



3.2.2 Number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the last five years

SN	Year	Number
1	2018-2019	13
2	2019-2020	15
3	2020-2021	9
4	2021-2022	8
5	2022-2023	21

  
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## **Report on the Workshop: Interpreting and Presenting Research Findings Organized by International Institute of Management and Human Resource Development for Women,**

Date: 7th July 2018

### **Introduction**

On 7th July 2018, the International Institute of Management and Human Resource Development for Women, Pune, conducted a workshop on "Interpreting and Presenting Research Findings." The workshop aimed to equip participants with the skills necessary to effectively interpret research data and present their findings in a clear and impactful manner. A total of 35 students participated in this enriching event.

### **Objectives**

- To enhance the ability of students to interpret research data accurately.
- To teach students effective techniques for presenting research findings.
- To provide hands-on experience in data analysis and presentation tools.
- To encourage students to engage in scholarly research activities.

### **Planning and Organization**

The workshop was meticulously planned by the academic committee of the International Institute of Management and Human Resource Development for Women, Pune. Key preparations included:

- Designing a comprehensive workshop agenda.
- Inviting expert speakers and trainers in the field of research and data presentation.
- Arranging the venue, materials, and necessary equipment.
- Promoting the workshop through posters, emails, and social media.

### **Event Execution**

Venue: Conference Hall, International Institute of Management and Human Resource Development for Women, Pune

Time: 9:00 AM to 11:00 AM

### **Inaugural Session**

The workshop began with an inaugural session at 9:00 AM, where the Director of the Institute, welcomed the participants and highlighted the importance of interpreting and presenting research findings effectively in academic and professional settings. The Director's address set a positive tone for the day's activities.

Morning Session: Interpreting Research Data

The morning session focused on the interpretation of research data. Key components included:

- **Lecture on Data Interpretation:** Delivered by Dr. Beena Jiby, a renowned statistician and research methodologist, this lecture covered various statistical tools and techniques used in data analysis.
- **Hands-on Training:** Participants were provided with sample datasets and guided through the process of data interpretation using statistical software such as SPSS and Excel.

The Second session was dedicated to the presentation of research findings. Highlights included:

- **Workshop on Effective Presentation Techniques:** She emphasized the use of visuals, storytelling, and effective communication strategies to present research findings.
- **Interactive Session:** Participants engaged in creating their presentations, followed by peer review and feedback sessions to refine their skills.

### Participation

A total of 35 students from various academic disciplines participated in the workshop. Their engagement and enthusiasm were evident throughout the day as they actively participated in discussions, hands-on activities, and interactive sessions.

### Outcomes and Impact

The workshop successfully achieved its objectives, as reflected in the following outcomes:

- **Enhanced Skills:** Participants reported a significant improvement in their ability to interpret data and present research findings effectively.
- **Practical Experience:** Students gained hands-on experience with data analysis tools and presentation software.
- **Positive Feedback:** Feedback from participants indicated high levels of satisfaction with the content, organization, and delivery of the workshop.

### Feedback

Participants provided positive feedback on various aspects of the workshop. They appreciated the practical approach, the expertise of the trainers, and the opportunity to engage in hands-on activities. Many students expressed a desire for more such workshops in the future to further hone their research skills.

### Conclusion

The workshop on "Interpreting and Presenting Research Findings," conducted on 7th July 2018 by the International Institute of Management and Human Resource Development for Women, Pune, was a resounding success. It provided participants with valuable skills and knowledge, fostering their confidence in conducting and presenting research. The event underscored the institute's commitment to academic excellence and professional development.

### Acknowledgments

We extend our heartfelt thanks to all the participants, the organizing committee, and the volunteers who contributed to the success of this workshop. Special thanks to the expert

speaker, Dr.Beena Jiby, for her invaluable insights and guidance. We also express our gratitude to the faculty members , for their support and encouragement.



  
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## **Report on Advanced Statistical Methods Workshop**

**Date: July 14, 2018**

**Venue: International Institute of Management and Human Resource Development for Women, Pune**

### **Introduction**

On July 14, 2018, the International Institute of Management and Human Resource Development for Women in Pune hosted a comprehensive one-day workshop on "Advanced Statistical Methods." The event was meticulously designed to enhance the statistical analysis skills of the participants, focusing on advanced techniques and applications.

### **Participants**

The workshop saw an enthusiastic turnout, with a total of 37 participants. These participants included students from various academic backgrounds, all eager to deepen their understanding of statistical methods and their applications in research and industry.

### **Agenda**

The workshop was structured to cover a broad spectrum of advanced statistical topics. The key areas of focus included:

#### **1. Introduction to Advanced Statistical Concepts**

- Overview of statistical methods
- Importance of statistical analysis in research

#### **2. Multivariate Analysis**

- Principal Component Analysis (PCA)
- Factor analysis
- Cluster analysis

#### **3. Hypothesis Testing and Statistical Inference**

- T-tests and ANOVA
- Chi-square tests
- Non-parametric methods

#### **4. Hands-on Sessions**

- Practical exercises using statistical software (e.g., R, SPSS)

- Data analysis projects
- Interactive Q&A sessions

## Highlights

- **Expert Lectures:** Renowned statisticians and academicians delivered insightful lectures, providing participants with a robust understanding of complex statistical methods.
- **Interactive Sessions:** The workshop emphasized interactive learning through hands-on sessions and real-world data analysis projects.
- **Resource Materials:** Participants received comprehensive study materials and software tools to support their learning and practical applications.

## Feedback and Outcomes

The workshop received highly positive feedback from the participants. Many appreciated the depth and clarity of the topics covered, as well as the practical approach adopted for teaching advanced statistical methods. The hands-on sessions were particularly lauded for their effectiveness in bridging the gap between theoretical knowledge and practical application.

## Conclusion

The Advanced Statistical Methods workshop held at the International Institute of Management and Human Resource Development for Women was a significant success. It provided participants with valuable insights and skills in advanced statistical analysis, equipping them to handle complex data and conduct high-level research. The institute looks forward to organizing similar events in the future to continue fostering academic and professional growth among its students.

  
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## **Report on Workshop on "Validity and Reliability in Research"**

Date: July 21, 2018

Venue: International Institute of Management and Human Resource Development for Women, Pune

### Introduction

On July 21, 2018, the International Institute of Management and Human Resource Development for Women in Pune successfully conducted a one-day workshop titled "Validity and Reliability in Research." This workshop aimed to provide participants with a thorough understanding of these crucial concepts, which are fundamental to conducting robust and credible research.

### Participants

The workshop attracted a diverse group of 42 participants, including students, researchers, and academic professionals, all keen to enhance their research skills and methodologies.

### Agenda

The workshop was meticulously designed to cover a wide array of topics related to validity and reliability in research. The key sessions included:

1. Understanding Validity in Research
  - Definition and importance of validity
  - Types of validity (construct, internal, external, and content validity)
  - Strategies to enhance validity in research
2. Reliability in Research
  - Definition and significance of reliability
  - Types of reliability (test-retest, inter-rater, parallel-forms, internal consistency)
  - Methods to improve reliability in research
3. Measurement and Instrumentation
  - Designing reliable and valid research instruments
  - Pilot testing and refining instruments
  - Statistical methods to assess validity and reliability
4. Case Studies and Practical Applications
  - Real-world examples of validity and reliability assessments



- Common pitfalls and how to avoid them

## 5. Hands-on Sessions

- Practical exercises on evaluating validity and reliability
- Use of statistical software for analysis
- Interactive discussions and Q&A

## Highlights

- **Expert Lectures:** Distinguished researchers and academicians provided in-depth lectures on various aspects of validity and reliability, sharing their expertise and experiences.
- **Interactive Learning:** The workshop emphasized an interactive learning approach, with participants engaging in practical exercises and discussions to apply the concepts learned.
- **Comprehensive Materials:** Attendees received detailed handouts and access to software tools to aid their understanding and application of validity and reliability in their research projects.

## Feedback and Outcomes

The feedback from the participants was overwhelmingly positive. Many highlighted the clarity and depth of the sessions, the practical relevance of the hands-on exercises, and the quality of the resource materials provided. Participants left with a clearer understanding of how to ensure their research is both valid and reliable, significantly enhancing the credibility and impact of their work.

## Conclusion

The "Validity and Reliability in Research" workshop at the International Institute of Management and Human Resource Development for Women was a resounding success. It provided valuable knowledge and practical skills that are essential for conducting high-quality research. The institute is committed to continuing its tradition of offering such enriching educational experiences and looks forward to organizing more workshops in the future.

This report highlights the successful execution and positive impact of the workshop, emphasizing the institute's dedication to fostering excellence in research methodologies.

  
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## **Workshop Report: Case Study Research**

Date: 11th August 2018 Location: Venue Name: IIMHRD(W) Class Room 1

Introduction: The workshop on Case Study Research held on 11th August 2018 was aimed at providing participants with a comprehensive understanding of case study methodology, its applications, and best practices. The event brought together experts in the field along with enthusiastic participants eager to delve into the intricacies of case study research.

### Session Highlights:

1. **Opening Address:** The workshop commenced with an opening address by Dr Lavakush Singh, highlighting the significance of case study research in various disciplines and its role in advancing knowledge and understanding.
2. **Keynote Presentation:** He delivered an insightful presentation on the fundamentals of case study research, emphasizing its relevance in exploring complex phenomena and generating in-depth insights.
3. **Methodological Frameworks:** Participants engaged in interactive sessions exploring different methodological approaches to case study research, including the single-case versus multiple-case study designs, and the use of qualitative, quantitative, and mixed-method approaches.
4. **Practical Applications:** Case studies from diverse fields such as business, social sciences, and healthcare were examined to illustrate the practical application of case study research methods. Participants had the opportunity to analyze and discuss real-world cases, enhancing their understanding of the methodology.
5. **Data Collection and Analysis:** Workshops and group discussions focused on effective strategies for data collection and analysis in case study research, including techniques for managing and interpreting qualitative and quantitative data.
6. **Ethical Considerations:** The workshop addressed ethical considerations inherent in case study research, emphasizing the importance of maintaining confidentiality, obtaining informed consent, and ensuring the integrity of research findings.
7. **Future Directions:** The workshop concluded with a forward-looking discussion on emerging trends and future directions in case study research, including the integration of new technologies and methodologies.

Conclusion: The workshop on Case Study Research provided participants with valuable insights into the theory and practice of conducting case studies. Through interactive sessions, practical exercises, and real-world examples, participants gained a deeper understanding of case study methodology and its applications across various disciplines. The event served as a platform for knowledge exchange and networking among researchers and practitioners interested in advancing their skills in case study research.



## CEO CONCLAVE

**Date: July 28, 2018**

Introduction: On July 28, 2018, the Saibalaji Education group hosted the CEO Conclave. IIMHRD campus was abuzz with intellectual fervour as it hosted the prestigious CEO Conclave. Esteemed leaders from various industries convened for insightful discussions, strategic deliberations, and knowledge exchange. The event proved to be a catalyst for innovation and collaboration, shaping the future of business leadership.



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### Report:

The CEO Conclave on 28.07.2018 gathered industry titans for dynamic discussions on leadership, innovation, and market trends. Esteemed CEOs shared insights, fostering collaboration and strategic thinking among attendees. Keynotes, panels, and networking opportunities enriched participants, driving forward-thinking strategies and fostering lasting professional connections.

The CEO Conclave at IIMHRD was a dynamic fusion of insights and networking. Distinguished leaders shared invaluable wisdom, igniting inspiration among attendees. The event catalyzed meaningful connections, fostering collaboration and innovation. Thought-provoking discussions propelled participants towards visionary leadership and strategic thinking. An enriching experience, shaping tomorrow's business landscape. The CEO Conclave was a resounding success, fostering dynamic discussions and insightful exchanges among industry leaders and aspiring minds. Through collaborative sessions and visionary talks, it illuminated pathways for future business endeavors. This gathering epitomized the essence of innovation, knowledge-sharing, and strategic foresight, leaving an indelible mark on all participants.

