Centre for Social Entrepreneurship	5/10/09	Joint collaboration and execution of DCSE Entrepreneurship course package
5.	KLS Gogte College of Commerce Belagavi	4/9/14	Sharing of physical and intellectual resources for the benefit of all stakeholders of the two institutions
6.	Centre for Social Innovation and Entrepreneurship at IIT Madras	1/1/15	Collaboration of activities related to academic, research and consultancy.
7.	TiE Hubli	17/1/15	Promotion of Entrepreneurship Education and Research
8.	Entrepreneurship Development Institute of India	8/5/15	Promotion of entrepreneurship and research.
9.	Atyaasaa Consulting Foundation, Pune.	20/7/15	Atyaasaa will enable KLS IMER students to take part in consulting by giving them exposure to live projects to deliver services for clients.

### 3.7.4 National and International Conferences organized by the Institute

The institute has organized 8 International/National conferences. The details of the conclave organized by the institute after the uploading of the SSR is as below:

Sl. No.	Conferences	Resource Persons	Year
1	Conclave on “Brick and Mortar retailing in the era of e-tailing”	1. Mr. Venu Someneni, Founder and CEO, MyDeals 24/7, USA 2. Mr.Chiranth Patil, CEO, Gito.me .	24 <sup>th</sup> Feb 2015

## **CRITERION IV: INFRASTRUCTURE AND LEARNING RESOURCES**

### **4.1: PHYSICAL FACILITIES**

#### **4.1.2**

##### **a) Curricular activities**

- ✓ Reprographic facility: A common reprography facility is available at the college basement for students & staff.
- ✓ Transportation facility: Students avail the bus facility to and from college, for industrial visits and field projects.

#### **4.1.3**

The infrastructure of the institute has been developed beyond the requirement of AICTE norms. In addition, various facilities have been developed such as discussion spaces, coffee vending machine in discussion area, the Research Centre and the Centre for peace to enhance the academic environment and learning ambience of the campus. Various non-profit organisations like the Rotary, Lions Club, and Inner Wheel make use of our workshop room, conference room and the auditorium for their functions/meetings which have a social relevance.

**New amenities which have been added during the year 2014-2015 include:**

##### **CENTRE FOR PEACE:**

Centre for peace is developed in the second floor and inaugurated on 26<sup>th</sup> December 2014. The Centre is established with an objective of inculcating strong moral and ethical values amongst the students & staff so that one can live in peace.

##### **BIO-GAS PLANT:**

The bio-gas Plant of 1 cubic meter capacity has been installed adjacent to the canteen. The Plant is floating dome type, which is capable of digesting 5-10Kg kitchen wastes & effluents of canteen. The plant is made-up of durable fibroses material .The plant generates 150- 200 gram gas /day which is being utilized by Canteen.

##### **FUTURE EXPANSIONS:**

##### **SOLAR POWER PROJECT:**

IMER is installing the solar panels on the roof top as an initiative towards green energy. The total cost of the net metering solar power project of 100kwp is approximately Rs.87.00 lakhs. Budgetary provision of Rs. 105.00 lakhs is made in the budget for year 2015-16 for the same.

**IMER has planned several projects for campus development.**

The details of the projects are as under.

Sl. No	Item	Estimate	Benefits of the projects
1	Rainwater Harvesting project	Rs. 3,50,000	Water conservation and ground water recharge
2	Raising / covering top east side compound wall	Rs. 1,77,600	Safety
3	Lift Installation	Rs. 15,00,000	Access to differently abled students and others
4	Parking for Two Wheelers	Rs. 6,15,000	Covered parking facility for students
5	Ramp	Rs. 25,000	Facility for differently abled students
6	Railing in front of canteen pathway from road to end of canteen	Rs. 52,600	To enhance the aesthetic appeal and make more accessible
7	Incubation / Business Centre	Rs. 4,50,000	To promote business incubation

**Amount Spent on infrastructure development and other facilities**

- The total amount spent on infrastructure development and other facilities from 2009 to 2015 - **Rs.3, 21, 46,108/-**.
- Whereas the amount spent on infrastructure development and other facilities during the year 2013-15 is **Rs.53, 47, 254/-**

The details are mentioned below.

Amount Spent on infrastructure Development and other facilities 2013-2015 (In Rupees)		
Particulars	2013-14	2014-15
Furniture, Fixtures & Dead Stock	2,94,188.00	3,47,662.00
Office & Other Equipment	2,34,287.00	93,931.00
Library Books	4,19,086.00	6,50,159.00
Computers & Equipment	1,36,053.00	3,75,565.00
Computer Software	10,16,140.00	1,36,802.00
IMER Building	70,976.00	-
TATA Bus	14,25,858.00	-
Sports Equipment	96,101.00	25,246.00
Mahindra XYLO	25,200.00	-
<b>TOTAL</b>	<b>37,17,889.00</b>	<b>16,29,365.00</b>

#### 4.1.4

**Ramp Facility:** Budgetary provision of Rs. 25,000 has been sanctioned to develop ramp facility for differently abled students.

#### 4.1.5

**Library facility in the hostel:**

Small in-house library has been developed in the ladies hostel consisting of 68 text books and general reading books. Two newspapers (one Kannada and English daily) are subscribed. The accession register for the books is maintained.

### 4.2 LIBRARY AS A LEARNING RESOURCE

#### 4.2.3

The total amount spent on procuring new books, journals and e-Resources during the year 2010-2014 is Rs. **45, 55, 877/-**. Whereas the amount spent on procuring during the year 2014-2015 is Rs. 10, 34, 170/- and the details are as mentioned below.

Library Holdings	2014-2015	
	Number	Total Cost in Rs.
Text Book	268	1,13,775.00
Reference Book	199	78,586.00
Total	467	1,92,361.00

Library Holdings	2014-2015	
	Number	Total Cost
Journal/Periodicals	117	3,90,129.19
e-Resources (e-Journals) in the form of j-Gate, EBSCO Database (Journals includes indexed, abstracted & full text)	18735	3,84,264.00
Any Other (Specify) Capitaline i.e. Industrial Database (Company & Industrial Database)	31795	67,416.00

#### 4.2.4

Along with several tools mentioned, presently the library is using easyLib library management software for in-house library operations like accessing of library collections, which consist of books, DVDs, journals, etc. and the barcode is generated for each collection for the quick & easy identification.

Circulation module is used for issue/return/renewal of reading materials. Report module is used to generate the reports regarding the number of books, DVDs & other reading material issued/renewed/returned.

#### 4.2.5

Average Number of walk-ins:

The average number of walk-ins for the year 2010-2015: 36 per day

The average number of walk-ins for the year 2014-2015: 57 users per day

During the year 2014-2015:

Year	Number of Walk-ins
2014-2015	20703

Average number of books issued, renewed & returned:

The average number of books issued, renewed & returned (from 2010-2015): 24 per day.

During the year 2014-2015

Year	Issued	Renewed	Returned
2014-2015	6472	3490	6533

Ratio of library books to students enrolled:

During the year 2014-2015

Year	No. of Books purchased	Students Enrolled	Ratio of Books to Students
2014-2015	467	108	5:1

Average number of books added:

The average number of books added during 2011 to 2015: 3607.

The number of books added during the year 2014-2015

Year	No. of books added
2014-15	467

#### **Number of information literacy training (ILT) programmes organized**

A half day programme is conducted to familiarize the students of the new batch, about the library resources and other services. Workshops on using databases are organized every year by experts to enhance the usage.

Year	Number of ILT Organized
2014-15	02

### 4.3 IT INFRASTRUCTURE

#### 4.3.7

Apart from DELNET facility as mentioned in the SSR, NPTEL resources are available in the library. Through National Programme on Technology Enhanced Learning (NPTEL), we have acquired learning resources in the form of videos & textual documents. Presently, we have a collection of DVDs on various courses like General Management, Management Science, Strategic management, etc.

### 4.4 MAINTENANCE OF CAMPUS FACILITIES

#### 4.4.1

The Maintenance Expenditure during the year 2009 to 2015 is Rs. 75, 88, 351/\_. Whereas the Maintenance Expenditure for the year 2013-2014 & 2014-2015 is 28, 07, 451/\_ & the details are mention below.

Particulars	2013-2014	2014-2015
ELECTRICITY CHARGES	623398.00	401601.00
WATER CHARGES	14790.00	10010.00
SECURITY CHARGES	137528.00	147412.00
REPAIRS & MAINTENANCE	663675.00	736755.00
GARDEN MAINTENANCE	42429.00	29853.00
TOTAL	Rs. 14,81,820.00	Rs. 13,25,631

#### 4.4.2

Housekeeping, Canteen, Security and Reprographic services are provided by licensed contractors. Intercom services are maintained through the annual maintenance contract. Other services mentioned in the table below are available on-call.

**Detailed Maintenance Chart is given below**



<b>Details of Maintenance</b>					
<b>Product Services</b>	<b>Responsibility/ Department</b>	<b>Responsible Person</b>	<b>Firm/Vendor/Person</b>	<b>Contact No.</b>	<b>AMC/MMC/ on Call</b>
Computer & Accessories	I.T. Department	Instructor	Manoj [Sai Comm Services]	9880975070	on call
Computer (maintenance)	I.T. Department	Computer Mechanic	Manoj [Sai Comm Services]	9880975070	on call
Printer	I.T. Department	Computer Mechanic/Instructor	V.S. Cartridge	9844623783	on call
Scanner	I.T. Department	Computer Mechanic/Instructor	Manoj [Sai Comm Services]	9880975070	on call
CC Cameras	I.T. Department	Computer Mechanic	R.K.Enterprises	984594062	on call
UPS	I.T. Department	Computer Mechanic	R.K.Enterprises	984594062	on call
Batteries (UPS)	I.T. Department	Computer Mechanic	R.K.Enterprises	984594062	on call
Internet	I.T. Department	Computer Mechanic	Airtel	831-4216065, 4216265	AMC
Binding Work	Library	Librarian	Shripadma Book Binder & Printers	9844445715, 9449200961	AMC/ On Call
Printing Work (Related to Library)	Library	Librarian	Shripadma Book Binder & Printers	9844445715, 9449200961	On Call
General Pest Control System	Library	Librarian	Para Pest Control Pvt. Ltd.	0831-2480791	On Call
Gardening	Office	Gardner	Vithal Samrekar	7259715557	MMC
Generator	Office	Office Attenders	Cummins India Ltd.	9448496770, 9448496786	MMC
Painting Work	Office	Office Superintendent	KLS Administrative Office	0831-2405524	On Call
Building Maintenance	Office	Office Superintendent	KLS Administrative Office	0831-2405524	On Call
Electrical Work	Office	Office Superintendent	Parashuram	9738332659	On Call
Electrical Work	Office	Office Superintendent	Eshwar Electricals	9844048274	On Call
Carpentry Work	Office	Office Superintendent	Pooja Furniture Works	9845843789	On Call
Water Supply	Office	Office Superintendent	Shahapurkar	9448339628	On Call

Fire Extinguisher	Office	Office Superintendent	Parth Enterprises	0831-2487177, 8762107927	On Call
Binding Work	Office	Office Superintendent	Vighneshwar Associates	8050140763	MMC
Xerox Work	Office	Accounts Superintendent	Vighneshwar Associates	8050140763	AMC/ On Call
Vehicle Maintenance	Office	Driver	Trendy Wheelers, Kolhapur	02330-2460790	MMC
Neon, Vinyl, Plastic etc. Boards	Office	Office Superintendent	Karuna Neon & Plastics	0831-2433216	On Call
Neon, Vinyl, Plastic etc. Boards	Office	Office Superintendent	Digiprints	9632245884, 9845689897	On Call
Neon, Vinyl, Plastic etc. Boards	Office	Office Superintendent	Sriram Hande	9738466871	On Call
Printing & Stationary Items	Office	Accounts Superintendent	Gourav Book Centre	0831-4201929	On Call
Printing & Stationary Items	Office	Accounts Superintendent	Simon Books & Stationery	9006975959	On Call
Printing Work (Related to IMER)	Office	Accounts Superintendent	Shri Malhar Offset Printers		On Call
Printing Work (Related to IMER)	Office	Accounts Superintendent	Digiprints	9632245884, 9845689897	On Call
Printing Work (Related to IMER)	Office	Accounts Superintendent	Shree Art Printery	0831-2480986	On Call
Photography	Office	Office Superintendent	Katti Photo Studio	0831-2426485	On Call
Water Purification	Office	Office Superintendent	Shankar	9972141206	On Call
Water Purification	Office	Office Superintendent	Basavaraj	9945152777	On Call
Plumbing	Office	Office Superintendent	Gajanan	9341109709	on call
Plumbing	Office	Office Superintendent	Astekar	9916260460	on call
Intercom Services	Office	Recepteionist/Steno	Sai Intercom Services	9448875357	AMC
House Keeping	Office and Library	Office Superintendent & Librarian	Karnataki	9986513427	AMC

## CRITERIA V: STUDENT SUPPORT AND PROGRESSION

### 5.1.8

Students can avail the services of Career and Adolescent Counsellors who are available on consultation basis once a week at the campus.

### 5.1.10

#### STUDENTS' GRIEVANCE REDRESSAL CELL

On the basis of the recommendation of the IQAC, it was decided to redesign Students' Grievance Redressal Cell. The function of the cell is to look into the complaints lodged by any student, and judge its merit. The Grievance Redressal cell is also empowered to look into matters of harassment.

Suggestion boxes had been put up in the canteen and the library. Additional suggestion boxes have been put up – in the first floor, the second floor, the ladies room and the ladies hostel.

- Anyone with a genuine grievance may approach the Director in person, or in consultation with the faculty in charge of the Students' Grievance Redressal Cell.
- In case the person is unwilling to appear in self, grievances may be dropped in writing in the suggestion box of the institution.
- Anonymous complaints will not be treated as grievances.
- Grievances may also be sent through e-mail to the faculty in-charge of Students' Grievance Redressal Cell.
- In the event they have a grievance against the faculty in charge of the Students' Grievance Redressal Cell, they may approach the Director in person.

**The Composition of the Grievance Redressal Cell is as follows: -**

	<b>Name</b>	<b>Designation</b>	<b>Role in the committee</b>
1	Dr. Purushotham Bung	Director	Chairperson
2	Dr, Kirti Shivakumar	Lady Professor	Faculty Coordinator
3	Dr. Arif H Shaikh	Male Professor	Faculty Coordinator
4	Mr. Vittal Deshpande	Office Superintendent	Member
5	IMF - IMER students management forum ( students council ) Ladies Representative and Male Representative		

### 5.1.11

The IQAC has recommended to establish a formal Anti Sexual harassment Cell to replace the existing informal procedure adopted, keeping in mind the Supreme Court judgment as well as the norms of the AICTE.

#### **Composition of the Anti – Sexual Harassment Committee (ICC – Internal Complaints Committee)**

NAME	POSITION	
	ROLE IN THE COMMITTEE	
Dr. Kirti Shivakumar	Senior Lady Faculty	Chairperson
Dr, Purushotham Bung	Head of the institution	Member
Prof. Shailaja Hiremath	Senior Lady Faculty	Member
Chairman /Member ( GC)	Management Representative	Member
Dr. S.G. Chiniwar	Senior Male Faculty	Member
Ms. Trupthi Deshpande	Lady administrative staff	Member
Ms. Bharathi Sontakki	Lady staff – (class – IV employee)	Member
Three girl students		Members
SI of Tilakwadi Police Station	Inspector of Police of the jurisdictional police station	Member
Parent of girl student		Member

### 5.1.12

The IQAC recommended the establishment of a full-fledged Anti Ragging Cell to comply with the statutory norms, in spite of the absence of the ragging incidents in our institution. Thus an Anti-Ragging Cell with the following composition has been established. To complement the new cell , boards have been put up to indicate what incidents could be considered as ragging , composition and contact details of the cell members as well as the punishments one could face , in the event of any ragging incident.

### Composition of the Anti-Ragging Cell

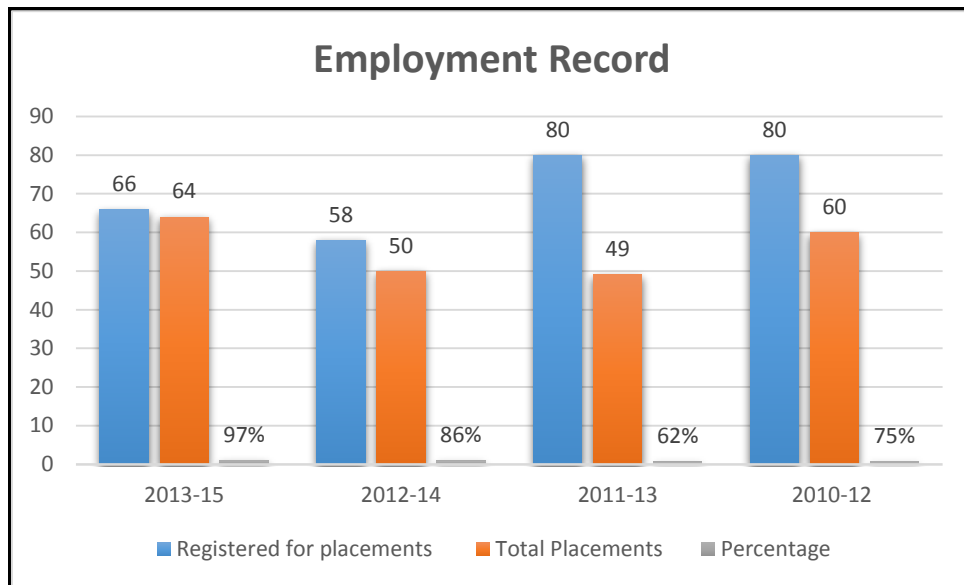
Chairperson	Dr. Purushotham Bung	Director
Member	Dr. Kirti Shivakumar	Coordinator, IQAC
Member	Dr. P.M. Charanthimath	Senior most Professor
Member	SI , Tilakwadi Police Station	Representative of Police Administration
Member	Mr. Vilas Adhayapak	Media Representative
Member	Prof. Ibrahim Tahsildar	Parent/ Guardian of the student
Member	Mr. Gurunath Dikshith	Registrar, KLS Society
Member	Ms. Annapurna Tallekal	Warden, Ladies Hostel
Member	IMF - IMER students management forum ( students council ) Ladies and Male Representative	
Secretary	Mr. Dasharath Sawant	Rector – Boys Hostel

#### 5.2.1 The percentage of students progressing to employment (for the last four batches)

More than 20 students from our previous batches have registered for Ph.D, some have been awarded Ph.D and some are in the process of completing their research.

#### EMPLOYMENT

	2013-15	2012-14	2011-13	2010-12
Registered for placements	66	58	80	80
Campus selection	64	50	48	60
Other than campus recruitment	0	0	1	0
Total	64	50	49	60
Percentage	97 %	86%	62%	75%



### 5.3.5

In order to groom student leadership, the IQAC suggested to revive student council. IMER Students Management Forum (IMF) is an elected student council designed to promote leadership and team spirit at student level. It is a forum where students plan various activities with the guidance of the faculty coordinator.

#### The purpose of IMF is:

1. To develop positive attitudes and to practice good citizenship.
2. To promote harmonious relations throughout the entire institution.
3. To improve student/faculty relationships.
4. To participate jointly in all student development activities.
5. To provide a forum for student expression.
6. To plan special events or projects, industrial visits, placement activities etc.

#### Composition of IMF

- Two girl students from each division, both juniors and seniors – totally 8
- Two male students from each division, both juniors and seniors – totally 8
- Total number of students – 16
- One faculty coordinator

#### Process for creation of IMF

- Elections take place every year.
- The class (each division) elects four persons - two female students and two male students from each class.
- The sixteen members elect one person from amongst them to be the IMF Male coordinator and one Lady Coordinator - who will be senior students. (from the II year)

- The council members are further put into sub committees like Industrial Visits, Placement, Events and Academic Committees.
- All the activities of the IMF are funded by the institution.
- There is a budgetary provision under the head seminars and functions and extra-curricular activities which will provide the necessary funding

## **CRITERION VI. GOVERNANCE, LEADERSHIP AND MANAGEMENT**

### **6.1.1. Vision and Mission**

As a progressive B School, the need to revisit our vision and mission statement and to redesign our organisation structure was felt. Our Director had consulted Prof. Rafiq Dossani, Professor , Stanford University at ISB Hyderabad during a three day Executive Education Program at ISB Hyderabad ( 28<sup>th</sup> Feb 2012 to 1<sup>st</sup> March 2012) on Visioning exercise for IMER. Following this we had several discussions during our faculty meetings regarding redesigning the organisation structure and reformulating our Vision, Mission and Goals. . With this objective we had a series of brainstorming sessions starting from 10/05/12 till 09/06/14 which culminated in a strategic retreat where the draft of the new Vision, Mission statement was agreed upon on 09/06/14. The draft was again discussed and finally the new Vision, Mission and Goals statement was approved by our Governing Council on 24<sup>th</sup> June, 2015.

Our new Vision, Mission and Goals statement is given below:-

#### **Vision**

To Excel in Management Education, Research, Consultancy, Industry Institute Interface and Alumni Relations.

#### **Mission**

To transform every student into an industry ready and motivated business leader with an entrepreneurial mind set.

#### **Values**

- Integrity
- Commitment
- Passion

#### **Quality Policy**

To continually improve processes of admission, teaching, learning, examination, evaluation, placement, alumni relations, research and extension in order to become an industry friendly institution of academic excellence.

**6.1.2 The involvement of Governing council:** The Chairman and members of the Governing council are not only involved in administrative reforms but also in academic reforms. They contribute for the overall development of the institute.

### **6.1.6. Grooming Student Leadership**

In order to groom student leadership, the IQAC suggested to revive student council in a democratic manner. IMER Students Management Forum (IMF) is an elected student council



designed to promote leadership and team spirit at student level. It is a forum where students plan various activities with the guidance of the faculty coordinator

### **6.2.2.**

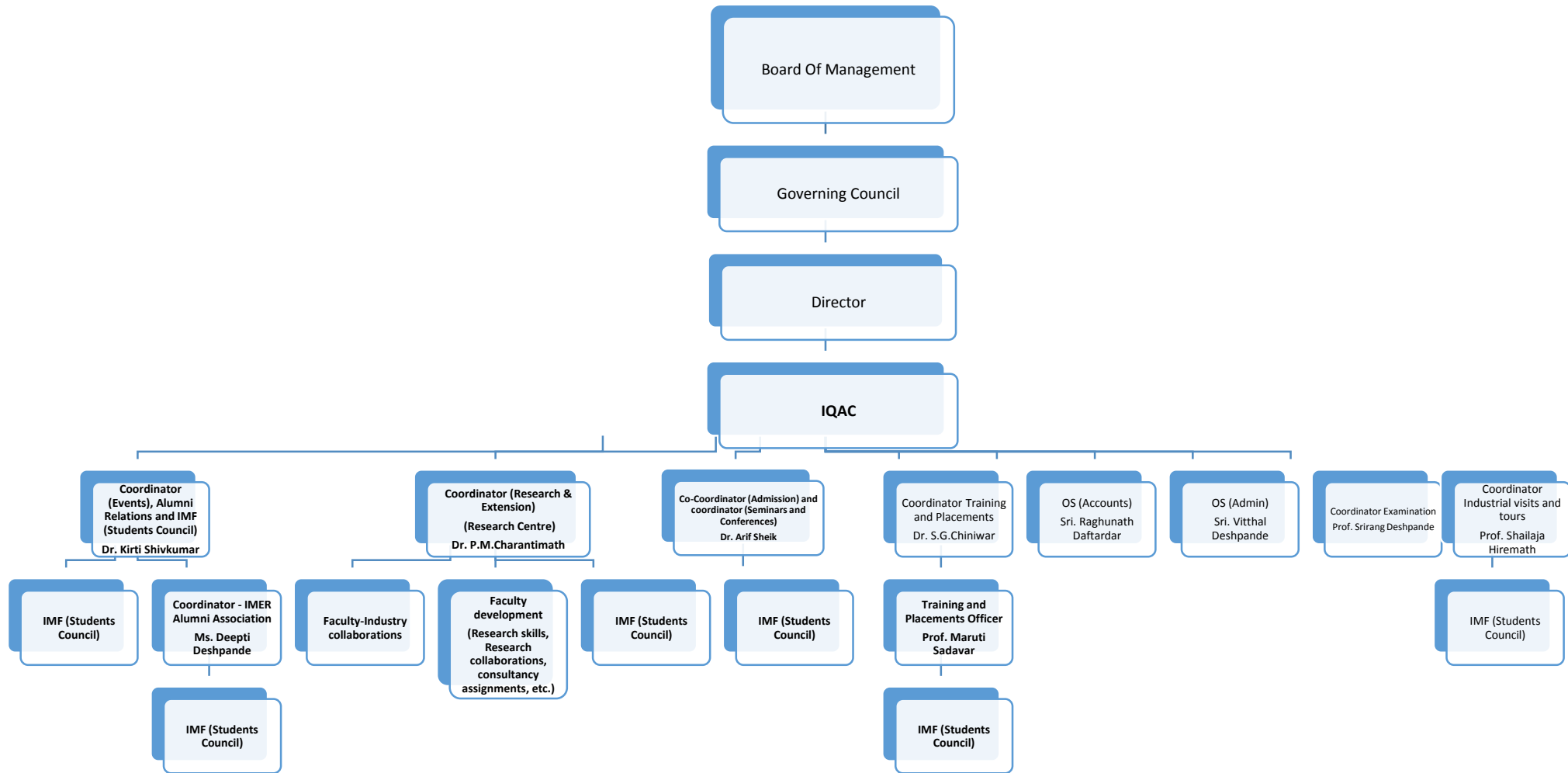
As part of an ongoing strategic planning exercise the following goals were agreed upon. Accordingly we have adopted a new organization structure which is shown in **6.2.3.**

### **GOALS**

1. To elevate our ranking from the current levels significantly by 2018
2. Developing a committed, research oriented and passionate team of faculty that exhibits leadership on pan India basis in their subject areas and who are capable of solving business problems (local/state/national) through relevant research and consultancy.
3. To have up-to-date database of all the alumni and to develop a robust system to remain in touch with them.
4. To ensure that all the students will get internship and in-plant training opportunities with reputed companies.
5. Enabling each faculty to Design, Develop & Offer at least one contemporary course/program of great value for both students and/or industry.
6. To achieve 100% placements with an average package of 5.00 lakhs by 2018 (from the current average package of 2.75 lakhs, assuming 15% growth year on year).
7. To develop close rapport with at least one industry every year by every faculty member
8. To write at least one case every year by every faculty member
9. To work on a consultancy assignment (At least one assignment per faculty every two years irrespective of revenue generation. But it should have a reasonable impact)
10. To develop Incubation/Business Centre.

### **6.2.3. The institute's organization chart by introducing IQAC.**

The institution has a well-defined, de-centralized organizational structure to coordinate the academic and administrative functions. The revised organization structure after introducing the IQAC is given below:-



**6.2.4 – Recruitment and selection process:** The institute follows a well-planned and transparent recruitment and selection process. Based on the requirement of staff, the advertisement is released in the leading dailies with a cut-off date for applying. Applications have to be made on-line. After initial scrutiny and document verification the eligible candidates will be called for attending the selection process. An expert panel, comprising of external experts from the field, is formed for shortlisting of the candidates through the written tests, personal interviews, live demonstration of skills, etc. The shortlisted candidates are then recommended to the governing council for final selection. GC will make the final selection based on the recommendations made by the expert panel and the performance in the final interview. These final selects were recommended to BoM for final approval. Post approval of the GC and BoM only the appointment letter is issued to the candidate. The newly appointed staff is allotted a mentor who will guide the candidate throughout.

### **6.3.2. Budget earmarked for Faculty Development Programmes**

The Institute encourages faculty members to update their knowledge by attending Faculty Development Programmes on a continuous basis by making budgetary provision in the annual budget. The Budget earmarked for FDP and the amount utilized for last five years is mentioned below.

#### **Budget Earmarked for FDP and Utilisation**

<b>Sl. No</b>	<b>Year</b>	<b>Budgeted Amount (Rs in Lakhs)</b>	<b>Amount Spent (Rs in Lakhs)</b>
1	2014-15	3.00	1.69
2	2013-14	3.00	3.71
3	2012-13	4.25	3.97
4	2011-12	4.25	2.84
5	2010-11	3.00	1.57

**6.3.3 – Performance Appraisal System:** During the beginning of academic year academic staff submit the action plan by discussing with the head of the institute. The action plan is used as a basis for evaluating the performance of academic staff. In a prescribed format, feedback from the students on the academic staff performance is captured at the end of each semester. The head of the institute gives feedback to the concerned academic staff for further improvements. The university examination results are analysed and communicated to all the academic staff and top management. At the end of each semester the academic staff fill the self-appraisal form on multiple activities and this form is used by head of the institute to evaluate and provides the feedback about the overall performance of the academic staff. The evaluation is reviewed during the governing council meeting and provides basis for increment and promotion.

### 6.5.1 Internal Quality Assurance Cell (IQAC)

The institute has established an Internal Quality Assurance Cell (IQAC) for Quality Assurance. The composition of IQAC committee was proposed by IQAC Coordinator, discussed in the meeting of IQAC and approved by the Governing Council. The composition of the IQAC is given below:

	Members	Nominee
1	Chairperson	Head of the Institution, Dr.Purushotham Bung , Director
2	Coordinator of the IQAC	NAAC coordinator, Dr Kirti Shivakumar
3	Faculty members	Dr P M Charantimath, Dr S G Chiniwar, Dr Arif Shaikh, Prof Shailaja Hiremath
4	Senior Administrative Officers	Office Superintendent Account Superintendent
5	Two members from the Management	Chairman Governing Council and Member Governing Council
6	Student Representatives	Elected Coordinator – One Male and One Female from IMF
7	Alumni	Mr Sujay Iti
8	Industrialists	Mr Madhwa Acharya, MD Abhishek alloys, Belagavi Mr Subodh Tembe, MD Ohm Enterprises, Belagavi

### 6.5.4. The Academic Audit

The institution undertook two academic audits in the year 2013-14 and 2014-15, by external reviewers and suggestions were given to improve the institutional activities .Following suggestions are implemented to improve the institutional activities.

- To establish an Internal Quality Assurance Cell (IQAC) as per the norms of NAAC.
- Every Committee formed in the college, except the examination committee should have representation from student body.
- To adopt a comprehensive plan to develop student management system that can be utilized across different platforms.
- To offer value added course to students leading to Diploma degrees.
- To publish proceedings of Conclave on “Brick and Mortar retailing in an era of E-tailing”.