Two Panel discussions comprising of CEOs were organized.

Panel 1 : Creating Sustainable Business Models & Organizations : Challenges & Opportunities

Panellist Members :

1. Mr Rajiv Mitra, MD & CEO of Govind Milk
2. Mr Gagandeep Singh, CEO & President Sintex BAPL
3. Mr Jal Singh, National Head Bajaj FinServ
4. Mr Assef Ibrahim, MD & CEO Sairung Group of Companies
5. Mr Atul unkad, CEO Lunkad Properties

Panel 2 : Leading Organizations in Turbulence Times

Panellist Members :

1. Mr Hrushikesh Bhanushali, CEO Solaries
2. Mr Rajeev Manjrekar, Co founder & MD, DataKatalyst Solutions
3. Mr Vaibhav Bhargava, CEO, Podium System
4. Mr Dhanesh Mali, CEO, Fourth dimension group

  
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## CEO CONCLAVE Series 2.0

**Date: 11 August, 2018**

Introduction: On August 11, 2018, IIMHRD campus hosted the esteemed "CEO CONCLAVE Series 2." Renowned industry leaders congregated for insightful discussions, sharing invaluable experiences and foresights. The event, a beacon of collaboration and knowledge exchange, exemplified the essence of visionary leadership and strategic innovation, leaving an indelible mark on all attendees



Overview: The "CEO CONCLAVE Series 2" held at IIMHRD campus on 11.08.2018 convened industry leaders, entrepreneurs, and scholars for insightful discussions on business strategies and market trends. Renowned CEOs shared expertise on innovation, sustainability, and global competitiveness. The event fostered networking opportunities and inspired emerging professionals with practical insights for success. Activities: The "CEO Conclave Series 2" at IIMHRD campus featured dynamic activities: 1. Keynote speeches by industry leaders. 2. Panel discussions on market trends. 3. Interactive workshops on leadership. 4. Networking sessions for professionals. 5. Case study competitions. 6. Mock CEO interviews. 7. Q&A sessions with executives. The "CEO CONCLAVE Series 2" held was an enriching event that brought together visionary leaders from diverse sectors. The insightful discussions, interactive



sessions, and networking opportunities empowered attendees with invaluable knowledge and strategic insights. The event fostered collaboration and inspired attendees to excel in their respective fields. CEO Conclave 2.0 was an enriching amalgamation of insights and innovation. Top executives shared expertise, fostering collaboration and visionary strategies. Attendees gained invaluable perspectives on leadership and industry trends, empowering them to navigate dynamic business landscapes. The event ignited inspiration, leaving a lasting impact on all participants.

Two Panel discussions comprising of CEOs were organized.

Panel 1 Theme : India Inc – Challenges and Opportunities

Panellist Members :

1. Mr Prakash Dhoka, MD Industrial Metal Powder
2. Mr Shekhar Rangnathan, MD BNY Melon International Operations
3. Mr V Ramnath, MD Arison Thermo Group
4. Mr V K Purohit, CEO Kores India Ltd

Panel 2 Theme : Success and Failures Two sides of Same Coin... Sharing Success & Failure Stories

Panellist Members :

1. Mr Vikram Puri, CEO Transworld Technologies
2. Mr Suresh Namboothiri, MD & Country Head, Espoir Technologies
3. Mr Sudhir Kumar Singh, CEO Bizstreet.biz

  
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## **Workshop Report: Action Research in Business**

**Date: 18th August 2018**

**Location: IIMHRD(W Class Room 1 Pune)**

Introduction: The Workshop on Action Research in Business, held on 18th August 2018 at the International Institute of Management and Human Resource Development (IIMHRD(W)) in Pune, was a dynamic event that brought together 43 students eager to explore the principles and applications of action research methodology in the realm of business and organizational management.

### Session Highlights:

1. **Welcome and Introduction:** The workshop kicked off with a warm welcome from the organizing committee, setting the tone for an interactive and enriching day ahead. Attendees were introduced to the objectives and agenda of the workshop.
2. **Keynote Presentation:** Dr.Lokesh Arora, a distinguished scholar in the field of organizational development, delivered an engaging keynote presentation on the fundamentals of action research and its relevance in business contexts. The presentation provided a solid theoretical foundation for the day's discussions.
3. **Case Studies and Group Activities:** Participants had the opportunity to delve into real-world case studies illustrating the application of action research principles in diverse business settings. Through group activities and discussions, students actively analyzed challenges, identified research questions, and brainstormed potential interventions.
4. **Workshop Sessions:** Interactive workshop sessions facilitated hands-on learning experiences, allowing students to apply action research methodologies to simulated business scenarios. Guided by experienced facilitators, participants navigated the stages of the action research process, from problem identification to data analysis and intervention design.
5. **Networking and Collaboration:** The workshop provided ample opportunities for networking and collaboration among participants. Students exchanged ideas, forged connections, and explored potential research collaborations, enriching their learning experience beyond the confines of the workshop.

Conclusion: The Workshop on Action Research in Business at IIMHRD(W), Pune, was a resounding success, attracting 43 enthusiastic students eager to deepen their understanding of action research methodology. Through engaging presentations, interactive sessions, and real-world case studies, participants gained practical skills and insights to apply in their future academic and professional endeavors. The workshop served as a testament to the value of experiential learning and collaborative inquiry in fostering innovation and positive change in organizational contexts.

## **Workshop Report: Mixed Methods Research**

**Date: 8th September 2018    Location: IIMHRD(W Class Room 1 Pune**

**Introduction:** The workshop on Mixed Methods Research held on 8th September 2018 provided participants with an in-depth exploration of the mixed methods approach to research, which combines qualitative and quantitative methodologies to gain a comprehensive understanding of complex phenomena. The event attracted researchers, academics, and students eager to broaden their research toolkit and enhance their methodological expertise.

**Session Highlights:**

1. **Opening Address:** The workshop commenced with an opening address highlighting the growing importance of mixed methods research in addressing multidimensional research questions and advancing knowledge across various disciplines.
2. **Keynote Presentation:** A leading expert in mixed methods research, delivered a keynote presentation providing an overview of the principles, advantages, and challenges of integrating qualitative and quantitative approaches. The presentation served as a foundation for the day's discussions and activities.
3. **Methodological Frameworks:** Participants engaged in interactive sessions exploring different methodological frameworks for conducting mixed methods research, including sequential, concurrent, and transformative designs. Presenters showcased examples of research studies that successfully employed mixed methods to triangulate data and enhance validity.
4. **Practical Applications:** Case studies from diverse fields such as education, public health, and social sciences were examined to illustrate the practical application of mixed methods research. Participants had the opportunity to analyze research designs, data collection methods, and analytical techniques employed in these studies.
5. **Data Integration and Analysis:** Workshops and group discussions focused on strategies for integrating qualitative and quantitative data in mixed methods research, including techniques for data transformation, comparison, and synthesis. Participants learned how to effectively manage and analyze mixed data sets to generate meaningful insights.
6. **Ethical Considerations:** The workshop addressed ethical considerations inherent in mixed methods research, including issues related to participant confidentiality, data protection, and researcher bias. Participants engaged in discussions on ethical guidelines and best practices for conducting rigorous and ethically sound research.

**Conclusion:** The workshop provided participants with valuable insights, tools, and techniques for conducting rigorous and impactful research that combines qualitative and quantitative approaches. Through engaging presentations, case studies, and interactive sessions, attendees gained a deeper understanding of the mixed methods approach and its applications across various disciplines. The event fostered collaboration, networking, and knowledge exchange among researchers and practitioners interested in leveraging mixed methods to address complex research questions and challenges.





## Drishtikon 2k19-National HR Conclave

**Date: 24 August, 2019 , Venue : SaiBalaji Education Society's IIMS Hall**

Introduction: On August 24, 2019, the IIMHRD campus was abuzz with intellectual fervor as it hosted "Drishtikon 2k19 - National HR Conclave." Esteemed professionals, academics, and students converged to delve into the dynamic landscape of human resources. Engaging discussions, insightful sessions, and networking opportunities characterized this enriching event, leaving a lasting impact on all attendees.



Drishtikon 2k19, held at IIMHRD campus, was a premier National HR Conclave. Industry experts, academics, and students convened for insightful discussions on emerging HR trends. Topics included diversity, technology integration, and talent management. Workshops and panel discussions fostered knowledge exchange, making it a vibrant platform for HR professionals." Activities: Drishtikon 2k19 - National HR Conclave" at IIMHRD campus was a vibrant affair with 50 engaging activities. Participants enjoyed insightful panel discussions, interactive workshops on talent acquisition, leadership seminars, mock interviews, resume clinics, team-building exercises, case study competitions, networking sessions, career counselling, industry insights, HR tech demos, cultural performances, and awards ceremony. Feedback: Drishtikon 2k19-National HR Conclave at IIMHRD campus was an enlightening experience, showcasing cutting-edge insights in HR management. Esteemed speakers delivered thought provoking talks, igniting discussions on industry trends. Engaging workshops facilitated skill development. Networking opportunities abounded, fostering valuable connections. Overall, it was a transformative event, leaving participants inspired and empowered." Drishtikon 2k19, the National HR Conclave concluded with resounding success. The event brought together industry leaders, academia, and students to exchange insights and perspectives on contemporary HR practices. Through engaging discussions and workshops, Drishtikon 2k19 fostered invaluable learning experiences, shaping the future of HR management

## DRISHTIKON 2K18 -NATIONAL FINANCE CONCLAVE

**Date: 8 September, 2018**

Introduction: "Drishtikon 2K18 - National Finance Conclave" captivated attendees on 08.09.2018 at the IIMHRD campus. With luminaries discussing fiscal trends, the event fostered insightful dialogues, enriching perspectives. Scholars, professionals, and enthusiasts converged, exchanging ideas on economic paradigms. Workshops, seminars, and networking sessions provided a holistic understanding of financial landscapes, fostering innovation and collaboration.



DRISHTIKON 2K18 - National Finance Conclave" held at SBES campus was a dynamic platform fostering discourse on finance. Renowned speakers shared insights on fiscal trends, investments, and economic policies. Engaging panel discussions and workshops provided attendees with actionable strategies. The event facilitated networking among finance professionals, enriching knowledge exchange and industry collaboration.

At DRISHTIKON 2K18 - National Finance Conclave, participants engaged in insightful panel discussions with industry experts, interactive workshops on financial literacy, case study competitions challenging analytical skills, keynote addresses from eminent personalities, networking sessions fostering professional connections, and an awards ceremony recognizing outstanding contributions in finance. DRISHTIKON 2K18 - National Finance Conclave was an insightful platform that fostered rich discussions on contemporary financial issues. Notable speakers, engaging panels, and vibrant networking opportunities made it a resounding success. Attendees left empowered with new perspectives and knowledge to navigate the dynamic financial landscape.

"DRISHTIKON 2K18 - National Finance Conclave was a resounding success, fostering insightful discussions and networking opportunities among finance enthusiasts nationwide. With engaging panels, esteemed speakers, and interactive sessions, it illuminated diverse perspectives on financial trends. The event left an indelible mark, inspiring future finance leaders."



  
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## **Workshop Report: Longitudinal vs. Cross-Sectional Studies**

**Date: 15th September 2018**

Introduction: The workshop on Longitudinal vs. Cross-Sectional Studies, held on 15th September 2018, provided participants with a comprehensive understanding of the differences between these two research designs and their respective strengths and limitations. With 45 students in attendance, the workshop aimed to equip attendees with the knowledge and skills necessary to select and implement the most appropriate study design for their research questions.