## **CRITERIA VII – INNOVATIONS AND BEST PRACTICES**

- 7.1.1 In addition to all the activities that we mentioned in SSR, Environmental Audit (Green Audit) is being carried out by a qualified Environmental Consultant.
- 7.1.2 As per the plan mentioned in SSR, Bio gas plant is installed in the campus near canteen. Digestive capacity of the plant is 1 cubic meter which is suitable for our campus. Gas output is approximately 150 -200 gram per day.

Effort to create paperless environment is initiated through creating google group for communication amongst Academic and Administrative staff of the Institution. We have proposed usage of Student Management System (SMS) like BridgeParents/eSutra, to communicate with the students and parents.

- 7.2.1 In addition to 23 innovations mentioned in SSR we have added the following:-

24. Communication between various stakeholders is done through News Letter (in both hard and soft form) and other social Media like Facebook, WhatsApp, email, and proposed usage of “BridgeParents/eSutra” Student Management System.

25. My story sessions (entrepreneurs come and share the story of their journey as an entrepreneur) are held in association with TIE to inspire the students to take up Entrepreneurship.

- 7.3 In addition to the 2 best practices mentioned in the SSR, an additional best practice is described below.

### **BEST PRACTICE -3**

#### **1. Title of the practice: Providing course docket for every course /subject offered**

Course docket is prepared for every subject by the respective faculty well in advance to help the students to come to the class well prepared so as to make the learning process more interesting and effective. It contains Lesson plan, evaluation plan, essential reading material (prominent research articles and cases), previous examination question papers and also the reference reading material.

#### **2. Goals**

A) To know beforehand what will be taught in the class so that the students can come well prepared which will in turn lead to good classroom discussion and hence enhance learning.

B) It will enable the faculty to research and compile good academic material well in advance, prepare a thorough lesson plan and course docket and deliver it in a professional manner which will certainly enhance teaching.

### **3. The Context**

In the fast changing business world we cannot afford to stick to couple of textbooks written some time back only while delivering a course/subject. Providing a complete course docket which will contain the contemporary course material like, popular research articles and cases published in renowned journals will certainly enrich the teaching and learning process. Student can refer the course docket and come well prepared to the class as lesson plan is also made available well in advance.

### **4. The Practice**

Every faculty has to prepare a complete course docket at least one month before the commencement of the course. We allocate subjects in advance so that faculty can spend good time in preparing a quality course docket. These course dockets will be given to students who opt for that particular course during the first class with a complete demonstration of the lesson plan. Faculty will adhere to the lesson plan and complete the course, keeping course docket as a reference. Irrespective of the type of course, faculty has to prepare a complete course docket and get it approved by Internal Board of Studies and deliver the course accordingly.

### **5. Evidence of success**

We have been following this practice since the past two years ,which is a unique practice followed by all IIMs and has evinced lot of interest and involvement by the faculty and students as well. This certainly has led to intense classroom discussions and has enriched the teaching, learning and evaluation process. The competence and confidence level of teacher has also increased.

### **6. Problems encountered and resources required.**

#### **Problems encountered**

Students are expected to refer number of texts and reference material in their MBA course to get the right perspective of each subject. We find that few students are referring only course docket for their studies. So we have to make such students understand that the course docket is not a substitute for references. It is an additional material for studies and is not exhaustive.

**Resources required:** Though it is slightly expensive, the institute provides necessary resources required for this process and it provides full support for this initiative. We have an in-house reprographic center for photocopying and binding the course docket. We do not charge any extra fees to the students.

## **OTHER BEST PRACTICES:-**

### **1. VALUE ADDED COURSES :-**

Value added courses and programmes are offered to the students to strengthen their skill base and broaden their knowledge like; French, MS-Excel, SAP Business One Solution ERP Certification course, SPSS, Diploma in Entrepreneurship and Business Management program, Yoga, English Proficiency (Immersion program) and other domain specific courses like; Production and Operations Management, Management Control System, and CRM.

### **2. FACULTY INVOLVEMENT IN SYLLABUS REVIEW: -**

All the faculty are involved in the syllabus review and pedagogy review process initiated by the University.

### **3. SCHOLARSHIPS TO ATTRACT MERITORIOUS STUDENTS :-**

Scholarship of Rs. 50000 each is awarded to the five students who have scored top five ranks (within 500) in PGCET conducted by KEA and Rs.25000 to the students who have scored top five ranks (within 500) in K-MAT examination and have taken admission to attract meritorious students.

### **4. STUDENT ACHIEVERS AND EXCELLENCE AWARDS: -**

The Institution has instituted various awards/cash prizes for the students who excel in academics and sports. These students are honored during the foundation day or achievers day ceremony every year.

### **5. FACILITATING FACULTY TO UNDERTAKE RESEARCH AND CONSULTANCY: -**

Institute has always been encouraging the staff to undertake quality research assignments and write quality research papers and present the same in renowned conferences (National/International) in India and abroad. The staff are extended necessary support including granting duty leave/special leave and sponsoring the expenses.

### **6. STUDENT INVOLVEMENT IN EXTENSION AND CSR ACTIVITIES.**

Students are actively involved in all extension activities of the Institute, in various capacities like fund raising, designing of brochure, invitation, coordination of the events, and implementation. Sometimes they themselves initiate the activity.

### **7. BEST LIBRARY UTILISER AWARD.**

Best student utilizers of Library resources are awarded a Certificate and prize in the form of books every year to promote wide usage of knowledge resource that are available in the Library .

**8. PROVIDING NEWS PAPER AND BUSINESS MAGAZINES TO EACH STUDENT.**

All the First year students are provided Business Standard Paper every day and the second year students are provided Business Outlook Magazine every fortnight free of cost to keep them abreast of what is happening in the business world and faculty discuss the contemporary issues in the class.

**9. EMPOWERMENT OF FACULTY AND STUDENTS IN BOOK PURCHASE: -**

Faculty and students can place their demand for books, magazines, journals and other learning resources with the Librarian. Librarian in turn will place it before the Library committee which will approve the demand and place it before HOL.HOI after seeking approval from Chairman Governing Council, will advise the Librarian to place the order for the resources demanded.

**10. TECHNOLOGY ENABLED LIBRARY: -**

Using all kinds of application software that are available and making the library a truly hybrid one, through which we can access learning resources that are available in other libraries (online and offline).

**11. SPONSORING STUDENTS REGULARLY TO PARTICIPATE IN EVENTS.**

We encourage students to take active participation in the curricular/co-curricular/extracurricular events/competitions organized by other institutions events/competitions organized by other organizations/institutions. We sponsor total expenditure involved which include; travelling, food, accommodation, preparations for the events, etc.

**12. ENCOURAGING STUDENTS TO ORGANIZE EVENTS:** All our flagship events i.e. SAMAGAM, IMERGE, SIP, ANTARPRERANA, ARAMBH, CASE CHASE, ETC., are organized by students – right from the designing of the event till the completion of the event including marketing of the event, organizing the event, pooling of the resources required, etc., under the guidance of a faculty coordinator. Inter mentor group competitions of very high quality, like case study competition, quiz, etc., are also organized by the students regularly.

**13. OUT BOUND TRAINING:**

After completion of the orientation program, the newly admitted students are taken on a two day Out Bound Training Program to inculcate in them the spirit of team work and to discover themselves (self-discovery).

**14. EFFECTIVE PERFORMANCE APPRAISAL SYSTEM:**

A well laid system is followed to appraise the performance of the Academic staff which include;



- All the faculty submit the half yearly self-appraisal as per API proforma along with the supporting documents in the month of January and July every year to the HOI. Then HOI along with the faculty member complete the appraisal which is later forwarded to the Governing Council. Based on the overall performance of the faculty and the completion of the activities listed in the action plans submitted along with the self-appraisal, the HOI give the feedback for improvement, which is again monitored very closely.
- In a prescribed format, feedback from the students on the academic staff performance is captured at the end of every semester. The head of the institute based on the students' feedback counsel the concerned faculty for further improvements.
- The university examination results are analyzed every semester and the outcome is communicated to all the academic staff and top management.
- The performance is reviewed every year (based on their joining date) by the governing council and the GC in congruence with the BoM decide on granting of the increment and/or promotion.

**15. ROBUST AND TRANSPARENT STAFFING PROCESS:**

The institute follows a well-planned and transparent recruitment and selection process. Based on the requirement of staff, the advertisement is released in the leading dailies with a cut-off date for applying. Applications have to be made on-line. After initial scrutiny and document verification the eligible candidates will be called for attending the selection process. An expert panel, comprising of external experts from the field, is formed for shortlisting of the candidates through the written tests, personal interviews, live demonstration of skills, etc. The shortlisted candidates are then recommended to the governing council for final selection. GC will make the final selection based on the recommendations made by the expert panel and the performance in the final interview. These final selects were recommended to BoM for final approval. Post approval of the GC and BoM only the appointment letter is issued to the candidate. The newly appointed staff is allotted a mentor who will guide the candidate throughout.

**16. THE INVOLVEMENT OF MANAGEMENT:**

The Chairman and members of the Governing council, are actively involved in not only administrative reforms but also in the academic reforms. They interact with the faculty and students on regular basis to keep themselves abreast of developments in the Institute and extend total support whenever and wherever required

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### 3. Evaluative Report of the Departments

IMER is a stand-alone B school offering only an MBA programme and hence we have no departments as such. Therefore we are attaching a summary of the profile of our faculty as well as their individual profile.

#### 01. PURUSHOTTAM BUNG

**B.E., PGDM (University of Melbourne, Australia), MBA (Monash University, Australia) Ph.D**

#### BOOKS AUTHORED

1. “*Current status of Indian Fruit Processing Industry vis-à-vis Brazil: a case study of mango*” published by Himalaya Publishing House Private Limited, Mumbai. ISBN No.978-93-5142-464-2
2. “*Responsive Management Education*” published by Excellent Publishing House, New Delhi, ISBN No. 978-93-83083-91-6

#### PAPERS PUBLISHED IN REFEREED JOURNALS

1. Research paper titled “*Benchmarking at macro level – a comparative study on fruit processing industry between India and Brazil*” was published in peer reviewed bi-annual journal ‘Indian Journal of Management’ (ISSN No.22773304), Vol. 2, number 1, October 2012 – March 2013 edition.
2. Research paper titled “*Pet at work*”: *A novel tool for managing stress levels of employees*, was published in the HR Conclave proceedings book titled “Employee First, Customer Next”, published by Himalaya Publishing house, Mumbai (ISBN No. 978-93-5051-687-4).
3. Research paper titled “*Indian fruit processing industry: Import and Export Analysis*” was published in the peer reviewed management journal ‘DHARANA’ (Bhavan’s International Journal of Business) published by Bharatiya Vidya Bhavan, Bangalore (ISSN: 0974-0082); Vol 6, issue 2 (July-December 2012).

4. Research paper titled '*Network Mentoring' in higher educational institutions: A collaborative win-win-win strategy for mentor, mentee and the institution*' was published in the book published by Himalaya Publication House, Mumbai (ISBN No.978-93-5051-559-4)
5. Research paper titled "*Challenges facing mango cultivators of India and the feasible solutions*" was published in the conference proceedings book published by Bonfring, India (ISBN No.978-93-82338-05-5)
6. Published research paper titled "*Critical analysis of exports: Mango and processed mango products by Indian mango processing industry*" in "TATVA", a refereed biannual management journal (ISSN No. 0973-0974, Vol. IX, (2), July-December, 2012).
7. Published a book review on the book titled "*18 minutes: Find your focus, master distraction, and get the right things done*" by Peter Bregman in "TATVA", a refereed biannual management journal (ISSN No. 0973-0974, Vol. IX, (2), July-December, 2012)
8. Published an article titled "*Effects of Modern Technology in the present world*" in "TATVA", a refereed biannual management journal (ISSN No. 0973-0974, Vol. IX, (2), July- December, 2012)
9. Research paper titled "*Challenges facing mango processors of India and the feasible solutions*" was adjudged as the best paper and awarded "**Best Paper Award**" and was published in the peer reviewed journal 'Indian Journal of Management', (ISSN No. 2277-3304) Vol.2 No.2 (April– September 2013 Issue).
10. Research paper titled "*Comparative study between the functioning of NHB (National Horticulture Board) of India and EMBRAPA (Brazilian Agency for Agriculture Research and Animal Husbandry) of Brazil, the nodal apex bodies controlling horticulture industry*" was published in the refereed journal JDR (Journal of Development Research) Issue 1, vol 5, March-September 2103 edition (ISSN No. 2229-7561).
11. Research paper titled '*Mango Cultivation Industry of India: Problems and Prospects*' was published in the peer reviewed international journal 'ELK Asia Pacific Journal of Marketing and Retail Management' in their October 2013 edition (ISSN: 0976-7193).
12. Research paper titled '*Mango Processing Industry of India: Problems and prospects*' was published in international peer reviewed journal 'Intercontinental Journal of Marketing Research Review', Vol.3, Issue 2, April-June, 2015 (ISSN: 2347-1670)

13. Published a book review on the book titled “*Start it up: why running your own business is easier than you think*”, by Luke Johnson in “TATVA”, a refereed management journal (ISSN No. 0973-0974, Vol. X, 2013)

## PAPERS PRESENTED/PUBLISHED AT INTERNATIONAL AND NATIONAL CONFERENCES

1. Presented research paper titled “*Benchmarking at macro level – a comparative study on fruit processing industry between India and Brazil*” at 11<sup>th</sup> International conference on Business and management at Jaipur organized by Research development Association in collaboration with Rajasthan Chamber of Commerce and Industry.
2. Presented research paper titled “*Pet at work*”: *A novel tool for managing stress levels of employees*, at HR conclave 2012 organized by Rani Channamma University, Belagavi.
3. Presented a case titled ‘*R.N.Food Products: Challenges of Entrepreneurship & Family Owned Business*’ in ‘case chase – 2012’ competition at the academic conference organized by the SEE (Society of Entrepreneurship Educators) at the Indian School of Business (ISB), Hyderabad. The case was shortlisted under the best case category of the competition and honored with Rs.10000.00 cash prize.
4. Research paper titled ‘*Network Mentoring*’ in *higher educational institutions: A collaborative win-win-win strategy for mentor, mentee and the institution*’ presented at the national seminar on ‘Professional Education – road ahead’ by Rani Channamma University, Belagavi on 18.05.2012.
5. Presented a research paper titled “*Challenges facing mango cultivators of India and the feasible solutions*” in an international conference ICCOMIM-2012 organized by M.S.Ramaiah Institute of Technology, Bangalore.
6. Presented a research paper titled “*Co-operative movement: The only way to turnaround Indian fruit processing industry*” in an international conference on Global Business – opportunities and challenges organized by PESIT, Bangalore in association with ISC (International Society for Competitiveness) and Indiana University of Pennsylvania, USA at PESIT campus, Bangalore.
7. Presented full length research paper titled “*Challenges facing mango processors of India and the feasible solutions*” in 12<sup>th</sup> international conference on ‘Global

Contemporary Issues, Innovations and Future Challenges in Businesses” organized by Research development Association and Research Development Research Foundation, Jaipur in collaboration with Rajasthan chamber of Commerce and Industry, Jaipur in Jaipur.