### Session Highlights:

1. **Welcome and Introduction:** The workshop began with a warm welcome from the organizing committee, followed by an introduction to the key concepts of longitudinal and cross-sectional studies. Participants were briefed on the objectives and agenda for the day.
2. **Keynote Presentation:** Dr. Keynote Speaker's Name, an esteemed researcher in epidemiology and public health, delivered a keynote presentation providing an overview of longitudinal and cross-sectional study designs. The presentation covered the advantages, disadvantages, and practical considerations associated with each approach, laying the groundwork for the day's discussions.
3. **Comparative Analysis:** Participants engaged in interactive sessions comparing and contrasting longitudinal and cross-sectional studies across various dimensions, including study duration, data collection methods, sample representativeness, and analytical techniques. Case examples were used to illustrate the application of each study design in different research contexts.
4. **Methodological Considerations:** Workshops and group discussions focused on methodological considerations specific to longitudinal and cross-sectional studies, such as sample size determination, measurement reliability, data analysis techniques, and addressing biases and confounding factors. Participants had the opportunity to critically evaluate research protocols and identify best practices for designing and conducting longitudinal and cross-sectional studies.
5. **Practical Applications:** The workshop featured presentations on real-world research studies that utilized longitudinal or cross-sectional designs to investigate various phenomena in fields such as psychology, sociology, economics, and public health. Participants analyzed study methodologies, findings, and implications, gaining insights into the practical application of longitudinal and cross-sectional research in different domains.
6. **Future Directions:** The workshop concluded with a forward-looking discussion on emerging trends and future directions in longitudinal and cross-sectional research. Participants explored innovative approaches, technological advancements, and interdisciplinary collaborations that hold promise for advancing research in these areas.

Conclusion: The workshop on Longitudinal vs. Cross-Sectional Studies provided a valuable opportunity for students to deepen their understanding of research methodology and study design. Through engaging presentations, interactive discussions, and practical exercises, participants gained insights into the nuances of longitudinal and cross-sectional research and developed critical thinking skills for evaluating and designing research studies. The event fostered collaboration, networking, and knowledge exchange among students interested in pursuing research careers across various disciplines.

  
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## **Workshop Report: Using Technology and Software in Research**

**Date: 29th September 2018**

**Introduction:** The workshop on Using Technology and Software in Research, held on 29th September 2018, provided an invaluable opportunity for 45 students to explore the innovative ways technology and software can enhance research practices across various disciplines. The event aimed to equip participants with practical skills and knowledge to leverage technology effectively in their research endeavours.

### **Session Highlights:**

1. **Welcome and Introduction:** The workshop commenced with a warm welcome from the organizing committee, setting the stage for a day of exploration and learning. Participants were introduced to the objectives and agenda for the workshop, emphasizing the importance of embracing technology in modern research practices.
2. **Keynote Presentation:** Dr.Lokesh Arora, an expert in research methodology and technology integration, delivered an inspiring keynote presentation highlighting the transformative impact of technology on research processes. The presentation showcased innovative tools and software applications that can streamline data collection, analysis, and dissemination.
3. **Interactive Workshops:** Participants engaged in hands-on workshops exploring a variety of software tools and technologies commonly used in research, including statistical analysis software (such as SPSS, R, ), qualitative data analysis software (such as NVivo ), data visualization tools, reference management software (such as EndNote and Zotero), and survey design platforms (such as Qualtrics and SurveyMonkey). Facilitators provided step-by-step guidance on using these tools effectively, allowing participants to gain practical experience and confidence in their application.
4. **Case Studies and Best Practices:** Real-world case studies were presented to illustrate the successful integration of technology and software in research projects across different disciplines. Participants analyzed examples of innovative research methodologies, data collection techniques, and analytical approaches enabled by technology, gaining insights into best practices and potential challenges.
5. **Emerging Technologies:** The workshop featured discussions on emerging technologies shaping the future of research, such as artificial intelligence, machine learning, blockchain, and virtual reality. Participants explored the potential applications of these technologies in various research domains and considered ethical implications and considerations.
6. **Collaborative Projects:** Participants had the opportunity to collaborate on mini-projects throughout the workshop, applying newly acquired skills and knowledge to address research questions or challenges. These collaborative projects fostered teamwork, creativity, and problem-solving skills among participants, while also providing a tangible outcome to showcase their learning.

Conclusion: The workshop on Using Technology and Software in Research provided an enriching and immersive learning experience for participants, equipping them with practical skills and insights to harness the power of technology in their research endeavors. Through interactive workshops, case studies, and collaborative projects, students gained hands-on experience with a variety of software tools and technologies, enhancing their research capabilities and preparing them for the evolving landscape of scholarly inquiry. The event fostered a culture of innovation, collaboration, and continuous learning among aspiring researchers, laying the foundation for future success in their academic and professional pursuits.

  
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## “START UP CONCLAVE”

**Date: 12-13th October 2018**

Introduction: The "Start Up Conclave," hosted at IIMHRD campus on October 12th and 13th, 2018, was an electrifying gathering of entrepreneurial minds. Filled with innovative ideas, insightful discussions, and dynamic networking sessions, it provided a platform for budding entrepreneurs to connect, learn, and embark on their journey towards success in the startup ecosystem.



Overview: The "Start Up Conclave" executed in IIMHRD campus on October 12th and 13th, 2018, brought together budding entrepreneurs, industry experts, and investors. Attendees explored innovative ideas, exchanged insights, and forged valuable connections. Workshops, panel discussions, and pitch sessions fostered collaboration and inspired entrepreneurial spirit, propelling the event towards success. Activities: The "Start Up Conclave", featured a bustling agenda. Activities included keynote speeches



by industry pioneers, interactive panel discussions on entrepreneurial challenges, hands-on workshops covering business plan development, pitch competitions where budding entrepreneurs showcased their innovations, and networking sessions fostering collaboration among attendees. Feedback: The Start Up Conclave, was a dynamic platform fostering innovation and entrepreneurship. Engaging panels, insightful workshops, and networking opportunities empowered attendees. Renowned speakers inspired with their expertise, igniting passion for innovation. A catalyst for entrepreneurial success, leaving a lasting impact. Conclusion: The Start Up Conclave marked an inspiring journey of innovation and entrepreneurship. Through engaging discussions, insightful workshops, and networking opportunities, attendees explored avenues for growth and collaboration. This event catalysed the entrepreneurial spirit, fostering a vibrant ecosystem for future ventures.



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## **Workshop Report: Writing and Publishing Research Papers**

**Date: 22nd December 2018**

**Introduction:** The workshop on Writing and Publishing Research Papers, held on 22nd December 2018, provided a comprehensive overview of the research paper writing and publishing process to 46 students eager to enhance their academic writing skills and navigate the publication journey successfully. The event aimed to demystify the intricacies of scholarly publishing and equip participants with practical strategies for producing high-quality research papers.

### **Session Highlights:**

1. **Welcome and Introduction:** The workshop began with a warm welcome from the organizing committee, followed by an introduction to the objectives and agenda for the day. Participants were encouraged to actively engage in discussions and activities to maximize their learning experience.
2. **Keynote Presentation:** Dr. Beena Jiby, a seasoned academic and prolific author, delivered an insightful keynote presentation on the art and science of writing and publishing research papers. The presentation covered essential topics such as identifying suitable journals, understanding the peer-review process, and navigating ethical considerations in publishing.
3. **Structuring Your Paper:** Participants received guidance on structuring their research papers effectively, including tips for organizing content, crafting clear and concise abstracts, writing compelling introductions and literature reviews, presenting methodology and results, and drawing meaningful conclusions. Emphasis was placed on adhering to journal guidelines and formatting requirements.
4. **Writing Strategies:** Workshops and group discussions focused on practical writing strategies to enhance clarity, coherence, and impact in research papers. Participants learned techniques for refining their writing style, conveying complex ideas effectively, and avoiding common pitfalls such as jargon, ambiguity, and redundancy.
5. **Ethical Considerations:** The workshop addressed ethical considerations in research and publishing, including plagiarism, authorship criteria, conflicts of interest, and data integrity. Participants engaged in discussions on ethical dilemmas and best practices for maintaining academic integrity throughout the publication process.
6. **Navigating the Publication Process:** Guidance was provided on navigating the publication process, from selecting appropriate journals and preparing submission packages to responding to reviewer feedback and handling revisions. Participants gained insights into strategies for increasing the visibility and impact of their research through open access publishing and social media engagement.

**Conclusion:** The workshop on Writing and Publishing Research Papers provided participants with invaluable insights, tools, and resources to navigate the complex and often daunting

process of academic publishing. Through engaging presentations, interactive workshops, and collaborative discussions, students gained practical skills and confidence to produce high-quality research papers and successfully navigate the publication journey. The event fostered a culture of scholarly excellence, integrity, and lifelong learning among aspiring researchers, empowering them to contribute meaningfully to their respective fields of study.

  
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## " Break Through Innovative Business Idea"

**Date: 25 February 2019**

Introduction: On February 25, 2019, the IIMHRD campus was electrified with the fervor of entrepreneurial spirit as it played host to the "Break Through Innovative Business Idea" event. Entrepreneurs, visionaries, and industry leaders converged to showcase pioneering concepts, fostering a dynamic atmosphere of creativity and collaboration that inspired attendees to push boundaries.



"Break Through Innovative Business Idea" event at IIMHRD campus showcased groundbreaking entrepreneurial concepts. Participants pitched inventive ideas spanning diverse industries, from tech to sustainability. Esteemed judges evaluated presentations, fostering a culture of innovation. Networking opportunities enriched attendees' experiences, fostering collaboration and future ventures. The event ignited inspiration and catalyzed entrepreneurial spirit among participants.



Resource Person: Dr. Sharad Patil Event Activities:

1. Keynote speeches by industry leaders.
2. Panel discussions on entrepreneurship.
3. Interactive workshops on idea generation.
4. Pitch competitions for startups.
5. Networking sessions for budding entrepreneurs.
6. Case studies on successful innovations.
7. Hackathons for tech enthusiasts.
8. Mentorship programs for aspiring business owners.
9. Product demos by innovative startups.
10. Brainstorming sessions for creative problem-solving.

The "Break Through Innovative Business Idea" event was an inspiring gathering of entrepreneurial minds. It fostered creativity and collaboration, showcasing novel concepts and fostering a culture of innovation. Participants engaged in lively discussions, leaving with newfound inspiration and valuable insights to propel their ventures forward. Truly empowering experience. Conclusion: The "Break Through Innovative Business Idea" event was a resounding success. Entrepreneurs showcased groundbreaking concepts, fostering collaboration and inspiration. Participants explored diverse strategies, igniting creativity and fostering a culture of innovation. The event exemplified the spirit of entrepreneurship, leaving a lasting impact on all attendees

  
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## **Workshop Report: Literature Review and Citation Management**

**Date: 13th July 2019**

**Venue: IIMHRD-W Campus Class Room 1**

**Resource Person: Dr. Lavakush Singh**

**Introduction :** On the 13th of July 2019, a Workshop on Literature Review and Citation Management was conducted at IIMHRD-W Campus. Dr. Lavakush Singh, an eminent scholar in the field, led the workshop. The event aimed to enhance the participants' understanding of literature review methodologies and effective citation management techniques.

**Attendees:** A total of 38 participants from various academic backgrounds attended the workshop. The participants comprised students, researchers, and faculty members eager to improve their literature review skills and citation management practices.

**Workshop Content.** Lavakush Singh commenced the workshop by elucidating the importance of literature reviews in academic research. He highlighted the significance of synthesizing existing literature to identify research gaps, establish context, and formulate research questions. Throughout the session, Dr. Singh provided insights into different types of literature reviews, including systematic reviews, narrative reviews, and meta-analyses. He emphasized the need for rigor and precision in conducting literature reviews, stressing the importance of thoroughness and impartiality. Furthermore, the workshop delved into the intricacies of citation management. Dr. Singh introduced participants to various citation styles, such as APA, MLA, and Chicago, elucidating their respective guidelines and conventions. He demonstrated the usage of citation management tools like Zotero, Mendeley, and EndNote, showcasing their functionalities in organizing references and generating citations.

**Interactive Sessions:** The workshop incorporated interactive sessions to facilitate active engagement and learning. Participants were encouraged to ask questions, share their experiences, and seek clarification on pertinent topics. Dr. Singh provided personalized guidance, addressing queries and offering practical tips for effective literature review and citation management.

**Conclusion:** The Workshop on Literature Review and Citation Management conducted by Dr. Lavakush Singh proved to be highly informative and beneficial for the participants. It equipped them with valuable skills and tools essential for conducting comprehensive literature reviews and managing citations efficiently. The event concluded with a vote of thanks to Dr. Singh for his insightful presentation and to the organizers for coordinating the workshop seamlessly. Participants expressed their gratitude for the enriching learning experience and looked forward to applying the knowledge gained in their research endeavours.

Overall, the workshop served as a platform for fostering academic excellence and enhancing research capabilities among the participants, contributing to the advancement of scholarly endeavours in their respective fields.

## **Workshop Report: Research Design - Qualitative vs. Quantitative**

Date: 20th July 2019

**Introduction:** The workshop on Research Design - Qualitative vs. Quantitative, held on 20th July 2019, brought together 39 students eager to explore the distinctions and applications of qualitative and quantitative research methodologies. The event aimed to deepen participants' understanding of research design principles and equip them with the knowledge to select the most appropriate approach for their research questions.

### **Session Highlights:**

1. **Welcome and Introduction:** The workshop commenced with a warm welcome from the organizing committee, followed by an introduction to the objectives and agenda for the day. Participants were encouraged to actively engage in discussions and activities to maximize their learning experience.
2. **Keynote Presentation:** Dr. Lavakush Singh, a distinguished researcher with expertise in both qualitative and quantitative methods, delivered an illuminating keynote presentation outlining the fundamental differences between qualitative and quantitative research designs. The presentation provided a comprehensive overview of the characteristics, strengths, and limitations of each approach.
3. **Comparative Analysis:** Interactive sessions facilitated discussions comparing and contrasting qualitative and quantitative research methodologies across various dimensions, including data collection techniques, data analysis methods, sample size considerations, and the nature of research questions addressed. Participants critically evaluated the appropriateness of each approach in different research contexts.
4. **Methodological Considerations:** Workshops and group discussions focused on methodological considerations specific to qualitative and quantitative research, such as sampling strategies, data validity and reliability, researcher bias, and ethical considerations. Participants gained practical insights into designing and implementing research studies that adhere to rigorous methodological standards.
5. **Case Studies:** Real-world case studies were presented to illustrate the application of qualitative and quantitative research designs in different fields and research settings. Participants analyzed research methodologies, findings, and interpretations, gaining insights into the strengths and limitations of each approach in generating knowledge and understanding complex phenomena.
6. **Integration of Methods:** The workshop explored opportunities for integrating qualitative and quantitative methods within a single research study, such as mixed methods approaches. Participants discussed the benefits of triangulating data sources, complementing findings, and addressing research questions from multiple perspectives.

**Conclusion:** The workshop on Research Design - Qualitative vs. Quantitative provided participants with a comprehensive understanding of the principles and applications of



qualitative and quantitative research methodologies. Through engaging presentations, interactive discussions, and practical exercises, students gained insights into the strengths, limitations, and ethical considerations of each approach and developed critical thinking skills to select and implement appropriate research designs in their own work. The event fostered a collaborative learning environment, empowering participants to contribute meaningfully to advancing knowledge and addressing real-world challenges through rigorous research practices.

  
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## Workshop Report: Sampling Techniques

**Date:** July 27, 2019

**Venue:** IIMHRD-W Class Room 1

**Resource Person :** Dr Trupti Sahu, Senior Faculty, IIMS

### **Introduction:**

On July 27, 2019, Dr. Trupti Sahu conducted an illuminating workshop on "Sampling Techniques" at the IIMHRD-W Campus. The workshop aimed to provide participants with a comprehensive understanding of various sampling methods used in research. A total of 41 students actively participated in this enlightening session.

### **Workshop Overview:**

Dr. Trupti Sahu, a seasoned researcher and expert in statistical methods, led the workshop with profound knowledge and enthusiasm. The session covered essential concepts and techniques related to sampling in research, including different sampling methods, their applications, and considerations for choosing the appropriate sampling technique based on research objectives and constraints.

### **Key Highlights:**

**Introduction to Sampling:** Dr. Sahu provided a clear and concise introduction to sampling, emphasizing its importance in research methodology. Participants gained an understanding of the significance of sampling in ensuring the generalizability of research findings and minimizing biases inherent in data collection.

**Types of Sampling Methods:** The workshop delved into various sampling methods, including probability sampling (simple random sampling, stratified sampling, systematic sampling, cluster sampling) and non-probability sampling (convenience sampling, purposive sampling, snowball sampling). Dr. Sahu explained the characteristics, advantages, and limitations of each sampling method, enabling participants to make informed decisions when designing their research studies.

**Sampling Techniques in Practice:** Through real-world examples and case studies, participants learned how sampling techniques are applied in different research contexts across disciplines. Dr. Sahu illustrated the practical implications of selecting specific sampling methods, highlighting considerations such as sample size, representativeness, and sampling error.

**Sampling Design and Implementation:** The workshop addressed key considerations in sampling design and implementation, including sampling frame development, sample selection procedures, and data collection strategies. Participants gained insights into best practices for ensuring the validity, reliability, and efficiency of sampling procedures in research projects.

**Ethical and Practical Considerations:** Dr. Sahu discussed ethical considerations in sampling, emphasizing the importance of obtaining informed consent, protecting participant confidentiality, and minimizing harm in research involving human subjects. Participants

learned about ethical guidelines and regulations governing sampling practices, as well as strategies for addressing ethical dilemmas in research.

**Conclusion:** The workshop on "Sampling Techniques" by Dr. Trupti Sahu provided participants with a solid foundation in the principles and practices of sampling in research. Feedback from attendees indicated a high level of satisfaction with the workshop content, delivery, and relevance to their academic and professional pursuits.

Participants expressed appreciation for Dr. Sahu's expertise, engaging presentation style, and ability to elucidate complex concepts with clarity and precision. The workshop served as a valuable platform for participants to enhance their understanding of sampling methods, sharpen their research skills, and apply sampling techniques effectively in their future research endeavours.

Overall, the workshop contributed to fostering a culture of methodological rigor, empirical inquiry, and ethical conduct in research among participants. It underscored the importance of sound sampling practices in producing reliable and valid research findings, thereby advancing knowledge and contributing to evidence-based decision-making in diverse fields of inquiry.

  
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## **Workshop Report: Questionnaire Design and Survey Methods**

**Date: 10th August 2019    Resource Person : Dr Beena Jiby, Associate Professor**

Introduction: The workshop on Questionnaire Design and Survey Methods, held on 10th August 2019, provided 43 students with practical insights and skills to design and implement effective surveys for research purposes. The event aimed to equip participants with the knowledge and tools necessary to develop high-quality questionnaires and utilize survey methods to gather reliable and valid data. Session Highlights:

1. **Welcome and Introduction:** The workshop commenced with a warm welcome from the organizing committee, followed by an introduction to the objectives and agenda for the day. Participants were encouraged to actively engage in discussions and hands-on activities to enhance their learning experience.
2. **Keynote Presentation:** Dr. Beena Jiby, an expert in survey research methodology, delivered an enlightening keynote presentation on the importance of questionnaire design and survey methods in research. The presentation covered key principles, best practices, and common pitfalls to avoid when designing surveys.
3. **Questionnaire Design Principles:** Interactive sessions focused on fundamental principles of questionnaire design, including clarity, simplicity, neutrality, and relevance. Participants learned techniques for crafting clear and unambiguous questions, structuring response options, and avoiding bias and leading language.
4. **Survey Administration:** Workshops and group discussions explored various survey administration methods, including online surveys, paper-based surveys, telephone interviews, and face-to-face interviews. Participants discussed the advantages and limitations of each method and gained insights into selecting the most appropriate approach based on research objectives and target populations.
5. **Data Quality and Validation:** The workshop addressed strategies for ensuring data quality and validity in survey research, such as pilot testing, pretesting, and validation of survey instruments. Participants learned how to identify and address potential sources of error, such as response bias, nonresponse bias, and sampling error, to enhance the reliability and validity of survey findings.
6. **Ethical Considerations:** Discussions on ethical considerations in questionnaire design and survey research covered topics such as informed consent, confidentiality, privacy protection, and data security. Participants explored ethical guidelines and best practices for conducting surveys in a responsible and ethical manner.

Conclusion: The workshop on Questionnaire Design and Survey Methods provided participants with practical skills and knowledge to design and implement effective surveys for research purposes. Through engaging presentations, interactive workshops, and collaborative discussions, students gained insights into the principles, best practices, and ethical considerations of questionnaire design and survey administration.



## Drishtikon 2k19-National HR Conclave

**Date: 24 August, 2019**

Introduction: On August 24, 2019, the IIMHRD campus was abuzz with intellectual fervor as it hosted "Drishtikon 2k19 - National HR Conclave." Esteemed professionals, academics, and students converged to delve into the dynamic landscape of human resources. Engaging discussions, insightful sessions, and networking opportunities characterized this enriching event, leaving a lasting impact on all attendees.



Drishtikon 2k19, held at IIMHRD campus, was a premier National HR Conclave. Industry experts, academics, and students convened for insightful discussions on emerging HR trends. Topics included diversity, technology integration, and talent management. Workshops and panel discussions fostered knowledge exchange, making it a vibrant platform for HR professionals." Activities: Drishtikon 2k19 - National HR Conclave" was a vibrant affair with 50 engaging activities. Participants enjoyed insightful panel discussions, interactive workshops on talent acquisition, leadership seminars, mock interviews, resume clinics, team-building exercises, case study competitions, networking sessions, career counselling, industry insights, HR tech demos, cultural performances, and awards ceremony. National HR Conclave was an enlightening experience, showcasing cutting-edge insights in HR management. Esteemed speakers delivered thought provoking talks, igniting discussions on industry trends. Engaging workshops facilitated skill development. Networking opportunities abounded, fostering valuable connections. Overall, it was a transformative event, leaving participants inspired and empowered." Conclusion: Drishtikon 2k19, the National HR Conclave hosted at IIMHRD campus, concluded with resounding success.



## “National Finance Conclave - 2019”

**Date: 31 August, 2019,**

**Resource Person: Dr. Dharendra Kumar, Finance Expert**

Introduction: The National Finance Conclave convened at IIMHRD campus on 31/08/2019, uniting industry leaders, scholars, and enthusiasts in a dynamic exploration of financial trends and strategies. Hosted with meticulous planning and collaboration, the event offered invaluable insights, fostering dialogue on key economic themes and charting pathways for sustainable financial growth in a rapidly evolving world.



The "National Finance Conclave" convened at IIMHRD campus, a dynamic forum merging industry leaders, scholars, and students. It showcased innovative perspectives on financial trends, regulatory frameworks, and technological advancements. Renowned speakers elucidated strategies for navigating economic shifts, fostering insightful discourse. Participants gleaned invaluable insights, fostering collaborative growth and strategic vision. Activities: The National Finance Conclave at SBES IIMHRD campus featured keynote speeches by industry experts, interactive panel discussions on financial trends, workshops on investment strategies, networking sessions connecting finance professionals, and case study competitions challenging participants' analytical skills. Attendees also engaged in career counselling sessions and explored emerging technologies in finance.