8. Presented research paper titled “*Comparative study between the functioning of NHB (National Horticulture Board) of India and EMBRAPA (Brazilian Agency for Agriculture Research and Animal Husbandry) of Brazil, the nodal apex bodies controlling horticulture industry*” in SMART – 2013 (Strategic Marketing Research and technology) conference organized by VESIMSR, Mumbai.
9. Presented research paper titled ‘*Mango Cultivation Industry of India: Problems and Prospects*’ in the ICMIS (International Conference on Management and Information Systems) organized by INFOMS (International Forum of Management Scholars) and AIMS-International at Bangkok during 22-24 September, 2013.
10. Presented research paper titled ‘*Mango Processing Industry of India: Problems and prospects*’ in ICTBM-2013 (International Conference on Technology and Business Management – 2013) organized by American University in the Emirates, at their Dubai, UAE campus in association with INFOMS (International Forum of Management Scholars) and AIMS-International.
11. Presented research paper titled ‘*A study on the placement of PG students of management Institutions located in the tier 2 cities of North Karnataka and it’s implications*’ at the International Conference (IC-GBMTI) at International Centre, Panjim, Goa.

#### **CASE STUDIES PUBLISHED**

1. A case titled ‘*R.N.Food Products: Challenges of Entrepreneurship & Family Owned Business*’ was published by FBR (FIIB Business Review), a peer reviewed journal in their October-December issue, vol. 3, issue 2 with ISSN No. 2319-7145.

#### **CASE STUDIES DEVELOPED**

1. A case titled ‘*R.N.Food Products: Challenges of Entrepreneurship & Family Owned Business*’ was developed jointly with Dr. Kirti Shivakumar, Prof., KLS’s IMER, Belagavi.

#### **FDPs/WORKSHOPS ATTENDED:**

1. Completed residential EEP (Executive Education Program) on 'Building Excellence in Professional Higher Education Institutions' at ISB, Hyderabad.
2. Completed one week residential MDP on 'Innovating for excellence': A program for leaders in management education, at IIM, Ahmedabad.
3. Completed one week EEP "**Parivartan**" on 'Social Entrepreneurship' organized by TISS, Mumbai in association with Baba Amte's MSS (Maharogi Sewa Samithi, Warora) at Anandwan, Maharashtra with an objective of replicating the same in Belagavi for local executives.
4. Completed 10 days rigorous residential ToT (Training of Trainers – an achievement motivational training program for trainers) conducted by NIESBUD (National Institute of Entrepreneurship and Small Business Development, New Delhi) hosted by Deshpande Centre for Social Entrepreneurship, Hubli (Karnataka).
5. Completed the Management Teachers Program (MTP) on "International Business Strategy" organized by IIFT (Indian Institute of Foreign Trade) New Delhi campus under the aegis of SMF (Strategic Management Forum).
6. Completed the MTP on "Managing Strategic Incoherence" organized by IIM-L (Indian Institute of Management, Lucknow, Noida campus) under the aegis of SMF.
7. Completed the Foundation Course (MTP) on Strategy conducted by IIM-B (Indian Institute of Management, Bangalore) under the aegis of SMF.
8. Completed the MTP on "Innovation Technology and Strategy" organized by BIMTECH, Noida in association with SMF.
9. Participated in three day International seminar on social entrepreneurship organized by TISS, Mumbai in association with The University of Texas, Austin, US and Dell Social Innovation Challenge at their Mumbai campus.
10. Participated in MDP on 'In pursuit of excellence' organized by GIT, Belagavi delivered by Mr. Nikhil Desai, an international trainer from The Centre for Excellence, Mumbai.
11. Participated in FDP on 'Powering teaching competencies' delivered by Dale Carnegie Training group.
12. Participated in FDP on 'New trends in teaching management' organized by Gogte Institute of Technology, Belagavi, delivered by Dr. Prafulla Agnihotri, Director IIM-T.
13. Participated in the national seminar on 'Twenty years of India's liberalization' hosted by XIME (Xavier Institute of Management and Entrepreneurship), Bangalore and BIC (Bangalore International Centre) at XIME, Bangalore.

14. Participated in the national seminar on “Assessment and Accreditation: Future Possibilities and Challenges” hosted by We School (Prin. L.N.Wellingkar Institute of Management Development and Research), Mumbai, in association with AICTE and Directorate of Technical Education, Maharashtra at Mumbai.
15. Participated in two day Leadership Development Program for Heads of the Management Institutions organized by Karnataka University, Dharwad lead by Prof. Murthy (Former Director, IIMB) Prof. Nagabrahmam (Former Director TAPMI) and Prof. Joe Philip (Former Director, IIMB).
16. Participated in the 25<sup>th</sup> AIMS Silver Jubilee Annual Management Education Convention, 2013 on ‘Envisioning Management Education’ at Bharati Vidyapeeth’s IMSR, Navi Mumbai.
17. Participated in ‘Alumni Leadership Master Class’ program on the significance of Alumni relations and strategies for strengthening the same organized by Saviance technologies in association with AIMS, Bangalore chapter at Bangalore.
18. Participated as a delegate in ‘world education summit-2012’ at New Delhi.
19. Participated in fourth annual TPO (Training and Placements Officers) conference at Hyderabad organized by Rangroot.com, a company offering Training and Placement services to educational institutions across India.
20. Participated in MBAUniversse.com Directors’ round table conference – south at Bangalore. Theme was ‘Indian MBA education: surviving and thriving in an era of chaos’ organized jointly by MBAUniverse.com, AIMA, AIMS, ESPI, etc.
21. Participated in two day ‘Indo – Global education summit’ organized by Indus Foundation, US at NIMHANS Convention Centre, Bangalore.
22. Participated in ‘Development Dialogue - 2015’ a three day flagship event of Deshpande Foundation to promote entrepreneurship in the Hubli sand box region. Also participated in DD-2011, DD-2012, DD-2013 and DD-2014.
23. As a charter member Participated in TiECON 2015, a national conference organized by TiE, Hubli chapter at Deshpande Foundation, Hubli. Also participated in TiECON-2011, 2012, 2013 and 2014.
24. Participated in National Conference on “Social Entrepreneurship and Sustainable Development” organized by TISS (Tata Institute of Social Sciences), Mumbai.
25. As a charter member Participated in TiECON – 2014 organized by TiE, Delhi chapter during October 17-18, 2014 at Taj Palace, New Delhi.

## FDPs/WORKSHOPS CONDUCTED -

1. Convened half day workshop on 'Innovations in packaging' for the local industry people on May 28, 2015. Dr. H.B.N. Murthy, a renowned packaging consultant was the resource person.
2. Convened one day retailers conclave on 'Brick and Mortar retailing in an era of E-tailing' in association with TiE where-in around 80 plus retailers of Belagavi took part on February 24, 2015.
3. Convened a two day workshop titled 'Management Education beyond 2020', a curriculum review workshop on February 13-14, 2015 to revise the entire curriculum of Rani Channamma University, Belagavi which will be in force from A/Y 2015 onwards. I was part of the core committee formed by the University.
4. Convened My Story / Her Story sessions in association with TiE, Hubli, where-in the following entrepreneurs shared their entrepreneurial stories with the entrepreneurs of Belagavi;
  - a. Mr. A. Muruganatham, Founder, Jaishree Industries, Coimbatore (popularly known as Muruga - the menstrual man)
  - b. Mr. Sachin Kate, CEO and Founder, Clear Car Rentals, Aurangabad
  - c. Mr. Vijay Sankeshwar, Founder and Chairman, VRL group of companies, Hubli
  - d. Mr. Vivek Pawar, Founder and CEO, Sankalpa Semiconductors, Hubli
  - e. Ms. Shravani, Founder, Safe hands, Hubli
  - f. Ms. Soniya Netalkar, COO, Netalkar Group of companies, Belagavi
5. Convened the national conference on 'Responsive Management Education' organized by all the Institutions affiliated to Rani Channamma University, Belagavi scheduled on August 9-10, 2014.
6. Organized two day FDP with Dr. Kirti Shivakumar, Prof., on "Developing effective curriculum and using innovative pedagogical tools" for the faculty from various Institutions on May19-20, 2014.
7. Organized an International Conference (IC-GBMTI) along with other faculty on Emerging Trends, Challenges and Opportunities in Global Business, Management, Tourism and Information Technology on September 28-29, 2013 at International Centre, Panjim, Goa, in association with RDA, Jaipur. Around 200 plus delegates from ten plus countries registered for the conference and 108 delegates from eight countries presented their papers at the conference.



8. Organized two day workshop along with Dr. Kirti Shivakumar on “Empowering Women Entrepreneurs” for women entrepreneurs of Belagavi in association with “Avishkaar”, a NGO catering to women entrepreneurs of Belagavi on 17<sup>th</sup> and 27<sup>th</sup> August 2013 at IMER, Belagavi. Forty three women entrepreneurs attended this workshop.
9. Organized two day FDP along with Dr. Kirti Shivakumar on “Effective Teaching and Curriculum Design” for the IMER faculty on August 3-4, 2013.
10. Organized half day seminar on ‘Significance of values, ethics, social responsibility and spirituality in business’ commemorating the contributions of late Sri. Suresh Hundre (successful ethical local entrepreneur of Belagavi) to the field of management on 23.07.2013.
11. Organized two day FDP along with Dr. Kirti Shivakumar on ‘Powering teaching competencies’ in association with Dale Carnegie Training group on 29<sup>th</sup> and 30<sup>th</sup> June 2012.
12. Organized along with Dr. Kirti Shivakumar ‘MSME conclave on leveraging IT’ a workshop for MSMEs of North Karnataka during December 2011.
13. Organized along with Dr. Kirti Shivakumar ‘NEBULA - MSME conclave’ on ‘Creating star organizations’, a workshop for MSMEs of North Karnataka during January 2013.
14. Convened half day workshop on “NPTEL” for the UG and PG faculty of all the streams during February 2013.
15. Being a Resource Person, identified and trained by NISM and SEBI, I have been organizing workshops on ‘Financial Planning’ for young investors, young executives, retired people, school children, entrepreneurs and working women as part of Investor Education Campaign of SEBI.

### **TRAINING PROGRAMMES CONDUCTED**

1. Selected and trained in SEBI (Securities Exchange Board of India) “Financial Education Resource Person” training program organized by NISM (National Institute of Securities Markets) at Bangalore during 09 – 12 December, 2012. As a SEBI certified resource person (RP Code: SEBI/RP/S/Kar/40) I have been conducting Financial Education workshops for the various target groups including; working executives,

young investors, middle income group people, home makers, retired people, and school children since then.

2. Co-organized six days ‘ Export Management Training Program’ for the local industry people and entrepreneurs in association with VTPC, DIC, BSSIA, FIEO, KCCI during 25-30 May, 2015, where-in 31 participants got trained. 20 plus resource people shared their experience.
3. Delivered lectures and key note speeches on several occasions and was a resource person in different forums like; seminars, conferences, staff training programs, FDPs, MDPs, EDPs, workshops, training programs, etc.

## **02. POORNIMA M CHARANTIMATH**

**BE, MS (UK), PhD**

### **BOOKS AUTHORED**

3. Total Quality Management – 1/e , ISBN 8129700824, 2004
4. Total Quality Management -2/e ISBN 978-81-317-3262-5, 2012
5. Entrepreneurship Development for VTU, University Series ISBN 978-81-317-6780-1, 2012
6. Entrepreneurship Development -2/e ISBN 978-81-317-6226-4, 2014
7. Editor “Proceedings of Brick and Mortar Retailing in an era of E-tailing”

### **PAPERS PUBLISHED IN REFEREED JOURNALS**

1. Academic Entrepreneurship, University News Vol-39, No.10 March 2001, ISSN-0566-2257.
2. Students Feedback for evaluation of quality of technical teaching – A case study, The Indian Journal of Technical Education, Vol 32, No.3, Sep 2009, ISSN 0971-3034 pp 15-22
3. The Impact of Training on knowledge transfer in higher education –EXCEL, International Journal of Multidisciplinary Management Studies, Vol 1, Issue 2, November 2011, ISSN 2249 8834 pp 81-89
4. Importance of Total Participation in Implementation of TQM, TATVA, Vol. VIII, No, 1 January 2012, ISSN 0973-0974
5. Strategic Formulation using TOWS matrix-A case Study, International Journal of Research and Development, Vol 1, No 1, July 2012, ISSN (online) 2279-073X
6. Role of Total Quality Management in Strengthening Academia-Industry Interface, TATVA, Vol 9, No. 2, July-Dec 2012, ISSN 0973-0974
7. SWOT Analysis: An Instrument for Strategic Planning – A Case Study’, International Journal of Research in Commerce, IT and Management, Vol 2, No. 9, ISSN 2231-5756
8. Kaizen Costing as an important tool in Total Quality Management, Prabhandan, Vol 2, No, 2, October 2012, ISSN: 2229-4791
9. Strategic Planning for Rural Engineering College using SWOT-AHP method, Zenith International Journal of Multidisciplinary Research, Vol 2, No. 12, December 2012, ISSN 2231-5780

10. Impact of Students Feedback on the teachers teaching performance – A case Study, Vol 3, No. 12, Impact Factor: 1.7604, International Multidisciplinary Research Journal, Jan 2014, ISSN 2230-7850
11. A Study of Kaizen Practices in SMEs involved in Manufacturing: An Empirical Evaluation of North Karnataka, Sedme, Vol 41, No 1, March 2014, ISSN 0970-8464, pp, 41-49
12. Strategic management- A tool for growth of Micro Small and Medium Enterprises (MSME) A Study, International Journal of Innovative Research in Engineering and Management, Vol 1, No 2, September 2014, ISSN 2350-0557
13. Strategic Management in Small and Medium Enterprises, International Journal of Multidisciplinary Research, Vol 3, No 6, September 2014, ISSN: 2277-9302.
14. Business Clusters- Key to MSME Competitiveness, Sedme, Vol 41, No. 4, Dec 2014, ISSN 0970-8464, pp 73-81

#### **PAPERS PRESENTED/PUBLISHED AT INTERNATIONAL AND NATIONAL CONFERENCES**

1. Role of Small and Medium Enterprises, Destination 2020 India; A Developed Nation 19<sup>th</sup> Engineering Congress, 17-19 Dec 2004
2. “CRM in Retailing”, National Conference MBA Programme, Bapuji Institute of Engineering and Technology, Davangere, 2005.
3. Impact of multilingual instructions in effective knowledge transfer”, Paper Number 209, International Conference on Arts, Science, Management and Engineering, India, April 2009.
4. Effect of Analysis of intelligence level among students in higher education for effective knowledge transfer”, International Conference on Arts, Science, Management and Engineering, India, April 2009.
5. STUDPRO – An intelligent Student’s profiling application software to enable effective learn-ability”, International Conference on education and management technology, IEEE, IACSIT, November 2010, Cairo, Egypt, pp 474-475
6. The impact of Communication styles in Knowledge transfer: An investigation into higher education”, Proceedings of National Seminar on Communication and Soft Skills- The emerging Paradigms, November 2010, Punjab University, Jalandhar, Punjab, PP 51-56

7. T-Learning – A blend of C Learning and U Learning for higher education”, International Journal of the computer, the intranet and management (IJCIM), The Seventh International Conference on e-learning for Knowledge Based Society, 16-17 Dec 2010, Thailand, Vol 8, ISSN 0858-7027 pp 73.1
8. The effect of multilingual instructions and outbound experiential learning on knowledge transfer in higher education in India”, The Eight International Conference on e-learning for Knowledge Based Society, 23-24 Feb 2012, Thailand, International Journal of the computer, the internet and Management (IJCIM), Thailand, ISSN 0858-7027.
9. “Retailing in India”, National Conference, 13-14 August 2013, School of Management Studies, Jawaharlal Nehru Technological University Hyderabad.
10. Management Education in India – A Critical Review, National Conference on Responsive Management Education, Rani Channamma University, Belagavi on 9-10<sup>th</sup> August 2014.and published by Excellent publishing house, New Delhi ISBN: 978-93-83083-91-6
11. Green Construction: Managing Construction Waste in India, All India Conference on Waste Management and Pollution Control organized by The Institution of Engineers (India), Local Centre Belagavi on 7-8<sup>th</sup> March 2014 and published in a Souvenir, ISBN; 978-81-927341

#### **CASE STUDIES PUBLISHED**

1. Equal Employment Opportunity in South Asia – A Case Study”, European Case Clearing House (ecch), 2006, Reference no. 406-072-1.
2. 18 case studies are developed and published in the book on Total Quality Management-2/e, Pearson education 2011, ISBN 978-81-317-3262-5
3. 14 case studies are developed and published in the book on Entrepreneurship Development and Small Business Enterprises -2/e, Pearson Education, 2014, ISBN 978-81-317-6226-4

#### **CASE STUDIES DEVELOPED**

1. A Case Study of Phoenix Products and presented at The Case Centre Anniversary Conference, held at Indian Institute of Management Bangalore on 8-9 September 2014.