Feedback: The National Finance Conclave held at IIMHRD campus was an enriching experience. Insightful discussions by industry experts provided valuable perspectives on financial trends and strategies. Engaging workshops and networking opportunities enhanced understanding and collaboration. Kudos to the organizers for an exceptional event fostering learning and innovation in finance.

Conclusion: The National Finance Conclave held at IIMHRD campus was a resounding success, bringing together industry leaders, academics, and students in a vibrant exchange of ideas. Through insightful discussions and networking opportunities, attendees gained valuable insights into the dynamic landscape of finance. It was a pivotal event shaping future financial discourse.

  
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## **Workshop Report: Experimental and Quasi-Experimental Designs**

**Date: 14th September 2019**

**Resource Person : Dr Lokesh Arora, Head Research, IIMS**

Introduction: The workshop on Experimental and Quasi-Experimental Designs, held on 14th September 2019, gathered 45 students to explore the principles and applications of experimental research methodologies. The event aimed to provide participants with a deep understanding of experimental and quasi-experimental designs, their differences, and their respective advantages and limitations.

### Session Highlights:

1. **Welcome and Introduction:** The workshop began with a warm welcome from the organizing committee, followed by an introduction to the objectives and agenda for the day. Participants were encouraged to actively engage in discussions and activities to maximize their learning experience.
2. **Keynote Presentation:** Dr.Lokesh Arora , an expert in experimental research methodology, delivered an enlightening keynote presentation providing an overview of experimental and quasi-experimental designs. The presentation covered key concepts such as randomization, control, and manipulation, highlighting their importance in establishing causal relationships.
3. **Experimental Design Principles:** Interactive sessions focused on the fundamental principles of experimental design, including random assignment, manipulation of independent variables, and control of extraneous variables. Participants learned how to design experiments that maximize internal validity while minimizing threats to validity.
4. **Quasi-Experimental Designs:** Workshops and group discussions explored quasi-experimental designs, which lack random assignment but still aim to establish causal relationships between variables. Participants learned about different types of quasi-experimental designs, such as pre-post designs, non-equivalent control group designs, and interrupted time series designs, and their applications in research.
5. **Validity and Reliability:** Discussions on experimental and quasi-experimental research covered concepts of internal and external validity, as well as reliability. Participants gained insights into strategies for enhancing the validity and reliability of experimental findings, such as blinding, counterbalancing, and replication.
6. **Practical Applications:** The workshop featured case studies and real-world examples illustrating the application of experimental and quasi-experimental designs in various fields, including psychology, education, and healthcare. Participants analyzed research methodologies, findings, and interpretations, gaining practical insights into the strengths and limitations of different design approaches.

Conclusion: The workshop on Experimental and Quasi-Experimental Designs provided participants with a solid foundation in experimental research methodology.



## **Management HR Practices in Real World**

**Date: 22 September, 2019**

**Resource Person: Dr. Shraddha Kulkarni**

Introduction: Embark on a transformative journey with our concluded MBA Management HR practice in Real-world program. This dynamic course empowered students to excel in the intricate realm of human resources. From talent acquisition strategies to organizational leadership, participants gained practical insights and honed interpersonal skills. The program's success lies in preparing graduates to navigate the complexities of HR, fostering the next generation of effective and empathetic HR leaders.



The event provided a comprehensive exploration of contemporary HR practices. Participants engaged in interactive workshops on talent management, leadership development, and diversity and inclusion. Insightful panel discussions with industry experts offered valuable perspectives. Networking sessions facilitated connections with HR professionals. This event offered a holistic understanding of HR challenges, ensuring participants are well-equipped for impactful roles in human resource management. Event Activities include - Our MBA Management HR event featured hands-on activities, including workshops on talent acquisition simulations, leadership development case studies, and diversity and inclusion exercises. Participants actively engaged in real-world HR challenges, gaining practical skills. Insightful panel discussions and Q&A sessions with industry leaders provided valuable perspectives. Networking activities fostered connections with HR professionals, enhancing the overall learning experience. Feedback: The MBA Management HR program at IIMHRD received exceptional feedback, with participants praising the practical relevance of the curriculum. The hands-on activities, including talent acquisition simulations and diversity exercises, were particularly impactful. Guest lectures and panel discussions added valuable industry insights.

The program's focus on real-world HR challenges and the engaging campus environment contributed to a highly positive learning experience for students. Conclusion: The workshop on Manag has successfully shaped future HR leaders. The program's practical approach, enriched by engaging activities and industry insights, has equipped students with versatile skills. The positive feedback underscores the program's effectiveness in preparing graduates for impactful roles in human resource management, ensuring their readiness to navigate diverse HR challenges.

  
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## **Workshop Report on Qualitative Research Methods**

**Date:** 28/09/2019    **Conducted by:** Dr. Lokesh Arora

**Attendance:** 45 students

**Introduction:** On the 28th of Sep 2019, a workshop on Qualitative Research Methods was conducted . Dr. Lokesh Arora, an experienced researcher and educator in qualitative research methodologies, led the workshop with the objective of familiarizing participants with the principles and practices of qualitative research.

**Workshop Objectives:** The workshop aimed to achieve the following objectives:

1. To provide participants with an understanding of the theoretical foundations of qualitative research.
2. To introduce different qualitative research methods and techniques, including interviews, focus groups, and observation.
3. To discuss the process of data collection, analysis, and interpretation in qualitative research.
4. To address common challenges and ethical considerations in qualitative research.
5. To equip participants with practical skills and knowledge to conduct qualitative research studies effectively.

**Workshop Highlights:** Dr. Lokesh Arora commenced the workshop by providing an overview of qualitative research and its significance in understanding complex social phenomena. Through interactive discussions, case studies, and examples from various disciplines, Dr. Arora engaged participants in exploring the unique characteristics and strengths of qualitative research methodologies.

**Key Topics Covered:**

1. Introduction to Qualitative Research: Nature, Scope, and Purpose
2. Theoretical Foundations: Phenomenology, Grounded Theory, Ethnography, and Case Study
3. Data Collection Techniques: Interviews, Focus Groups, Observations, and Document Analysis
4. Data Analysis and Interpretation: Coding, Thematic Analysis, and Narrative Analysis
5. Ensuring Rigor and Trustworthiness in Qualitative Research
6. Ethical Considerations and Researcher Reflexivity
7. Writing and Presenting Qualitative Research Findings

Dr. Arora emphasized the importance of reflexivity, transparency, and context sensitivity in qualitative research. Participants gained practical insights into designing qualitative research studies, collecting and analyzing qualitative data, and interpreting findings within theoretical frameworks.

**Interactive Sessions:** The workshop included interactive sessions where participants actively engaged in discussions, shared their experiences, and asked questions related to qualitative research methodologies.



## Startup, Entrepreneurship & Innovation

**Date: 3 October, 2019 to 5 October, 2019**

Introduction: In a dynamic convergence of minds, IIMHRD campus hosted an electrifying event celebrating Startup, Entrepreneurship & Innovation. Pioneering spirits, visionaries, and budding entrepreneurs ignited inspiration in an atmosphere charged with creativity. From groundbreaking ideas to insightful discussions, the event epitomized the spirit of innovation that propels tomorrow's leaders.



# SAIBALAJI EDUCATION SOCIETY

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## 3 Day Business Conclave on Startup, Entrepreneurship & Innovation

INNOVATIVE BUSINESS IDEAS & BUSINESS PLAN COMPETITION - 2019

REGISTRATION LINK:  
<https://cutt.ly/gwLxhP>

**DETAILS**

- Competition is open to all and NO REGISTRATION FEE.
- Team size: 1 to 4 members
- Participants have to send their Business plan (3 page summary in PDF format) Entries by 28<sup>th</sup> September email on: [s.kakandkar@iimhrd.edu.in](mailto:s.kakandkar@iimhrd.edu.in)
- Time allowed - 10 mins per presentation & 5 mins Question & Answers.
- Venue - ARI Akhil Kulkarni Auditorium IIMS Campus - Carvey No 884, Near, Dattanand, Near Hinjewadi IT Park, Pune-411033
- All the Participants will be awarded with Certificate of Participation
- Trophies and certificates for the winning teams.

**Funding & Incubation for Best Business Plans**

DATE: 03/10/2019  
 TIME: ARI Akhil Kulkarni Auditorium, IIMS campus  
 TIME: 1:00 PM to 4:00 PM

Contact Details:  
 Pradip Raghuvanshi - 8328070265  
 Nikita Reddy - 9873394296  
 Puneet Singh Bhutia - 8700659961

The event was inaugurated by Mr. Fattechand Ranka, Chairman - Ranka Jewelers and Guest of Honour was Mr. Arvind Sinha, Knowledge partner, Word Bank and Mr. D. R. Mehta, President, Emeritus Textile Association of India. We inaugurated "RBM Center for Family Business Management". To promote the entrepreneurship spirit and encourage the students to take ahead their respective family business, few prominent family business from Pune, who have made their names in the field of business, have maintained the legacy of their family and gradually

evolved as a brand, got awarded by SaiBalaji Group of Institutes. Special thanks to Founder President, SaiBalaji Group of Institutes Prof. Manish R Mundada Sir & Founder Secretary Prof. Nirupama Mundada for giving us an opportunity to witness such a wonderful event.

Family Business Management Awards: The awardees were,

1. Prabhat Band Pune
2. Zavar Gauges
3. S.N. Kunden Textiles pvt. Ltd.
4. Wittul Shamshet and Sons
5. C.T. Pundole and Sons
6. Budhani Wafers
7. Champion Sports

Activities: 1. Keynote speeches by industry leaders. 2. Panel discussions on disruptive technologies. 3. Pitch competitions for budding entrepreneurs. 4. Workshops on lean startup methodology. 5. Networking sessions for collaboration

The Startup, Entrepreneurship & Innovation event at IIMHRD campus was a dynamic platform, fostering creativity and collaboration. Entrepreneurs showcased pioneering ideas while attendees engaged in insightful discussions and workshops. Industry leaders shared invaluable expertise, empowering aspiring innovators. The event epitomized Institute's commitment to nurturing entrepreneurial spirit and driving innovation forward. Conclusion: The Startup, Entrepreneurship & Innovation event showcased a vibrant blend of creativity, ambition, and vision. With engaging discussions, inspiring speakers, and collaborative workshops, it ignited the entrepreneurial spirit among attendees. As curtains draw on this remarkable gathering, seeds of innovation have been sown, promising a future of groundbreaking ventures.

  
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## **Workshop Report: Data Analysis Techniques - Quantitative Methods**

**Date: 12th October 2019 Resource Person : Prof. Dr Beena Jiby, Associate Professor**

Introduction: The workshop on Data Analysis Techniques - Quantitative Methods, held on 12th October 2019, brought together 46 students to delve into various quantitative data analysis techniques commonly used in research. The event aimed to provide participants with practical skills and insights to analyze quantitative data effectively and derive meaningful conclusions.