## CHAPTERS IN BOOKS

1. Entrepreneurship and Effective Small Business Management-11/e, Norman M Scarborough and Jeffrey R Cornwall, Global Edition, ISBN 978-1-292-06061-3, Pearson Global Edition

## FDPs/WORKSHOPS ATTENDED:-

1. National Conference on Urban Transport & the Environment (UENTRA)- 2003 from 5-7<sup>th</sup> June 2003 jointly organized by Department of Civil Engineering, KLE Society's College of Engg and Technology, Belagavi and The Institution of Engineers (India), Belagavi Local Centre, Belagavi
2. One day expository workshop on "Foundation of Global Supply Chain Management" held on 27<sup>th</sup> September 2003, at IISc Campus, Bangalore
3. National Training Programme on Entrepreneurship Case Teaching, 14-16, April 2005 at the Indian School of Business, Hyderabad
4. Faculty Development Workshop on 22<sup>nd</sup> Sep 2005 to discuss MBA Syllabus of Karnataka University for the year 2005
5. The Program on Corporate management for Executives in India (INCE), 3-14 July 2006, organized by the Association for Overseas Technical Scholarship (AOTS), at OSAKA, JAPAN
6. Received an award Assessor for the Confederation of Indian Industry and Export-Import Bank of India award for Business Excellence, 23-26 April 2007, CII Institute of Quality, Bangalore
7. One day Management Development Programme on Management Information System for Small and Medium Scale Industries conducted by KLS' IMER and Belagavi Chamber of Commerce and Industries, Belagavi on 14<sup>th</sup> June 2008
8. Orientation Programme on 13-14<sup>th</sup> July 2008 at Kousali Institute of Management Studies, Karnataka University, Dharwad
9. Two day workshop jointly hosted by IEMS B School, GBS and IMSR, Hubli on 18-19<sup>th</sup> July 2008
10. Two days "Management Faculty Orientation Programme" on Competency Mapping, BPR & Benchmarking, BPO, International Accounting & Knowledge Management jointly hosted by KLS IMER and BIMS (MBA), Belagavi on 25<sup>th</sup> and 26<sup>th</sup> July 2008
11. Pedagogy Meet- 2008 organised by KLS' IMER on various management subjects newly introduced in the curriculum of Karnataka University, Dharwad on 13<sup>th</sup> August 2008

12. Certificate of participation for successfully completing the entrepreneurship educator Development Course at the Indian School of Business, Hyderabad, India in the year 2009
13. Workshop on Management of Pedagogy “Pragati-2010” organized by Kousali Institute of Management Studies, Karnataka University, Dharwad on 24<sup>th</sup> July 2010
14. Ten days training of Trainers on Achievement Motivation at Deshpande Foundation, Hubli in 2011
15. Workshop on “Ideas to Execution for Entrepreneurs” an initiative by IIT Delhi Entrepreneurship Development Cell at KLS’ IMER Belagavi in 2011.
16. Workshop on achieving excellence in Research by Babu Zakaria, Professor SIBER, Kolhapur on 1<sup>st</sup> Jan 2014.
17. Co-chaired a session at All India Conference on Waste Management and Pollution Control (WMPC-2014) on 7<sup>th</sup> and 8<sup>th</sup> March 2014
18. Workshop on preparing research proposal by A M Gurav, associate Professor, Kolhapur University, Kolhapur on 12<sup>th</sup> April 2014

#### **FDPs/WORKSHOPS CONDUCTED -**

1. All India level Faculty Development Program on Total Quality Management sponsored by All India Council for Technical Education (AICTE) at KLS’ Institute of Management Education and Research, Belagavi from 19.03.2003 to 2.04.2003.
2. FDP on Research Methodology sponsored by ICSSR in the year 2005.
3. EDP on Construction Management for working Engineers in the year 2006.
4. Workshop on Women Empowerment on International Women’s Day Celebration on 25<sup>th</sup> March 2009 at Basaveshwara Engineering College, Bagalkote.
5. International seminar on Social entrepreneurship on 19<sup>th</sup> and 20<sup>th</sup> March 2009 in collaboration with Deshpande Foundation, Hubli
6. International Conference on Business Ethics and CSR –ICBECSR’ 09 3-5 Dec 2009.
7. Workshop on Entrepreneurship Development for Students of SDM College of Engineering and Technology, Dharwad on 9<sup>th</sup> November 2009.
8. Workshop on Woman towards Social Responsibilities, Karnataka College, Dharwad on 23-24<sup>th</sup> February 2010.

9. All India level Faculty Development Program on Total Quality Management sponsored by All India Council for Technical Education (AICTE) at KLS' Institute of Management Education and Research, Belagavi for two weeks in the year 2010.
10. Workshop on time Management, Akil Bharatiya Vidyarti Parishat, Belagavi on 18<sup>th</sup> June 2010.
11. Workshop on Strategies for sustainable design based teaching, G G Balekundri Institute of technology, Belagavi on 29<sup>th</sup> July 2010
12. Workshop on Entrepreneurship Development for Computer Application Students Association, KLE Society's College of BCA, R L Science Institute, Belagavi on 30<sup>th</sup> July 2010
13. National level seminar and B Plan competition for MBA students in collaboration with Deshpande Foundation Hubli on 25- 26<sup>th</sup> March 2011
14. Workshop on preparing B-plan proposal for students of KLS IMER in collaboration with Nurture Talent, Mumbai by Amit Grover in Sep 2012.
15. National level seminar and B Plan competition for MBA students in collaboration with Deshpande Foundation Hubli on 16-17<sup>th</sup> March 2012
16. Invited to speak on Enhancing Leadership skills on 20-21<sup>st</sup> Sep 2013 by Department of Public Health at KLE University, Belagavi
17. Contributed a module through the "Global Perspectives on Enterprise" to the University of Leeds MSc Enterprise which ran for the first time during September-December 2013.
18. National Seminar on Entrepreneurship and B plan Competition on 5-6<sup>th</sup> April 2013.
19. Organised All India Conference on Waste Management and Pollution Control on behalf of The Institution of Engineers, Belagavi Local Centre, Belagavi on 7-8 March 2014.
20. National Seminar on Innovation and Entrepreneurship in collaboration with IIT Madras and Deshpande Centre for Social Innovation and Entrepreneurship and National level B plan Completion Antaraprerana for the students of B School on 8-9<sup>th</sup> May 2014
21. Organised a workshop on CSR workshop in Collaboration with DIC and TiE Hubli and CSIE-IIT Madras on 27<sup>th</sup> Sep 2014, sponsored by DIC and Government Tool Room and Training Centre, Udyambag, Belagavi.
22. Invited to speak on Kaizen for Entrepreneurs from Karnataka organized by TiE Hubli on 15<sup>th</sup> Nov 2014.
23. Workshop on Namma Jala Namma Jeevan, National Water week organized by District Administration, Belagavi on 25<sup>th</sup> Jan 2015
24. Workshop on Brick and Click on 20<sup>th</sup> Jan 2015 for retailers in Belagavi



25. Workshop on Impact of on-line marketing on Brick and Mortar retailers on 27<sup>th</sup> Jan 2015 in Belagavi City.
26. Workshop on E-commerce for the retailers in Belagavi on 3<sup>rd</sup> February 2015.
27. Workshop on e-tailing and its impact on Brick and Mortar retailers in Belagavi on 10<sup>th</sup> February 2015.
28. Conclave on Brick and Mortar Retailing in an era of Retailing in association with TiE Hubli on 24<sup>th</sup> February 2015.
29. Invited speaker for UGC sponsored two day National Conference on Business Excellence-Perspective, Challenges and Strategies, 13-14<sup>th</sup> March 2015.
30. Workshop on Writing B Plan and Business Plan Competition Antaraprerana-2015 on 25.05.2015 at KLS-IMER, Belagavi.
31. Workshop on Writing Research Articles for Post Graduate students in Business Management of KLS IMER, Belagavi on 18<sup>th</sup> June 2015
32. Workshop on “Writing Research Articles” for the Faculty members organized by Research Centre at Gogte College of Commerce, Belagavi on 19<sup>th</sup> June 2015.

### **TRAINING PROGRAMMES CONDUCTED**

1. Conducted ten training programs on Entrepreneurship Development for the beneficiaries of Prime Minister Rojgar Yojana (2000-2005).
2. Conducted Vision Exercise for Executives at Grasim Industries, Harihar, Karnataka
3. Conducted Vision Exercise for Executives at Ultratech Cement Plant, Tadapatri, Anantapura, Andhrapradesh
4. Conducted EDP on Kaizen Participation Index (KPI) from 22-24 April 2014 at Grasim Bhiwani Textiles, Haryana
5. Conducted Vision Exercise for Executives at Ultratech Cement Plant, Kovaya, Gujarat on 14 and 15<sup>th</sup> October 2014
6. Conducted training Programmes on preparation of B Plan for students of KLS-IMER.

### **03. KIRTI SHIVAKUMAR**

**MA, MHRM, DIRPM, DPR, PhD**

#### **Papers published in Refereed Journals**

1. “Building Organizational Culture in an Educational Institution” – JIMS 8 M, April June 2002
2. “Training for Knowledge Management” = Published in the “Indian Journal of Training and Development”, July- September 2002.
3. “Outward Bound Training Programmes”- Published in the “Indian Journal of Training and Development”, January –June 2003.
4. “Using the In-Basket as a training technique” - Published in the “Indian Journal of Training and Development”, July –September 2003. ( co-author)
5. “Redefining Tourism Marketing Strategies”, Published in “South Asian Journal for Social and Political Sciences”, December 2002. ( co-author)
6. “Personalization in Tourism” – Published in “South Asian Journal for Social and Political Sciences”, June 2003. ( co-author)
7. “Eco Tourism in India” - Published in “South Asian Journal for Social and Political Sciences”, June 2004. ( co-author)
8. “Empowerment Strategies in the Service Sector” – June 2011, Vol VIII, No. 2 – TATVA (ISSN 0973 0974) .
9. “The Case Study Method in Training and Management Education”- June 2012. The IUP Journal of Soft Skills.

#### **Papers presented/published at International and National Conferences**

1. National Conference on Organisational Challenges – Insights and Solutions , PIMR Indore , (2001) – “ Managing Knowledge Economy and the Knowledge Worker “
2. National Conference on Local Champions to Global Masters – Mobilizing for Growth , PIMR , Indore , (2002) – “Knowledge Management in an Educational Institution”
3. National seminar on Emerging Convergent Technologies and Systems, (March 1- 2, 2002), DEI. Agra, “Using Information Technology for Organizational learning in Educational Institutions”.

4. International Conference on Business- Social Partnership : Beyond Philanthropy , IIM - Calcutta , December 2002 , Corporate Social Responsibility in India and the role of NGOs , ( co –author)
5. International Conference on Business- Social Partnership : Beyond Philanthropy , IIM - Calcutta , December 2002 , Women’s Empowerment Through Self Help Groups and NGO Intervention – The Indian Experience.
6. International Conference on Strategic Role of HRM in the New Millennium , IPS Academy , Indore , (2005) - Harnessing Employee Potential Through Training – Experiential Learning Through Outward Bound Management Programmes”
7. National Seminar on Creating Enduring Indian Corporations, (2006), Siva Sivani Institute of Management, Secunderabad. “ Challenges Faced by NGOs – Developing an Enduring Model”
8. International Conference on Arts, Science, Management and Engineering, April 2009, Goa, “Effect of analysis of intelligence levels among students in higher education.” ( co –author)
9. International Conference on Soft Skills, Himachal Pradesh, (March, 2010) “Preferred modalities of NLP in communication for effective knowledge transfer”. ( co –author)
10. International Conference on Education and Management Conference, Cairo, **Egypt**, “ STUDPRO: An intelligent student profiling application software to enable effective learnability” 2-4 Nov. 2010 ( co –author)
11. National Conference in Soft Skills, Jalandhar, Punjab- 6 Sept.2010, “ The impact of communication styles in knowledge transfer: An investigation into the Higher Education” ( co –author)
12. T-Learning- A blend of C-learning and U-learning for higher education, International Conference on E learning, m-learning and u-learning, **Thailand, 16-17-Dec.2010**, ( co –author)
13. “ Impact of Training the Management Faculty in Avante- Garde delivery for better knowledge transfer” International Conference on E learning, m-learning and u-learning, **Thailand, 16-17-Dec.2010**, ( co –author)
14. “Employee empowerment with special reference to the service sector” , at International HR Conclave “Four Es of HRM” , 29-31 , October , 2010 organized by Mahatma Gandhi College , Guntur , AP.

## CASE STUDIES PUBLISHED

1. “Corporate Social responsibility of Polyhydron Private Ltd.” Developed for the AICTE – UNDP-CII-MDI Case Writing Project and subsequently published. (2004)
2. From the frying pan to the fire? – A case study of Annapurna Mahila Mandal. – 2005 , published By Amity University Press , (This case won the Best Case Study Prize at the Case Renvoi held on March 11 and 12<sup>th</sup> , 2005)
3. “The Business Ashram” – presented at International Conference on Management Cases, 2005, jointly organized by IMT Ghaziabad and George Mason University, Virginia, USA, and published in Cases in Business Management.
4. “Third Space” – presented at International Conference on Management Cases, 2006, jointly organized by IMT Ghaziabad and George Mason University, Virginia, USA. and published in Cases in Business Management.
5. “The Innovative Entrepreneur” – Case study developed and presented at Case Chase at the SEE, Indian School of Business, Hyderabad. 2005 , now published in Entrepreneurship Development (New Dimensions) published by Research India Publications, New Delhi , edited by Pavnesh Kumar and A.K. Singh
6. “R.N. Foods” – Case study developed and presented at Case Chase organized by SEE, Indian School of Business, Hyderabad , 2012 ( Top 10 Best Case Studies at ISB Hyderabad) now published by FIIB Business Review. Volume 3, Issue 4, October - December 2014

### **CASE STUDIES DEVELOPED**

1. “Association for the Physically Handicapped” - Case study developed and presented at Case Chase at the SEE, Indian School of Business, Hyderabad. 2005.
2. “Challenges of Human Resource Management in Small Enterprises” later published in a book edited by Dr. D.N.S. Kumar and Dr. Kalkundrikar, IMER.