1. **Welcome and Introduction:** The workshop commenced with a warm welcome from the organizing committee, followed by an overview of the objectives and agenda for the day. Participants were encouraged to actively engage in discussions and activities to maximize their learning experience.
2. **Keynote Presentation:** Dr. Beena Jiby, an expert in quantitative research methodology, delivered an informative keynote presentation providing an overview of quantitative data analysis techniques. The presentation covered key concepts such as descriptive statistics, inferential statistics, and multivariate analysis, highlighting their relevance and applications in research.
3. **Descriptive Statistics:** Interactive sessions focused on descriptive statistics as a means of summarizing and presenting quantitative data. Participants learned how to calculate measures of central tendency (e.g., mean, median, mode) and dispersion (e.g., range, variance, standard deviation) and interpret descriptive statistics to describe distributions and patterns in data.
4. **Inferential Statistics:** Workshops and group discussions explored inferential statistics as a method for making inferences and predictions about populations based on sample data. Participants learned about hypothesis testing, confidence intervals, and parametric and non-parametric tests, inferential statistics to analyze research data.
5. **Multivariate Analysis:** Discussions on multivariate analysis covered advanced statistical techniques for analyzing relationships among multiple variables. Participants learned about regression analysis, factor analysis, and structural equation modeling (SEM), and gained insights into selecting appropriate multivariate techniques based on research objectives and data characteristics.
6. **Data Interpretation:** The workshop addressed strategies for interpreting quantitative data analysis findings and drawing meaningful conclusions. Participants learned how to interpret statistical results in the context of research hypotheses, identify patterns and trends in data, and communicate findings effectively to stakeholders.

Conclusion: The workshop on Data Analysis Techniques - Quantitative Methods provided participants with practical skills and insights to analyze quantitative data effectively. Through engaging presentations, interactive workshops, and collaborative discussions, students gained a deeper understanding of descriptive and inferential statistics, multivariate analysis techniques, and data interpretation in quantitative research.





## HAPPINESS WORKSHOP

**Date: February 24, 2020 to 26 Feb 2020**

Introduction: On February 24, 2020, the IIMHRD campus buzzed with enthusiasm as it hosted the transformative "Happiness Workshop." Attendees embarked on a journey of self-discovery and learned invaluable tools to cultivate joy and fulfilment in their lives. Through engaging sessions and interactive activities, participants embraced the power of positivity.



The "Happiness Workshop" at SBES campus cultivated joy through interactive sessions, fostering positivity and resilience among participants. Expert-led discussions explored mindfulness techniques and happiness habits, empowering attendees to enhance their emotional well-being. Engaging activities, from gratitude exercises to laughter yoga, instilled practical strategies for leading happier lives. Activities: The "Happiness Workshop" featured a range of activities aimed at promoting well-being and positivity. Attendees participated in mindfulness meditation sessions, laughter yoga exercises, interactive discussions on positive psychology, art therapy sessions, and team-building games. Inspirational talks and relaxation techniques were also part of the enriching program. The "Happiness Workshop" was insightful, engaging, and uplifting. Attendees benefitted from practical strategies to enhance well-being and manage stress effectively. The event fostered a positive atmosphere, encouraging meaningful discussions and self-reflection. Kudos to the organizers for promoting mental wellness in such an impactful way. The Happiness Workshop was an enlightening journey into the realms of joy and contentment. Through insightful discussions, interactive activities, and practical tools, participants discovered pathways to cultivate happiness in their lives. With hearts full and minds enlightened, attendees departed empowered to spread happiness in their communities.

## **Workshop Report: Data Analysis Techniques**

**Date: March 14, 2020**

**Venue: CK Prahlad Auditorium, IIMHRD-W Campus**

**Introduction:** On March 14, 2020, Dr. Rakesh Sirase conducted a comprehensive workshop on "Data Analysis Techniques" at the CK Prahlad Auditorium, IIMHRD-W Campus. The workshop aimed to equip participants with essential skills and knowledge in data analysis methods and tools. A total of 45 students attended the informative session.

**Workshop Overview:** Dr. Rakesh Sirase, a distinguished expert in data analysis and statistics, led the workshop with proficiency and enthusiasm. The session encompassed theoretical insights, practical demonstrations, and hands-on exercises to facilitate a deep understanding of data analysis techniques and their applications in various domains.

**Key Highlights:** Fundamentals of Data Analysis: The workshop commenced with an overview of the fundamentals of data analysis, including data types, data collection methods, and data preprocessing techniques. Dr. Sirase elucidated the importance of data quality, data integrity, and data cleaning processes in ensuring accurate and reliable analysis outcomes.

**Statistical Analysis Techniques:** Participants were introduced to a range of statistical analysis techniques commonly used in data analysis, such as descriptive statistics, inferential statistics, hypothesis testing, and regression analysis. Dr. Sirase provided practical examples and case studies to illustrate the application of statistical methods in real-world scenarios.

**Data Visualization Tools:** The workshop included demonstrations of popular data visualization tools and techniques, including Microsoft Excel, Tableau, and Python libraries such as Matplotlib and Seaborn. Participants learned how to create compelling visualizations to communicate insights effectively and facilitate data-driven decision-making.

**Hands-on Exercises:** Throughout the session, participants engaged in hands-on exercises to apply data analysis techniques to sample datasets. Dr. Sirase guided participants through data exploration, hypothesis formulation, statistical testing, and interpretation of analysis results. Participants gained practical experience in using statistical software and tools to analyze data and derive meaningful insights. Applications in Research and Business: Dr. Sirase discussed the diverse applications of data analysis techniques in research, business analytics, market research, and decision support systems. Participants explored how data analysis can inform strategic decision-making, optimize processes, identify trends, and drive organizational performance improvements.

**Conclusion:** The workshop on "Data Analysis Techniques" conducted by Dr. Rakesh Sirase provided participants with a comprehensive understanding of essential concepts, methods, and tools in data analysis. The interactive and practical nature of the session enabled participants to acquire valuable skills and insights applicable to diverse domains and industries. Feedback from attendees indicated a high level of satisfaction with the workshop content, delivery, and relevance to their academic and professional aspirations. Participants expressed appreciation.

**Workshop Report on  
Research Paper Writing**

**Date:** 21/03/2020

**Conducted by:** Dr. Lokesh Arora

**Attendance:** 46 students

**Introduction:** On the 21st of March 2020, a workshop on Research Paper Writing was conducted to provide participants with essential skills and insights into crafting high-quality research papers. Dr. Lokesh Arora, an esteemed expert in academic writing and research methodology, led the workshop with the aim of equipping students with the knowledge and tools necessary to excel in scholarly communication.

**Workshop Objectives:** The workshop aimed to achieve the following objectives:

1. To familiarize participants with the structure and components of a research paper.
2. To provide guidelines and best practices for conducting literature reviews, formulating research questions, and selecting appropriate methodologies.
3. To impart strategies for organizing and synthesizing research findings effectively.
4. To offer practical tips for writing clearly, concisely, and persuasively.
5. To highlight ethical considerations in research paper writing, including plagiarism avoidance and proper citation practices.

**Workshop Highlights:**

Dr. Lokesh Arora commenced the workshop with an overview of the research paper writing process, emphasizing the importance of clarity, coherence, and adherence to academic standards. Through interactive discussions and hands-on activities, Dr. Arora guided participants through each stage of the research paper writing journey, providing practical insights and examples along the way.

**Key Topics Covered:**

1. Understanding the Structure and Components of a Research Paper
2. Conducting Literature Reviews and Identifying Research Gaps
3. Formulating Research Questions and Hypotheses
4. Selecting Appropriate Research Methodologies
5. Collecting and Analyzing Data
6. Organizing and Presenting Research Findings
7. Writing the Introduction, Methods, Results, and Discussion Sections

## 8. Ethical Considerations in Research Paper Writing

Dr. Arora emphasized the importance of critical thinking, attention to detail, and rigor in the research paper writing process. Participants gained insights into effective writing strategies, including the use of clear and concise language, logical flow, and proper citation practices to enhance the credibility and impact of their research papers.

**Interactive Sessions:** The workshop featured interactive sessions where participants actively engaged in discussions, asked questions, and received personalized feedback on their research paper writing queries. These sessions provided an opportunity for participants to share their experiences, challenges, and best practices, fostering a collaborative learning environment.

**Conclusion:** The Workshop on Research Paper Writing conducted by Dr. Lokesh Arora was highly informative and beneficial for the participants. By providing a comprehensive overview of research paper writing principles and practical guidance on writing techniques, the workshop equipped attendees with essential skills and confidence to navigate the scholarly publishing process successfully.

**Acknowledgment:** We extend our sincere gratitude to Dr. Lokesh Arora for his invaluable contribution as the facilitator for the workshop. We also thank all the participants for their active participation and enthusiasm throughout the session.

Overall, the workshop was a resounding success, contributing to the enhancement of research communication skills and academic excellence among students.

  
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## **Fundamentals of Statistics and Research Date: 20-21 August 2020**

### **Resource Person: Dr. Rajesh Modi**

Introduction: The Fundamentals of Statistics and Research event, hosted at the IIMHRD campus, provided a comprehensive exploration into essential statistical concepts and research methodologies. Attendees immersed themselves in lectures, workshops, and interactive sessions, delving into data analysis techniques and research design principles. Expert speakers elucidated key statistical principles, fostering a rich learning environment.



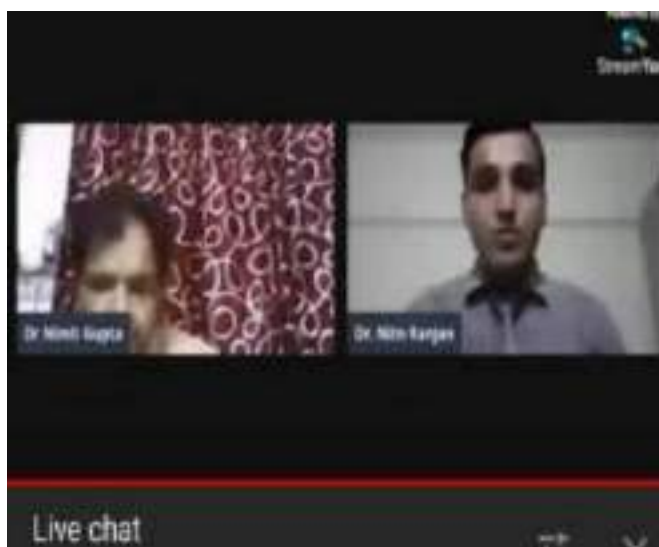
Overview: The "Fundamentals of Statistics and Research" event took place at IIMHRD campus, offering a comprehensive overview of statistical principles and research methodologies. Attendees engaged in workshops, discussions, and lectures, gaining insights into data analysis, hypothesis testing, and experimental design. Expert speakers shared practical applications and best practices, fostering a deeper understanding of statistical analysis. Activities: The "Fundamentals of Statistics and Research" event took place at IIMHRD campus. Attendees delved into statistical principles and research methodologies. Sessions covered topics like data analysis techniques, sampling methodologies, and research design. Participants engaged in interactive discussions, enhancing their understanding of statistical concepts and their applications in research settings. Feedback: The Fundamentals of Statistics and Research event at IIMHRD campus was insightful and engaging. The speakers presented complex concepts with clarity, fostering a deeper understanding among attendees. Practical workshops provided hands-on learning opportunities. Networking opportunities were abundant, enriching discussions and fostering new connections. Overall, a valuable and well-organized event. Conclusion: The Fundamentals of Statistics and Research event held at IIMHRD campus proved to be an enriching experience, fostering deeper understanding of key concepts. Participants engaged in insightful discussions, enhancing their analytical skills. The event's success underscores the importance of such platforms in advancing knowledge and fostering academic growth within the community.



## “Emerging Trends in Digital Marketing”

**Date: 3 July, 2020**

Introduction: The "Emerging Trends in Digital Marketing" event, held from July 3rd to July 5th, 2020, at IIMHRD campus, showcased dynamic discussions on cutting-edge strategies and innovations in the digital marketing landscape. Attendees gained valuable insights into leveraging technology, social media, and analytics to drive impactful marketing campaigns in the everevolving digital sphere.



Event Overview: The "Emerging Trends in Digital Marketing" event at IIMHRD campus from 3/7/2020 to 5/7/2020 featured dynamic discussions on cutting-edge strategies. Renowned

industry experts delved into AI-driven campaigns, influencer marketing, and data analytics, offering insights into staying ahead in the digital landscape. Attendees gained invaluable knowledge to navigate evolving marketing paradigms. Resource Person: Dr. Nimit Gupta  
Activities: Today we come to the end of our Digital Marketing Webinar on "Emerging Trends in Digital Marketing" I would like to thank our Founder President Mr. Manish R Mundada, for giving us an opportunity to learn the emerging trends of marketing, a special thanks to Dr Nimit Gupta sir for such a wonderful interactive session.