### **CHAPTERS IN BOOKS**

1. “Managing Business and Industry in the New Millennium- Issues, Challenges and Dimensions.” – The Challenge for Human resource Professionals in the New Millennium , (2001)

2. “Managing Business and Industry in the New Millennium- Issues, Challenges and Dimensions.” – Knowledge Management (2001) ( co –author)
3. “Partnership for Development- Business , NGOs and Sustainable Development” – Corporate Social Responsibility in India and the role of NGOs , (2004) ( co –author)
4. “Partnership for Development- Business , NGOs and Sustainable Development” – Women’s Empowerment Through Self Help Groups and NGO Intervention – The Indian Experience , (2004)

#### **ARTICLES’ PUBLISHED IN MAGAZINES/NEWSPAPERS**

1. “How to bell the CAT?” - The Career Guide, September 2007.
2. “The art of facing an interview”- The Career Guide, January 2008
3. “How should I choose a career/future studies?” – The Career Guide, February 2008.

#### **FDPs/WORKSHOPS ATTENDED:-**

1. “Basic Managerial Skills for the New manager” – Shri Ram Centre for Industrial Relations and Human Resources , New Delhi , 8-11 October , 1996
2. “Management Teaching Techniques” – NITTIE , Mumbai , 21-25 June 1999
3. “Managing the Knowledge Worker” , XIME , Bangalore, November 19-21, 1998 ,
4. Workshop on Emerging Trends in Industrial Relations , MDI Gurgaon
5. Behavioural Skills for Knowledge Management , 9-10 Feb, Bangalore , 2001
6. Grid Management Workshop, PN. Singh , Goa
7. “Workshop on Case Method” – MDI , Gurgaon April 23- 24 , 2002,
8. FDP- Teaching Pedagogy , IMER , 27-28 , 2004
9. National Training Programme on Entrepreneurship Case Teaching , ISB , Hyderabad.14-16 , April 2005
10. Pedagogy Workshop – IEMS, Hubli , , 16<sup>th</sup> September , 2009
11. “Transition Through Mentoring” – GBS Hubli ,8<sup>Th</sup> November, 2009
12. FDP on HRM, IMER , 14<sup>th</sup> August 2010
13. Pedagogy Workshop – IMS , Bagalkot , 19<sup>th</sup> March , 2013
14. Effective Teaching and Curriculum Design – IMER , 3<sup>rd</sup> and 4<sup>th</sup> , Aug, 2013
15. Pedagogy Workshop – GBS, Belagavi , 19<sup>th</sup> September , 2013
16. Achieving Excellence in research , IMER , Belagavi , 3<sup>rd</sup> January , 2014

17. FDP on Innovative Teaching Methods in HRM and OB, SDM , Mysore, 3<sup>rd</sup> and 4<sup>th</sup> April , 2014
18. Workshop on “EBSCO: Business Source Elite” organized by KLS- IMER, Belagavi.
19. Attended the Advance Excel Course conducted by Dhanada Education Pune organized by KLS- IMER, Belagavi
20. FDP on ‘Powering teaching competencies’ delivered by Dale Carnegie Training ( am a certified Dale Carnegie Teacher)
21. Participated as a delegate in ‘world education summit-2012’ at New Delhi.

#### **FDPs/WORKSHOPS CONDUCTED/ORGANISED:-**

1. Workshop on “HR as a Strategic Business Partner” by Mr. Vijay Kanbur, Mumbai
2. My Story Session by Mr. Vinay Pawar in association with TiE Hubli.
3. Two day FDP along with Dr. Bung on “Effective Teaching and Curriculum Design” for the IMER faculty on August 3-4, 2013.
4. Focused Group Discussion on review of MBA HR syllabus- Invited experts from industry to provide inputs –
5. Organized two day FDP on ‘Powering teaching competencies’ in association with Dale Carnegie Training group on 29<sup>th</sup> and 30<sup>th</sup> June 2012.
6. Organized ‘MSME conclave on leveraging IT’ a workshop for MSMEs of North Karnataka during December 2011.
7. Organized ‘NEBULA - MSME conclave’ on ‘Creating star organizations’, a workshop for MSMEs of North Karnataka during January 2013.
8. Organised Campus CliniQ – the HR Workshop for HR students December 21<sup>st</sup> 2013 for HR students and faculty (Resource Person –Mr. Ajeet Tiwari, Affirm HR consultancy, Pune)
9. Organized workshop on Counselling and Stress management for HR Faculty and students of all affiliated colleges of RCU on June 4<sup>th</sup>, 2014 (resource persons: Mrs Vandita Chatpalli , Mrs. Ashwini Belgaumkar , Dr. Purushotham Bung)
10. Vijetha – one day management workshop as resource Person for session titled “Organisational Culture and Organisational Restructuring” at GBS Hubli, 30/4/2012

### **TRAINING PROGRAMMES CONDUCTED:-**

1. Two day FDP with Dr. Bung and Dr. Satyajit Majumadar on “Developing effective curriculum and using innovative pedagogical tools” for the faculty from various Institutions on May19-20, 2014
2. Two day workshop along with Dr. Kirti Shivakumar on “Empowering Women Entrepreneurs” for women entrepreneurs of Belagavi in association with “Avishkaar”, a NGO catering to women entrepreneurs of Belagavi on 17<sup>th</sup> and 27<sup>th</sup> August 2013 at IMER, Belagavi. Forty three women entrepreneurs attended this workshop.
3. Designed and conducted 4 days FDP for Government Polytechnic Faculty (State level) for their Communication paper titled CASP , August 2013 sponsored by ISTE and Government of Karnataka
4. Have conducted training programmes for several industries /educational institutions in the areas of soft skills, leadership and communication.
  - Reliance Engineering Corporation , Belagavi
  - Bajaj Electricals , Pune
  - Ashok Iron Works , Belagavi
  - Government Polytechnic ,
  - West Coast Paper Mills , Dandeli

### **CONSULTANCY:-**

1. Implementation of Performance Appraisal Systems at Polyhydron Private Limited.
2. Design and Implementation of establishment HR Department, and all HR related systems at Mahesh Edible Oil Pvt. Limited, Agra , UP.

#### **04. SHASHIDHAR G. CHINIWAR**

**B.Tech., MBA, Ph.D.**

#### **BOOKS AUTHORED**

Edited a book 'Managing Business and Industry in the New Millennium- Issues, Challenges & Dimensions

#### **Papers published in Refereed Journals**

1. Export of Pomegranates from Karnataka: A Study of the Role of KAPPEC, Acta Horticulturae (ISSN-0567-7572) Vol. 831, June, 2009

#### **Papers published in Other Journals**

1. Marketing Of Horticultural Products – A Professional Approach, Tatva, (ISSN-0973-0974), Volume (3), Issue (1), Mar. 2006
2. Producer's Share in the Consumer Rupee and Unit Cost Returns for Grape and Pomegranates Marketing in Bijapur District, Tatva, (ISSN-0973-0974), Volume (4), Issue (2), Sep. 2007
3. Export of Grapes from India: A Study of the Role of APEDA, Global Management Review, (ISSN-0973-9947) Volume (2), Issue (2), February, 2008
4. Corporate Social Responsibility – A Journey Towards Excellence, International Journal of Business, Management & Social Sciences, (ISSN-2249-7463) Vol. 1, Issue 5 (1), Jan. 2012
5. Globalization and Values – A Study of SSIs in Belagavi City, 13th Biennial Conference 2012, ISSWOV, (ISBN-978-0-9817997-2-8), June, 2012
6. Emerging Issues in Rural Communications, International Journal of Contemporary research in Management, Engineering and & Health Sciences (ISSN-2320-1185) Vol. 1, Issue (1), Feb. 2013



## **PAPERS PRESENTED/PUBLISHED AT INTERNATIONAL AND NATIONAL CONFERENCES**

1. 'Marketing challenges for SSIs in the New Millennium' at National Level Conference, BVCON 2002 at Institute of Management and Rural Development Administration, Sangli, on 12<sup>th</sup> & 13<sup>th</sup> April 2002.
2. Employee motivation and work performance – A study of small scale industry in the city of Belagavi, Karnataka, India at the International Conference on Technology and Business Management (ICTBM) held at Al Ghurair University, Dubai, from March 29 to April 1, 2009.
3. Export of Pomegranates from Karnataka: A Study of the Role of KAPPEC at the XVI International Symposium on Horticultural Economics and Management organized by the International Society for Horticultural Science, Curtin School of Agriculture and Environment and Deakin Business School, Deakin University, Australia held at Chiang Mai, Thailand, from June 28 to July 02, 2009.
4. Presented a paper titled 'Corporate Social Responsibility – A Journey Towards Excellence', at the International Conference on "Recent Trends in Commerce, Economics and Management", on 24<sup>th</sup> January, 2012 at Pune
5. Presented a paper titled 'Globalization and Values – A Study of SSIs in Belagavi City, at the 13<sup>th</sup> Biennial Conference 2012, International Society for the Study of Work and Organizational Values, 24<sup>th</sup> – 27<sup>th</sup> June, 2012, at Goa.
6. Presented a paper titled 'Emerging Issues in Rural Communications', at the International Conference on "What Moves the Growth? Challenges and Opportunities in Management and Engineering", on 15<sup>th</sup> and 16<sup>th</sup> February, 2013 at Pune

## **FDPs/WORKSHOPS ATTENDED:-**

1. FDP on Management Teaching Techniques at NITIE, Mumbai, 1999
2. MDP on Operations Management at MDI Gurgaon from 25<sup>th</sup> to 29<sup>th</sup> September, 2000
3. Management Workshop on 'Development through Integration' at ASP College of Commerce, Bijapur on 24<sup>th</sup> February, 2001
4. One day Pedagogy Workshop at IMSR, Hubli on 30<sup>th</sup> October, 2001

5. QIP on TQM at TAPMI, Manipal, from 5<sup>th</sup> to 9<sup>th</sup> March, 2001
6. QIP on Effective Marketing Management at MDI, Gurgaon from 26<sup>th</sup> to 30<sup>th</sup> November 2001
7. Workshop on Research Methodology conducted by ICSSR & IMER, 29<sup>th</sup> July to 2<sup>nd</sup> August 2002
8. FDP on 'Teaching Pedagogy' at KLS IMER on 27<sup>th</sup> & 28<sup>th</sup> January, 2004
9. One day workshop on 'Pursuit of Excellence in Teaching Effectiveness' at BVVS's-IMS, Bagalkot on 12<sup>th</sup> January, 2008
10. MDP on Developing Research Proposal to avail Government Schemes at KLS-IMER on 28<sup>th</sup> March, 2008
11. One day workshop on How to Design and Conduct a Training Programme at IEMS, Hubli on 12<sup>th</sup> April, 2008
12. MDP on Management Information Systems for Small and Medium Enterprises, with Dr Milind Oka as the resource person on 14<sup>th</sup> June, 2008
13. Two day workshop at IMSR, Hubli on 18<sup>th</sup> & 19<sup>th</sup> July, 2008
14. Two day Faculty Orientation Program at BIMS, Belagavi on 25<sup>th</sup> & 26<sup>th</sup> July, 2008
15. Two day Faculty Development Program on Methods of Training & Development at KLS IMER, Belagavi on 19<sup>th</sup> & 20<sup>th</sup> February, 2009
16. Workshop on Management Pedagogy at KIMS, KUD, Dharwad on 24<sup>th</sup> July, 2010
17. Pedagogy Workshop, "Unnati-2011" at KLS IMER on 8<sup>th</sup> August 2011.
18. Conducted a training program on Rural Marketing for SMEs at Sirsi on 22<sup>nd</sup> January, 2012
19. FDP on "Research Leading to Publications" on 10<sup>th</sup> February 2012.
20. Syllabus Review Committee Meet at Jain college, Belagavi on 20<sup>th</sup> March, 2012
21. FDP on "New Trends in Management" at GIT, Belagavi on 9<sup>th</sup> April, 2012.
22. Pedagogy Workshop at ASP college of Commerce, Bijapur on 21<sup>st</sup> September, 2012
23. Workshop on 'National Program on Technology Enhanced Learning' at KLS Institute of Management Education & Research IMER, Belagavi on 23<sup>rd</sup> February, 2013
24. Pedagogy Workshop at Institute of Management Studies Bagalkot on 19<sup>th</sup> March, 2013
25. Faculty Development Workshop on Effective Teaching and Curriculum Design at KLS IMER, Belagavi on 3<sup>rd</sup> & 4<sup>th</sup> August, 2013
26. Advanced Excel Course at KLS IMER, Belagavi on 9<sup>th</sup> & 10<sup>th</sup> September, 2013
27. Pedagogy Workshop BET's GBS, Belagavi on 19<sup>th</sup> September, 2013
28. Pedagogy Workshop, Unnati-2014 at KLS IMER on 28<sup>th</sup> March, 2014

29. Workshop on Preparing Research Proposal at KLS IMER, Belagavi on 12<sup>th</sup> April, 2014
30. One day workshop on ‘Rethinking on SIP’ at Annapoorna Institute of Management Research, Sankeshwar on 10<sup>th</sup> October, 2014
31. Workshop on EBSCO: Business Source Elite at KLS IMER, Belagavi on 25<sup>th</sup> November, 2014
32. Curriculum Review Workshop at KLS IMER, Belagavi on 13<sup>th</sup> & 14<sup>th</sup> February, 2015

#### **FDPs/WORKSHOPS CONDUCTED -**

1. Workshop on Research Methodology – 14<sup>th</sup> & 15<sup>th</sup> February 2003, for professors from the states of Maharashtra, Goa and Karnataka.
2. Pedagogy Workshop, “Unnati-2011” for M.B.A III SEM of RCU conducted on 8<sup>th</sup> August 2011.
3. FDP on “Research Leading to Publications” on 10<sup>th</sup> February 2012.
4. Two day Curriculum Review Workshop “Management Education Beyond 2020” conducted on 13<sup>th</sup> and 14<sup>th</sup> February, 2015
5. One day Workshop on “Writing Research Papers for Students” conducted on 18<sup>th</sup> June, 2015

#### **TRAINING PROGRAMMES CONDCUTED**

1. Executive Learning Programme on Effective Marketing Management, 2002.
2. Executive Learning Programme on Management Control Systems, 2003.
3. Executive Learning Programme on TQM at Fairfield Atlas Limited, 2003
4. Training program on New Trends in Marketing for Tarun Bharat at Belagavi on 26<sup>th</sup> October, 2009
5. Training program for Tarun Bharat at Goa on 28<sup>th</sup> March, 2010

## **05. ARIF H. SHAIKH**

**M.Com, M.Phil., Ph.D.**

### **BOOKS AUTHORED**

- 1. Managerial Economics–I**
- 2. Indian Business Environment**
- 3. Basics of Insurance and Banking**
- 4. Indian Financial System**
- 5. Export Management**
- 6. Economic Development of India**
- 7. Indian Economy**

### **Papers published in Refereed Journals**

- 1. Role of Securities Exchange Board of India (SEBI) in facilitating trading in stock markets. “ELK Journal of Finance & Risk Management.”** Volume 2 Issue No. 1 December 2010. ISSN- 0976- 7185
- 2. Impact of Online Trading in Improving Investment Climate-** Journal of Business Administration “Prabhandan” A Scholarly Peer Reviewed Journal. Volume No: 1 Issue No: 2 June 2011 ISSN:2229-4791
- 3. Analysis of Retail Investors Behaviour in Belagavi district, Karnataka State-** International Journal for Management Research (An International Quarterly Referred Journal) Volume- 1/ Issue- 2/ July 2011 ISSN: 2231- 6949
- 4. Impact of Demographic Factors on Retail Investors’ Investment Decisions- An Exploratory Study-** Indian Journal of Finance ( A Monthly double blind refereed journal) Volume:5 Issue: 9 September, 2011 ISSN: 0973- 8711
- 5. Pharmaceutical Management Issues and Challenges-** ELK- Asia Pacific Journal of Marketing and Retail Management Volume 2 No. 3 Oct. 2011 ISSN 09767193
- 6. Employee Engagement in Hospitality Industry- A Case Study of Hotel Niyaaaz, Belagavi”** Employee First, Customer Next HR Conclave 2012 Proceedings. Published by Himalaya Publishing House ISBN: 978-93-5051-687-4

7. **Customer's Perception towards Muthoot Finance Ltd. - A Study in Belagavi city, Karnataka State-** ELK- Asia Pacific Journal of Marketing and Retail Oct. 2012 ISSN 09767193
8. **The Business of HR in Business Schools-** Journal: "TATVA" Volume VIII Issue No.2 Sept. 2012, ISSN 0973-0974
9. **Customer Relationship Management in the Banking Sector-**Proceedings: Recent Trends in Management Practices Published by- Bharatesh Education Trust's Global Business School, 2013. ISBN: 978-81-927463-0-2
10. **Impact of Mergers & Acquisitions on Surviving Firm's Financial Performance: A Study of Jet Airways Ltd."**- Journal "Pacific Business Review International" Volume 6, Issue 8, February 2014
11. **Economic Reforms and Foreign Investment in India – A REVIEW**  
ELK Asia Pacific Journal of Finance and Risk Management ISSN 0976-7185 (Print) ISSN 2349-2325 (Online) Volume 5 Issue 2, April (2014)
12. **Influence of Firms Market Capitalization and its Reputation on Individual Investors Behaviour in Post Liberalization Era-** "TATVA" Volume VI Issue No.2 Jan 2010, ISSN 0973-0974

**PAPERS PRESENTED/PUBLISHED AT INTERNATIONAL AND NATIONAL CONFERENCES**

1. **Employee Engagement in Hospitality Industry- A Case Study of Hotel Niyaaaz, Belagavi"** Employee First, Customer Next HR Conclave 2012 organized by Rani Channamma University & BET's GBS Belagavi.
2. **Customer Relationship Management in the Banking Sector-** Seminar on Recent Trends in Management Practices organized by- Bharatesh Education Trust's Global Business School, 2013.
3. **Revamping Commerce & Management Education in India at National Level** Seminar on Revitalizing Commerce and Management Education in India organized by Devchand College Arjun Nagar, Kolhapur Maharashtra.
4. **SWOT Analysis of Foreign Direct Investment in Retail Marketing in India.** At National Level Seminar on FDI in Retail Marketing in India, organized by Basaveshwar Commerce College, Bagalkot, 2014.

- 5. FDI in Retail Marketing at National Level Seminar on Retail Revolution in India**  
at National Seminar organized by Maratha Mandal College, Belagavi, 2014.

**FDPs/WORKSHOPS ATTENDED:-**

1. Faculty Development Programme on Human Resource Management at KLS- IMER, Belagavi.
2. Workshop on “Contemporary Business Education: A Re-Look” organized by Rani Channamma University, Belagavi.
3. Seminar of “Management Education- the Road Ahead organized by Rani Channamma University, Belagavi.
4. National Level Seminar on Recent Trends in Management organized BET’s GBS Belagavi.
5. Workshop on “Effective Teaching and Curriculum Design” organized by KLS- IMER, Belagavi.
6. Attended the Advance Excel Course conducted by Dhanada Education Pune organized by KLS- IMER, Belagavi.
7. State Level Seminar on Demographic Changes in India During Censes Period at SNN College, Hukkeri, Belagavi.
8. Workshop on Achieving Excellence in Research organized by KLS- IMER, Belagavi.
9. Workshop on Preparing Research Proposal organized by KLS IMER, Belagavi.
10. One day workshop on “Review of MBA Skill Development Series” organized by Jain College, Belagavi.
11. Seminar on Gold Hedging and Commodity Trading” of NCDEX organized by Reliance Money, Belagavi.
12. Workshop on “Management Education Beyond 2020” organized by IMER & RCU Belagavi.
13. Syllabus Review Workshop of General Management organized by Jain College, Belagavi.
14. MBA Syllabus Review workshop organized by BVVS’ IMS, Bagalkot
15. Workshop on “Ideas to Execution for Entrepreneurs”- An Initiative by IIT Delhi, ED Cell.
16. Workshop on “EBSCO: Business Source Elite” organized by KLS- IMER, Belagavi.
17. Workshop on “National Programme on Technology Enhanced Learning” organized by KLS- IMER, Belagavi.

18. One week EDP on “Strategic Management for Teachers” organized by IIM- Bangalore.
19. Four days “Basic Course on Stock Market” conducted by Bombay Stock Exchange, Mumbai.
20. MDP on “Employee Engagement” at PEST’s BIMS, Belagavi.
21. Management Faculty Orientation Programme organized by IEMS, GBS and IMSR
22. Unnati-2011 Pedagogy Workshop organized by KLS- IMER, Belagavi.
23. Pedagogy Workshop -2012 organized by A.S.Patil College of Commerce, Bijapur.
24. Pedagogy Meet-2013 organized by BET’s GBS, Belagavi.
25. Pedagogy Meet-2013 organized by BVVS’s Institute of Management Studies, Bagakot.
26. Unnati-2014 Pedagogy Workshop organized by KLS- IMER, Belagavi.

#### **FDPs/WORKSHOPS CONDUCTED -**

1. Workshop on “Merger and Acquisitions” by Mr. Pankaj Arjunwadkar from Mumbai
2. Workshop on “Micro Analysis of Financial Statements” by Mr. S. Chandershekar from Bangalore.
3. Special Lecture on “Arthkranti” by Mr. Deepak Karangikar from Pune.
4. Session on “How to carry out skill development series I project work” by Prof. Mahantesh Kuri, RCU, Belagavi.
5. My Story Session by Mr. Sachin Kate & Mr. Murganathan in association with TiE Hubli.
6. Workshop on “The Future is Ready Are You” by Mr. Anil Thomas of Muster Seed Mumbai.
7. Conclave on Brick & Mortar Retailing in an Era of E-Tailing in association with TiE Hubli.
8. Her Story Session by Miss Soniya Netelkar and others in association with TiE Hubli.
9. Focused Group Discussion on review of MBA finance syllabus- Invited experts from industry to provide inputs.
10. Workshop on “Mentor on Road” by Mr. Jagat Shah.
11. Workshop on “Packaging” by Mr. H.S.Murthy- Bangalore
12. One Day Bridge Course on Finance by Mr. Ajoy Kumar, SIT, Tumkur.
13. Workshop on “HR as a Strategic Business Partner” by Mr. Vijay Kanbur, Mumbai.

#### **TRAINING PROGRAMMES CONDCUTED**

1. One week Export Management Training Programme in association with VTPC,DIC,BDSSIA.

## **06. SHAILAJA G HIREMATH**

### **MBA**

#### **BOOKS AUTHORED/EDITED**

1. Business Ethics & CSR (Edited Jointly with Dr. A. B Kalkundrikar & Prof. Rohit Mutkekar), the Conference Proceedings published by Mac Millan India Limited during International Conference on Business Ethics & CSR, 3<sup>rd</sup> to 5<sup>th</sup> December 2009

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#### **PAPERS PRESENTED/PUBLISHED AT INTERNATIONAL AND NATIONAL CONFERENCES**

1. Participated in 2nd International Conference on HRM organized during April 11th - 12th, 2013 at IBS, Hyderabad and presented a paper on “Enhancing Organizational Value through HR-An approach for competency-based Competitive Advantage”
2. Paper presented titled “Reliability and Validity of Value Profiling” at 2nd International Conference on “Managing Human Resources at the Workplace” on 13th & 14th December 2013 in SDMIMD, Mysore, Karnataka
3. The paper titled “A Unique Approach to Enterprise Social Responsibility – The Case Study on Polyhydron Private Limited, A Small Scale Enterprise from Belagavi, Karnataka” was selected & published in Book of Abstracts ISBN-978-93-82062-02-8 Pg: 101 Code GM74 during International Research Conference on Management, Banking and Finance organized by Jannalal Bajaj Institute of Management Studies, University of Mumbai on 5th and 6th March, 2012
4. Chiniwar S.G.; Hiremath S.G.; Mutkekar R.R.(2012), “Globalization and Values – A Study of SMEs in Belagavi City”, Proceeding of 13th International Biennial ISSWOV (International Society for the study of Work & Organizational Values) Conference held in Goa during June 24<sup>th</sup> -27<sup>th</sup> 2012, pp. 88-95 (ISBN: 978-0-9817997-2-8)
5. Chiniwar S.G.; Hiremath S.G.(2012), “Corporate Social Responsibility-A Journey Towards Competitive Advantage”, International Journal of Business, Management & Social Sciences (IJBMS) Volume. I, Issue 5(I), Jan 2012 pp. 50-52 (ISSN: 2249-7463)



6. Presented a paper titled “Integrated Stakeholder Management-Best Practices from Polyhydron Private Limited, Belagavi” selected for UGC sponsored National Conference on “ Sustainable Development” on the 25th & 26th of February 2011 organized by SIES College of Commerce and Economics, Mumbai.
7. Presented a paper titled “Rural Entrepreneurship-Boost to the Rural Economy”, selected for University of Pune sponsored National Level Seminar on Entrepreneurship organized by Smt. Kashibai Navale College of Engineering, Department of Management Studies, Pune on 9th -11th March 2011.
8. Presented a paper titled “IT as an Enabler for SMEs”-Experience at Expert Engineering Enterprise-Belagavi, selected for presentation during 3rd World SME Conference-New Delhi, March 26th 2011 organized by Milagrow Business and Knowledge Solutions (P) Limited, Gurgaon
9. Presented a paper on “Problems & Prospects of Promoting Rural Entrepreneurship” during One-Day Seminar organized jointly by Belagavi Chamber of Commerce & Entrepreneurship Development Institute of India, Bangalore, on 19th June 2007.
10. Presented a paper on “HRM Strategies & Dynamics of Entrepreneurship Development” during One Day National Seminar in Govt. R.C College of Commerce & Management, Bangalore, on 4th May 2006.

#### **FDPs/WORKSHOPS ATTENDED:-**

1. Attended Management Development Programme on “Management Information Systems for Small and Medium Enterprises”, on 14th June, 2008, at VITS Hotel, Belagavi. This MDP was organized in collaboration with Belagavi Chamber of Commerce and Industries. Resource Person: Dr. Milind Oka, Management Consultant, Pune.
2. Participated, in a Management Development Programme on “Developing Research Proposal to avail Government Schemes” at KLS-IMER on 28th March, 2008. Resource Person: Dr. C.M.Chitale, Dean, Department of Management Studies, Pune University, Pune.

3. Attended One Day FDP on “Teaching Methodology” on 30th March, 2009 at KLS-IMER. Dr A H Chachadi (Dean & Director, KIMS-Dharwad), Dr J G Naik (Principal, Gogte College of Commerce, Belagavi), Prof K G N Malali (Former Principal, KLE’s R L Science College, Belagavi) and Dr P M Charantimath( Professor , KLS-IMER, Belagavi) were the resource persons.
4. Attended Two Days Faculty Development Programme on “Methods of Training and Development” on 19th and 20th February, 2009 at KLS IMER. Dr S G Bapat and Associates were the resource persons for the programme.
5. Participated in two days “Management Faculty Orientation Programme” at KLE’s IMSR, Hubli on 18th & 19th July, 2008.
6. Participated in Two days Faculty Development Programme on “New Trends in Management” organized by Dept. of Management Studies and Research, Gogte Institute Technology, Belagavi on 9th and 10th April, 2012. Dr. Prafulla Agnihotri, Director, IIM, Tiruchirappalli
7. Participated in One day Faculty Development Programme on “Research leading to Publication” on 10th February 2012 at KLS IMER, Belagavi
8. Participated in FDP on Effective Teaching & Curriculum Design by Prof Satyajit Majumdar, TISS, Mumbai, on 3rd & 4th August 2013 at KLS IMER, Belagavi
9. Participated in FDP on Mastering the Art of Teaching conducted by L. Rebello, Mumbai, on 11th & 12th October 2013 at KLS GIT, Department of MBA, Belagavi
10. Participated in Three Day Workshop on Research Methodology & LaTeX on 8th to 10th July 2014 at VTU, Belagavi

#### **FDPs/WORKSHOPS CONDUCTED -**

1. Organized Faculty Development Programme at KLS IMER, Belagavi for BBA and MBA faculties from various institutions, on the subject Business Ethics & CSR on 26th August 2009 having resource persons namely, Mr. Nitin Khot, Environmentalist, Belagavi, Mrs. Swati Jog, former HR-Head Tarun Bharat & Prof. A. H Chachadi from KIMS, Dharwad.

2. Organized Faculty Development Programme KLS IMER, Belagavi for BBA and MBA faculties from various institutions, on the subject Human Resource Management on 14th August 2010 having Mr. Sampatkumar Aratti, Director HR- Software AG, Bangalore as resource person.
3. Organized one day FDP on “Teaching Methodology” on 30<sup>th</sup> March, 2009 at KLS-IMER, Belagavi. Resource Person: Prof. A. H. Chachadi, Professor, KIMS-KUD.
4. Organized two days’ workshop on “Management Faculty Orientation Programme” on 25<sup>th</sup> and 26<sup>th</sup> July, 2008 at KLS-IMER, Belagavi.

### **TRAINING PROGRAMMES CONDCUTED**

1. Invited as a resource person to conduct session on “Team Building and Development” for students (1<sup>st</sup> to 5<sup>th</sup> Semester) of Department of Computer Science & Engineering, Angadi Institute of Technology & Management, Belagavi on 28<sup>th</sup> February 2015
2. Invited as a resource person to conduct session on “Modern Management Techniques” for teaching faculty from polytechnic institutions across Karnataka on 05<sup>th</sup> July 2012 at Maratha Mandal Polytechnic, Belagavi
3. Invited as a resource person by Kirloskar Brothers limited, Pune to conduct two days sessions on “Subordinate Training & Development” for Kirloskar Group Fast Trackers (Future Leaders Group) on 13<sup>th</sup> & 14<sup>th</sup> of April 2012
4. Invited as Resource Person by Tarun Bharat, Belagavi, to conduct 2 sessions on Soft Skills for Senior Executives in the month of October, 2009
5. Conducted training workshop on Communication Skills for employees of Trident Powercraft Pvt. Lyd., Hubli on 19<sup>th</sup> July 2008
6. Conducted a session on Entrepreneurship Qualities in Kannada for the audience comprising of rural unemployed youth, wanting to become entrepreneurs during Development of Micro Enterprises organized jointly by IMER & District Industry Center, Belagavi from 18<sup>th</sup> September 06 to 22<sup>nd</sup> September 2006.