Some of the key learning's of 3 day webinar are: -What is marketing -How marketing is diff from digital marketing -SBU's -FOMO and so on... -Search engine marketing and features of search engine marketing -SEO & SMM -Paid and organic listing -Crawlers and Spiders -PPC & CPC -Campaign Goals -Assessing Campaign Succes -Digital marketing Funnel -Business is not only about commercialization, it's more about personalization also -Career opportunities in Digital Marketing as a fresh Feedback: The "Emerging Trends in Digital Marketing" event at IIMHRD campus provided invaluable insights into the dynamic landscape of digital marketing. Engaging speakers shared cutting edge strategies and industry trends, equipping attendees with practical knowledge to navigate the digital realm effectively. An enriching experience that illuminated the path forward in marketing innovation. Conclusion: The "Emerging Trends in Digital Marketing" event, held at IIMHRD campus, offered profound insights into the dynamic landscape of digital marketing. Attendees gained invaluable knowledge on cutting-edge strategies and technologies, fostering a deeper understanding of how to navigate and excel in the ever-evolving digital sphere. Excitement for future implementations was palpable.

  
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## Mendley and APA Referencing Style

**Date: 6 July, 2020**

**Resource Person: Dr. Lavakush Singh**

### Introduction:

In a collaborative effort to enhance academic research skills, IIMHRD campus hosted a workshop introducing Mendley, a robust referencing tool, and the APA referencing style. Attendees immersed themselves in practical sessions, mastering citation management and adhering to APA guidelines. The program facilitated a seamless integration of technology and scholarly writing methodologies.



**Event Overview:** The IIMHRD campus hosted a dynamic event showcasing Mendley and APA referencing styles. Attendees delved into efficient citation methods, enhancing academic writing. Expert speakers elucidated the intricacies of Mendley and APA, empowering participants with invaluable knowledge. Through interactive sessions and practical demonstrations, students gained proficiency in referencing, enriching their scholarly endeavors. **Activities:** Students attended a Mendley and APA referencing workshop. Participants learned citation management, sorting references, and generating bibliographies efficiently. They practiced importing sources, organizing data, and utilizing APA style guidelines. Hands-on exercises included formatting citations, creating reference lists, and troubleshooting common referencing issues. **Feedback:** The Mendley and APA referencing style program held at IIMHRD campus was informative and practical. Attendees gained valuable insights into citation management and APA guidelines. The session effectively demonstrated Mendley's capabilities for efficient referencing. It enhanced understanding and proficiency in academic writing and research. **Overall,** it was a worthwhile and enriching experience. **Conclusion:** The Mendley and APA referencing style program at IIMHRD campus was a resounding success. Participants gained valuable insights into efficient citation management and adherence to APA guidelines. With practical demonstrations and interactive sessions, attendees enhanced their academic writing skills.

## Pandemic and Marketing Lessons Learned

Date: 20 February, 2021

Introduction: On February 20, 2021, IIMHRD campus hosted the insightful "Pandemic and Marketing Lessons Learned" event in hybrid mode. Attendees delved into the unprecedented challenges and innovative strategies that emerged during the global crisis. Speakers shared invaluable experiences, guiding participants through navigating marketing landscapes amidst uncertainty, shaping resilient strategies for the future.



Overview: IIMHRD hosted the "Pandemic and Marketing Lessons Learned" event. Attendees gathered to dissect the profound impacts of pandemics on marketing strategies. Discussions revolved around adaptability, digital transformation, and resilience amidst crisis. The event provided insights crucial for navigating uncertain times and shaping future marketing endeavors. Activities: At the Pandemic and Marketing Lessons Learned event at IIMHRD campus, attendees engaged in interactive workshops, case studies, and panel discussions. They explored crisis communication strategies, digital marketing pivots, and consumer behavior shifts. Participants also exchanged insights on brand resilience and innovation amidst uncertainty. Overall, it was a valuable learning experience. Feedback: The "Pandemic and Marketing Lessons Learned" event at IIMHRD campus was enlightening, providing valuable insights into navigating challenges and opportunities amid crises. Speakers adeptly highlighted adaptive marketing strategies amidst the pandemic's uncertainties. Attendees gained practical knowledge and strategic perspectives essential for resilient marketing practices. A commendable and insightful event overall. Conclusion: The Pandemic and Marketing Lessons Learned event at IIMHRD campus culminated with invaluable insights. Participants delved into adaptive strategies, emphasizing resilience and innovation. Collaborative discussions fostered a deeper understanding of navigating crises in the marketing landscape. As curtains fell, attendees departed equipped with newfound knowledge poised to shape future endeavors.





## Entrepreneurship Brand of Future

Date: 29th May 2021

Name of Guest: **MR. NEERAJ KAPOOR** Billion dollar Business catalyst | startup investor

Introduction: When you find an idea that you just can't stop thinking about, that's probably a good one to pursue. With the respect to the same Institute has organized guest lecture on topic: ENTREPRENEURSHIP-BRAND OF THE FUTURE Name of Guest: MR. NEERAJ KAPOOR Billion dollar Business catalyst | startup investor | serial entrepreneur | spiritual evangelist Awarded with INDIA'S GREATEST BRAND BUILDER Overview: The "Entrepreneurship Brand of Future" event, hosted at IIMHRD campus, showcased innovative ventures and strategies shaping tomorrow's entrepreneurial landscape. Industry leader, academics, and budding entrepreneurs converged to exchange insights, fostering collaboration and inspiration. Workshops, panels, and networking opportunities fueled discussions on disruptive technologies and sustainable business practices. Feedback: The "Entrepreneurship Brand of Future" event at IIMHRD campus was an illuminating experience. Insightful discussions, dynamic speakers, and interactive workshops provided valuable perspectives on future entrepreneurial trends. The event fostered networking and knowledge exchange, empowering attendees with practical insights for tomorrow's business landscape. Conclusion: The "Entrepreneurship Brand of Future" event held at IIMHRD campus epitomized innovation and vision. Attendees immersed in insightful discussions, fostering a culture of forwardthinking entrepreneurship. Collaborative sessions and industry insights sparked inspiration, paving the path for tomorrow's business leaders. It was an event emblematic of the dynamic future awaiting entrepreneurial endeavors.

MR. NEERAJ KAPOOR

**SAIBALAJI GROUP OF INSTITUTES**  
IIMS|SBIIMS|IIMHRD  
Presents  
**"ENTREPRENEURSHIP-BRAND OF THE FUTURE"**  
**Mr. Neeraj Kapoor**  
Billion Dollar Business Catalyst | Startup Investor  
| serial Entrepreneur |  
Awarded "India's Greatest Brand Builder" | Spiritual  
Evangelist  
Date: May 29th, 2021  
Time: 11am to 12noon



## STARTUP AND FAMILY BUSINESS CONCLAVE

Date: April 31, 2021

Introduction: The STARTUP AND FAMILY BUSINESS CONCLAVE convened at IIMHRD campus on April 31, 2021, igniting innovative dialogues and fostering collaboration. Entrepreneurs, industry experts, and academics converged to explore the symbiotic relationship between startups and family-run enterprises, delving into strategies for sustainable growth and navigating challenges. Insights catalyzed transformational journeys.







#### Overview:

On the occasion of Gudi Padwa, Sai Balaji Group of Institutes organized "Startup & Family Business Conclave 2021" Sai Balaji Group of Institutions awarded & felicitated few of country's few top Startup for their excellent contribution in their filed & heard their wonderful success stories.

The recipients of the Startup award 2021 are:-

1. EventBeep
2. Tied Ribbons
3. Core Analyticals Private Limited.
4. Dreamz Software Splutions Private Limited
5. Hopfenbauer Farms Private Limited
6. Aaron Fernandes Entertainment
7. The Hedge's Center for Creative Opportunities
8. Pune Women Solo Travelers
9. Generic Aadhar
10. WX Consultants Private Limited
11. House of Aadyaa



12. Tech Eagle

13. Galaxy Roofing India Pvt. Ltd.

14. Pay It Forward Services Pvt. Ltd.

Activities: The "Startup and Family Business Conclave" at IIMHRD campus featured dynamic activities. Attendees engaged in panel discussions on scaling startups, succession planning in family businesses, and workshops on digital marketing strategies. Networking sessions fostered collaborations, while pitch competitions showcased innovative ideas. The event culminated with an awards ceremony honoring entrepreneurial excellence. Feedback: It was a dynamic platform for knowledge exchange. Insightful discussions, practical workshops, and networking opportunities empowered attendees. The event fostered collaboration between budding entrepreneurs and seasoned family business owners, enriching perspectives and fostering innovation. Kudos to the organizers for a remarkable gathering. Conclusion: The "Startup and Family Business Conclave" at IIMHRD campus was a dynamic amalgamation of entrepreneurial zeal and familial wisdom. With insightful discussions, innovative ideas, and shared experiences, it fostered a vibrant ecosystem of collaboration and growth. Participants departed inspired, equipped with invaluable insights to navigate the entrepreneurial landscape with resilience and innovation

  
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## "Drishtikon 2k21 (National Finance Conclave) "

Date: April 10, 2021

Introduction: Drishtikon 2k21, the esteemed National Finance Conclave, unfolded its grandeur on April 10, 2021, within the illustrious confines of the IIMHRD campus. This dynamic event brought together visionary minds and industry stalwarts, fostering insightful dialogues and groundbreaking perspectives on the financial landscape, steering towards a brighter economic horizon.



**SAIBALAJI GROUP OF INSTITUTES**  
IIMS | SBIIMS | IIMHRD (W)  
*Presents*  
**Drishtikon 2K21**  
**National Finance Conclave - 2021**  
**"The Future of Finance Amidst Digital Transformation"**

**Panel 1: "Fintech - The Present and the Future"**

 <b>Mr. Anand Mouna</b> Senior Associate VP - Daanishaw & Co. Pvt. Ltd., Mumbai	 <b>Mr. Anuraj Sharma</b> Business Partner, Transfer Pricing expert, PwC India (Pricewaterhouse Coopers Pvt. Ltd.).	 <b>Mr. Nimit Parakh</b> Senior Manager Credit Risk - Private Wealth Management, Morgan Stanley India, Mumbai
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**Panel 2: "Emerging Trends and opportunities in Fintech"**

 <b>Mr. Abhijit Alee</b> Senior Director Finance - Asia, SGS Group (Explo Group), Pune.	 <b>Mr. Girish Lakhotiya</b> , MD - Prachay Capital Pvt. Ltd., CEO - Archlys Advisors India, Pune	 <b>Mr. Vinod H Joshi</b> CEO - Member of Management Board Precision Automation & Robotics India IPART Limited Mumbai.
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**10th Apr. 2021, Saturday, 9:30 AM Onwards on MS - Teams**

## Overview:

Drishtikon 2k21, held at IIMHRD campus on April 10, 2021, was a premier National Finance Conclave. Bringing together industry leaders, scholars, and students, it facilitated insightful discussions on emerging financial trends, fostering networking opportunities, and enhancing knowledge exchange. The event sparked innovative perspectives and inspired future financial endeavors.

## Activities:

1. Keynote speeches by industry experts.
2. Panel discussions on financial trends.
3. Case study presentations by students.
4. Workshops on investment strategies.
5. Networking sessions with professionals.
6. Mock trading competitions.
7. Career counseling for finance enthusiasts.