## **07. B.K.DESHMUKH**

**B.E (Civil), MBA (Finance)**

### **PAPERS PRESENTED/PUBLISHED AT INTERNATIONAL AND NATIONAL CONFERENCES**

Paper Title- Foreign Direct Investment in India – An Analysis presented and published in NATIONAL CONFERENCE in NIT- Warangal in 2010

#### **FDPs/WORKSHOPS ATTENDED:-**

1. AICTE Sponsored workshop on Financial derivatives organized by IIM-Kozhikode from July 7<sup>th</sup> to 12<sup>th</sup> ,2008
2. One DAY MDP on Information Systems for Small Scale Industries by KLS-IMER on 14<sup>th</sup> June 2008
3. Two Days FDP ON SAPM in GBS Hubli ON 4<sup>TH</sup>& 5<sup>TH</sup> October 2008
4. Two days FDP on Methods of Training and Development conducted by KLS-IMER ON 19<sup>TH</sup>& 20<sup>TH</sup> Feb,2009
5. FDP on Teaching Methodology by KLS-IMER on 30<sup>th</sup> March 2009
6. FDP on Research Leading to Publication by KLS-IMER on 10<sup>th</sup> Feb, 2012.
7. FDP on FINANCIAL MODELLING using SPREADSHEETS conducted by BIET-MBA Department on 14<sup>th</sup> Feb, 2012.
8. Workshop on Achieving Excellence in Research in KLS-IMER on 3<sup>Rd</sup> JAN,2014
9. Workshop on Preparing the Research Proposal by KLS-IMER on 12<sup>th</sup> April,2014
10. FDP on Skill Development Series -4 Indian Values and Management in GBS-BELAGAVI on 31<sup>st</sup> MAY, 2014.
11. Workshop on CASE METHOD OF TEACHING CONDUCTED by Case Research Society of India on November 2, 2008.
12. Pedagogy workshop conducted by IMSR Hubli on 16<sup>th</sup> Feb,2010.
13. Workshop on NPTEL by KLS-IMER ON 23<sup>RD</sup> Feb, 2013
14. Two days FDP on Effective Teaching and Curriculum Design in KLS-IMER on 3<sup>rd</sup> &4<sup>th</sup> AUGUST 2013.

15. Three day Workshop on Research Methodology in VTU-BELAGAVI on 8<sup>th</sup> to 10<sup>th</sup> JULY, 2014.

16. Curriculum Workshop hosted by KLS-IMER on 13<sup>th</sup> & 14<sup>th</sup> 2015.

#### **FDPs/WORKSHOPS CONDUCTED**

Organized and Participated in the pedagogy workshop in IMER for affiliated colleges of RCU Belagavi on 8<sup>th</sup> August 2011

## 08. SHRIRANG DESHPANDE

M.B.A.

### Papers published in Refereed Journals

1. “Customer’s perception towards Muthoot Finance Ltd. - A study in Belagavi City, Karnataka State.” ELK Asia Pacific Journal of Marketing & Retail Management, Vol. 3, No. 4, October 2012
2. “Economic Reforms and Foreign Investment in India – A Review” ELK Asia Pacific Journal of Finance & Risk Management, Vol. 5, No. 2, April 2014

### FDPs/WORKSHOPS ATTENDED:-

S.No.	Topic	Date
1	EBSCO: Business Source Elite	25/11/2014
2	Preparing Research proposal	12/04/2014
3	UNNATI – 2014	28/03/2014
4	Achieving Excellence in Research	03/01/2014
5	Pedagogy Workshop	19/09/2013
6	Advance Excel	9 <sup>th</sup> & 10 <sup>th</sup> Sept. 2013
7	Effective Teaching & Curriculum Design	3 <sup>rd</sup> & 4 <sup>th</sup> Aug. 2013
8	Pedagogy Workshop	19/03/2013
9	National Programme on Technology Enhancement learning	23/02/2013
10	Skill Development	4/01/2013
11	UNNATI 2011	8/08/2011
12	Strategic Management for Teachers	27-31 <sup>st</sup> Dec. 2010
13	Management pedagogy	24/07/2010
14	Pedagogy Workshop	2/08/2009
15	Teaching methodology	30/03/2009
16	Methods of Training & Development	19 <sup>th</sup> & 20 <sup>th</sup> Feb. 2009

### **FDPs/WORKSHOPS CONDUCTED -**

1. Brick & Mortar Retailing in an era of E-tailing on 24<sup>th</sup> Feb. 2015
2. Management Education Beyond 2020 on 13<sup>th</sup> & 14<sup>th</sup> Feb. 2015
3. UNNATI – 14, Pedagogy Workshop on 28<sup>th</sup> Mar. 2014
4. UNNATI – 2011 Pedagogy Workshop on 8<sup>th</sup> Aug. 2011

## **09. PADMAPRIYA R KATAGAL**

**B.Sc., PGDM,**

### **PAPERS PRESENTED /PUBLISHED AT INTERNATIONAL AND NATIONAL CONFERENCES**

- Presented paper in National conference on E- Commerce, opportunities and Challenges, held on 25& 26<sup>th</sup> April, 2014, at Foundry cluster, Organized by BET's GBS, Belagavi & published in conference proceeding with ISBN no.978-81-927463-1-9
- Presented paper in 4<sup>th</sup> National conference on "Management of Inclusive Growth: Issues challenges and opportunities organized by Bapuji B- Schools, Davangere, on 16-17<sup>th</sup> March 2012. The title of my paper was "The Case Studies on Role of Self Help Group in Inclusive Growth of The Society"
- Presented paper in International conference on "Recent trends in Commerce, Economics and management" organized by Smt C. K. Goyal Arts and Commerce College, Pune in association with Choice college of Arts and Commerce, Pune, at Hotel President, Deccan Gymkhana , Pune, held on 24<sup>th</sup> January 2012. The title of my research paper was "Service Quality Analysis of ICICI Bank in Northern Districts of Karnataka".
- Presented paper on "customer retention strategies in retailing" in Convergence of Management of practices organized by NIT Warangal held on 17-18<sup>th</sup> December, 2010.
- Presented paper in Knowledge Utsav, conference on CRM organized by Jain University at Bangalore, held on 28<sup>th</sup> August 2010.

### **FDP'S/ WORKSHOPS ATTENDED**

- Attended Three day workshop on "Research Methodologies & Latex", organized by VTU e learning Centre at Belagavi from 8<sup>th</sup> to 10<sup>th</sup> July 2014
- Attended one day workshop on "Preparing Research Proposal" by Prof. Gurav , held on 12<sup>th</sup> April 2014,at KLS IMER.
- Attended one day workshop on "Achieving Excellence in Research" by Babu Zacharia on 3-1-2014 by KLS IMER.



- Attended two day workshop on “Effective teaching and curriculum design, organized by KLS IMER, on August 3<sup>rd</sup> & 4<sup>th</sup> 2013.
- Attended Two day Dale Carnegie Training program on “Powering Teaching Competencies”, organized by KLS IMER, on 29<sup>th</sup> & 30<sup>th</sup> June 2012.
- Participated in a faculty Development programme, on HRM in IMER on 14<sup>th</sup> august 2010.
- Participated in two day workshop on “Case Method of Teaching” in IIM Bangalore during August 2008.
- Attended FDP, on Teaching Methodologies, in IMER, on 30<sup>th</sup> March, 2009.
- Attended two day MDP on Employee Engagement, organized by BIMS Belagavi, in June 2008.
- Attended MDP on Developing Research Proposal to Avail Govt. Schemes, in IMER, in March 2008
- Attended one day workshop on Research Publication and Research Methodology, in MATS, BELAGAVI, in October, 08.
- Attended FDP, on Teaching Effectiveness, organized by BIMS, Bagalkot, in Jan, 08.
- Attended International Seminar on Social Entrepreneurship, in IMER in March.

#### **FDP’S/ WORKSHOPS CONDUCTED**

- As one of the co-coordinator, organised the Faculty Development Program on “Research leading to publication” on 10<sup>th</sup> of February 2012.
- Organised one day workshop “Branderstanding” on Brand Management to the Marketing students on 24<sup>th</sup> May 2014. The resource person of the workshop is Mr. Pawan Kulkarni, GM, Marketing, JB Chemicals and Pharmaceutical, UNIQUE division Mumbai.
- Coordinated III lecture by Mr. Pawan Kulkarni, on “Career Opportunities in Marketing” on 24<sup>th</sup> May 2014 at 9 am to all students of KLS IMER.
- Organised half day workshop on 27<sup>th</sup> January 2014, on NAAC for the faculty of IMER. Prof.D. Prasanna Kumar and Prof. Anil H Hawaldar, from R.L. Law College, Belagavi, were the resource persons of the workshop.

- As a member of core team organized National Level Seminar On Innovation & Entrepreneurship and “Antaraprerana” B-Plan competition for students on 26<sup>th</sup> & 27<sup>th</sup> March 12
- As a member of core team organized “Unnati” pedagogy workshop for III semester MBA, to all institutes of RCU, Belagavi on 8<sup>th</sup> August 2011.
- Organized the Two day workshop on Consumer Behaviour to the MBA IInd semester students of KLS IMER in April 2011
- As a member of core team organized National Level Seminar On Innovation & Entrepreneurship and “Antaraprerana” B-Plan competition for students on 26<sup>th</sup> & 27<sup>th</sup> March 2011
- Member organizing committee of International conference on Business Ethics and corporate social responsibility in 2008

## **10. SACHIN. S. LAKKUNDI**

**BE. M.Tech**

### **FDPs/WORKSHOPS ATTENDED**

- “Good Governance & Leadership Development” conducted by SDMCET-Dharwad.
- “Advancements in Digital Image Processing” conducted by SDMCET-Dharwad.
- “Statistical Tools in Research Methodologies” by collaboration of KUD & SDMCET.
- “Research Methodology” conducted by Chetana Business School –Hubli.
- “Python Programming” conducted by pyBelagavi & KLS’ GIT–Belagavi.
- “Research Methodology” conducted by GIT-MBA –Belagavi.
- “Big Data & Cloud Computing” conducted by SDMCET –Dharwad.

### **FDPs/WORKSHOPS CONDUCTED**

- As coordinator for “Computing Intelligence: Algorithms & Applications”.
- As organizing & trainer for “Android App Development”.
- As coordinator for “Networks Security & Challenges”.

## **11. RAHUL MAILCONTRACTOR**

B.E (E & E), MBA, UGC NET, K-SET

### **FDPs/WORKSHOPS ATTENDED:-**

1. FDP on Multivariate Data Analysis at Kuriakose Gregorious College, Kottayam Kerala
2. Workshop on Structural Equation Modelling(SEM) at ICFAI Business School (IBS), Hyderabad
3. FDP on Research Methodology using SPSS at Jain College of MCA and MBA, Belagavi
4. FDP on Commodities and Financial Derivatives at Kristu Jayanti College, Bangalore
5. Curriculum review Workshop on Management Education beyond 2020 at KLS's Institute of Management Education and Resource.
6. Pedagogy Workshop 2013 at BVV Sangha's Institute of Management Studies, Bagalkot
7. Pedagogy Workshop "Pragati" conducted by Kousali Institute of Management Studies, KUD and Adept Institute of Management Studies.

### **FDPs/WORKSHOPS CONDUCTED -**

1. Writing Research Papers for Students – Conducted session on Data Analysis

### **TRAINING PROGRAMMES CONDCUTED**

1. PG CET / KMAT Crash Course 2015 – Conducted sessions on Quantitative analysis. Coordinated the event.

## **12. SHREEKANT G.NAIK**

**PGDM, M.Com**

### **PAPERS PRESENTED/PUBLISHED AT INTERNATIONAL AND NATIONAL CONFERENCES**

1. Name of the paper: ‘Enhancing Sale Force Productivity using Technology’

Date: 15<sup>th</sup> March 2014,

Place: at ENCORE-2014, Jain College of MBA & MCA, Belagavi, Karnataka.

ISBN Number 978-93-83303-52-6.

### **FDPs/WORKSHOPS ATTENDED:-**

1. Name of the FDP: “*Finance for Non-Finance Managers*”,

Date: April 26, 2014, Place: *CMS Business School Bengaluru, Jain University.*

### **13. DEEPTI DESHPANDE**

**BE (CS) MBA**

#### **FDPs/WORKSHOPS ATTENDED:-**

- One day workshop on “Preparing Research Proposal” by Prof. A.M.Gurav on 12<sup>th</sup> April 2014
- Two days FDP on “Research Methodology” on 22<sup>nd</sup> and 23<sup>rd</sup> December 2014 held in Gogte Institute of Technology, Belagavi

#### **FDPs/WORKSHOPS CONDUCTED –**

- “Basic Word and Excel Training” organized by IMER Computer Department for the administrative staff of IMER in the month of March 2014

## **14. SONAL REVANKAR**

**MBA, M.Com, P.hD (Pursuing)**

### **Papers published in Refereed Journals**

- Published paper titled “Micro finance sector in India – Financial literacy is the need of the hour” in Emerging trends in Management in January 2013.
- Published paper in Zenith International Journal (ZIJBEMR) titled “Women Empowerment – Way ahead in 21st Century – February 2014 issue.
- Published paper titled “Student Awareness of education loans as a source of financing – A study of Belagavi City , Karnataka” in International Journal of Research in Commerce, IT and Management – April 2015 issue

### **FDPs/WORKSHOPS ATTENDED:-**

- Attended Faculty development programme on Research methodology conducted by IIT, Mumbai .
- Attended Faculty development programme on Research paper writing conducted by Dr M.R Patil, Goa University

## **15. MARUTI SADAVAR**

**B.Sc., MBA**

### **TRAINING AND PLACEMENT OFFICER**

- Has corporate experience of 5 years in FMCG (Pepsico International, Bengaluru) as Customer Executive (Distribution Sales) and Telecom (Idea Cellular Ltd., Belagavi) sector as Territory Sales Manager.
- Teaching, Training & Placements experience of 4 years. Trained many students under “Sahayog & Vikasan” govt. soft skills projects. Trained many corporates on “Soft Skills, Goal Orientation, Prioritizing & Performance Improvement”.
- Placed 97% of eligible MBA students from the current batch 2013-15 at companies like Aditya Birla Madura Fashion & Lifestyle, Bharati Airtel, BNY Mellon, Berger Paints India, Vodafone, J K Cement, Birla Shakti Cement & Cipla etc.

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NAME	Research Papers Published In Peer Reviewed Journals	Articles Published In Newspapers And Magazines	Case Studies Published	Books Authored /Edited	Chapters In Books	Papers Presented/ published In Conferences National International	FDP Conducted	FDP Attended	TRG Progs Conducted
DR.PURUSHOTHAM BUNG	13		1	2		8 3	15	25	3
DR. POORNIMA CHARANTHIMATH	14		3	5	1	7 4	32	18	6
DR. KIRTI SHIVAKUMAR	8	5	8		4	10 5	6	21	3
DR. S.G. CHINIWAR	8			1		4 2	5	32	
DR. ARIF SHAIKH	12			7		5 0	13	26	5
PROF. SHAILAJA HIREMATH				1		9 1	4	10	
PROF. B. K. DESHMUKH						1	1	16	
PROF. SHRIRANG DESHPANDE	2						4	16	
PROF. PADMAPRIYA KATAGAL						5	9	14	
PROF. MARUTI SADAVAR									
PROF. SHREEKANTH NAIK						1		1	
PROF. RAHUL MAILCONTRACTOR							1	7	1
PROF. SONAL REVANKAR	3							2	
PROF. DEEPTI DESHPANDE								2	1
PROF.SACHIN LAKKUNDI							3	7	