Feedback: Drishtikon 2k21 offered a dynamic platform at IIMHRD, fostering insightful discussions and networking opportunities in the realm of finance. Expert speakers delivered engaging presentations, igniting intellectual curiosity among attendees. The event successfully bridged theory with practice, leaving participants enriched with new perspectives and empowered with practical insights. Conclusion: Drishtikon 2k21 showcased the pinnacle of financial insight and innovation at the IIMHRD campus, drawing luminaries and enthusiasts alike. Through riveting discussions and insightful presentations, it illuminated the path forward in finance. As curtains fell on this exceptional event, its legacy continues to inspire and shape the financial landscape

  
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## Research proposal writing for funded projects

**Date: 29 May, 2021**

**Resource Person: Dr. Rakesh Shirse**

### Introduction:

On May 29, 2021, IIMHRD campus welcomed eager participants to an enriching event: "Research Proposal Writing for Funded Projects." Attendees converged to hone their skills in crafting compelling proposals for funding. Expert guidance and collaborative sessions paved the path to success in securing resources for impactful research endeavors.



### Overview:

The "Research Proposal Writing for Funded Projects" event at IIMHRD campus on May 29, 2021, was a pivotal opportunity for attendees to refine their proposal-writing skills. Through workshops and interactive sessions, participants gained insights into effective methodologies, budgeting strategies, and impact assessment techniques, enhancing their ability to secure funding for innovative research projects.

### Activities:

Participants engaged in intensive workshops covering various aspects of proposal writing: from crafting a compelling narrative to outlining research methodologies and budgeting. Interactive sessions facilitated peer feedback and discussion, while expert-led seminars provided valuable insights into grant application processes and best practices. Attendees left equipped with practical skills for successful funding pursuits.

**Feedback:**

Feedback from participants lauded the event's effectiveness in demystifying the intricacies of research proposal writing. Attendees appreciated the hands-on approach, expert guidance, and opportunities for peer collaboration. Many expressed newfound confidence in their ability to navigate grant application processes and craft compelling proposals for funded projects.

**Conclusion:** The "Research Proposal Writing for Funded Projects" event on May 29, 2021, at IIMHRD campus concluded with resounding success. Attendees departed equipped with practical skills and confidence to pursue funding for their research endeavors. The event fostered a culture of innovation and empowerment, paving the way for impactful contributions to academia and beyond.

  
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## Role of Research in Management and Business in Current Scenario

Date: 24th, June 2021

IIMHRD, Pune In Association with Savitribai Phule Pune University, Faculty of Commerce and Management Tamil Nadu State University of Education, Sardar Patel University, Department of Commerce and Management Organized Two Days Virtual International Conference On “Role of Research in Management and Business in Current Scenario” And Inaugural of Dr. B. H. Agalgatti Centre for Management Research and Consulting (SPPU affiliated PhD Research Centre) On 24th, June 2021.



We would like to Thank Prof. Manish Mundada, Founder President, SBES for permitting us to organizing this Online International Conference.

During Inaugural the following Delegates were virtually present.

1. Prof. Manish Mundada, Founder President, SBES
2. Dr. Panchantham, Vice Chancellor, Tamil Nadu University.
3. Dr. Parag Kalkar, Dean, Faculty of Commerce and Management, SPPU, Pune
4. Dr. Sandeep Bhatt, Head and Dean, PG Department of Business Studies, Sardar Patel University
5. Dr. Kamini Shah, Professor, Sardar Patel University
6. Dr. R. Rangarajan, Professor and Head, Department of Commerce, University of Madras
7. Dr. Mahesh Abale, Member, Management Council, Senate and Academic Council, SPPU, Pune
8. Mr. Prasenjeet Fadnavis, Member, Management Council and Senate, SPPU, Pune
9. Mr. Vijay Sonawane, Member, Management Council and Senate, SPPU, Pune
10. Prin. Dr. Babasaheb Sangale, Member Senate, SPPU, Pune
11. Dr. A.B. Dadas. Member Academic Council, SPPU, Pune Awarded for Outstanding Contribution in Management Education:
  1. Life Time achievement Award Dr. C.M. Chitale, Professor Shantanurao Kirloskar Chair & Director Skill Development Center, SPPU, Pune.
  2. Outstanding Contribution in Research Dr. S.V. Kadvekar, Ex-Professor, Savkar Chair, SPPU, Pune.

  
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2	Effective Question Paper Setting in Line with Bloom's Taxonomy By Dr Dhanajay Salunke	44	16/10/2021-16/10/2021
3	Workshop on – Innovation-Interview Techniques	72	24/10/2021-24/10/2021
4	FDP on Case Writing by Dr Rajhans	55	29/1/2022-29/1/2022
5	Positive Thinking in Turbulent Times & Engaging Students Online	72	5/1/2022-5/1/2022
6	Workshop on Different Writing Types- Newspaper Article, Book, Blog, Book Chapter	45	13/1/2022-13/1/2022
7	Digital Transformation Conclave 2k22	65	26/2/2022-26/2/2022
8	Management Games as Teaching Tools	60	25/6/2022-25/6/2022

  
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## Literature Review

**Date: 25 September, 2021**

Introduction: On September 25, 2021, the IIMHRD campus hosted a pivotal event centred on the art of literature review. Attendees gathered to delve into the intricate process of synthesizing existing research, enriching their understanding of scholarly discourse. This event served as a beacon for scholars navigating the vast sea of academic literature.

The "Literature Review" webinar held on September 25, 2021, provided attendees with a comprehensive overview of the critical role literature plays in academic research. Through insightful presentations and interactive discussions, participants explored techniques for synthesizing, analysing, and critiquing existing literature to inform their own scholarly endeavours effectively. Activities: Participants engaged in workshops covering various aspects of literature review, including search strategies, citation management, and critical analysis techniques. Interactive sessions facilitated peer discussions and sharing of best practices. Expert-led presentations provided insights into effective literature synthesis methods. Attendees left equipped with practical skills for conducting rigorous literature reviews

Feedback from attendees praised the event's effectiveness in demystifying the literature review process. Participants appreciated the practical approach, interactive sessions, and expert guidance provided. Many expressed gratitude for gaining valuable skills and confidence in navigating academic literature, enhancing their research endeavours significantly. Conclusion: The "Literature Review" event on September 25, 2021, culminated in resounding success. Attendees departed with newfound knowledge and confidence in conducting comprehensive literature reviews. This event fostered a culture of scholarly inquiry and equipped participants with essential skills for advancing research and academic pursuits effectively.



  
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## Effective Question Paper Setting in Line with Bloom's Taxonomy

**Date: 16 October, 2021**

**Introduction:** On October 16, 2021, IIMHRD campus hosted a transformative online event: "Effective Question Paper Setting in Line with Bloom's Taxonomy." Attendees converged to explore innovative methods for crafting assessment tools aligned with cognitive rigor. This event aimed to enhance educators' ability to design meaningful and impactful assessments for student learning. **Overview:** The "Effective Question Paper Setting in Line with Bloom's Taxonomy", provided invaluable insights for educators. Attendees delved into strategies for aligning assessment questions with Bloom's Taxonomy, ensuring depth and clarity. The event fostered a culture of pedagogical excellence and enhanced teaching practices for student success.

Participants engaged in interactive workshops exploring Bloom's Taxonomy and its application in question paper development. Hands-on activities involved analysing sample questions, categorizing them according to cognitive levels, and crafting new questions aligned with higher-order thinking skills. Peer discussions and feedback sessions enhanced learning outcomes. **Resource Person:** Dr. Dhananjay Salunkhe. Feedback from attendees hailed the event's efficacy in enhancing question paper setting skills. Participants commended the practical approach, citing newfound understanding of Bloom's Taxonomy and its application. Many expressed confidences in crafting assessments aligned with cognitive rigor, foreseeing improved student engagement and learning outcomes as a result of the event. The event, concluded on a high note, empowering educators with essential skills. Attendees departed equipped to design assessments fostering higher-order thinking skills. This event marked a significant step towards elevating teaching practices and promoting student-centred learning approaches.



  
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## Workshop on – Innovation-Interview Techniques

Date – 24-10-2021

### Resource Persons

Mr. Thomas Kuriakose, Corporate trainer, Soft Skills trainer, grooming expert, Business Consultant, Pune.

Alumni Interaction Mr. Kunal Deokar Personnel Manager, Hyatt Regency Pune Batch 2006-08 Mr. Mohammed Milwala Manager Commercial Real Estate Leasing Transaction- Solitaire Group Batch 2009-11 Mr. Abhijit Mishra Tax Consultant, Deloitte India.



This session was wonderful session as it gave an idea how to prepare for an interview, not only to prepare but also this session gave an idea, how we can make our interview to go in a good direction, this session helped students to solve their queries and get their doubts clear.

## **FDP on Case Writing**

**Date:** Jan 29, 2022

**Venue:** MDP Room,

### **Introduction:**

On January 29, 2022, Dr. Rajhans from NICMAR conducted an insightful workshop on "Case Writing" at the MDP Room, IIMS Campus. The FDP aimed to provide participants with essential knowledge and skills required for crafting effective case studies in the field of management and related disciplines. A total of 36 participants actively engaged in this enriching session.

### **FDP Overview:**

Dr. Rajhans, an esteemed academician and experienced case writer, led the workshop with expertise and enthusiasm. The session covered various aspects of case writing, including understanding the structure of a case study, identifying suitable case topics, conducting research for case development, and crafting compelling narratives that resonate with readers.

### **Key Highlights:**

**Understanding Case Studies:** Dr. Rajhans began the FDP by elucidating the concept and significance of case studies in management education and research. Participants gained insights into the role of case studies in illustrating real-world business scenarios, facilitating experiential learning, and generating actionable insights for decision-making.

**Elements of Effective Cases:** The FDP explored the essential elements of effective case studies, including the case protagonist, key stakeholders, problem statement, context, analysis framework, and teaching notes. Dr. Rajhans emphasized the importance of incorporating these elements cohesively to create engaging and instructive case narratives.

**Case Selection and Research:** Participants learned about strategies for selecting suitable case topics based on relevance, uniqueness, and pedagogical value. Dr. Rajhans guided participants on conducting thorough research to gather primary and secondary data, interviewing key informants, and triangulating information to ensure the authenticity and richness of case content.

**Case Structure and Writing Style:** The FDP delved into the structure and writing style of case studies, including the use of descriptive language, narrative techniques, and analytical frameworks. Participants gained practical tips for organizing case content logically, presenting data effectively, and fostering reader engagement through storytelling and suspense.

**Teaching Notes and Discussion Questions:** Dr. Rajhans discussed the importance of developing comprehensive teaching notes and discussion questions to accompany case studies. Participants learned how to formulate probing questions, facilitate classroom discussions, and encourage critical thinking among students, thereby enhancing the instructional value of case-based teaching.

**Feedback and Revision:** Throughout the FDP, participants had the opportunity to receive feedback on their case writing endeavors from Dr. Rajhans and fellow attendees. Dr. Rajhans provided constructive feedback on improving case structure, narrative flow, analytical rigor, and pedagogical effectiveness, guiding participants towards refining their case drafts iteratively.

**Conclusion:**

The FDP on "Case Writing" by Dr. Rajhans from NICMAR proved to be an invaluable learning experience for participants aspiring to develop high-quality case studies in management education. Feedback from attendees indicated a high level of satisfaction with the FDP content, interactive discussions, and practical insights shared by the facilitator.

Participants expressed appreciation for Dr. Rajhans' expertise, guidance, and willingness to share real-world examples and case writing best practices. The FDP not only equipped participants with the knowledge and skills necessary for crafting compelling case studies but also inspired them to embark on their case writing journeys with confidence and enthusiasm.

Overall, the FDP contributed to fostering a culture of case-based learning, research, and scholarship among participants, thereby advancing the pedagogical and scholarly objectives of management education.

  
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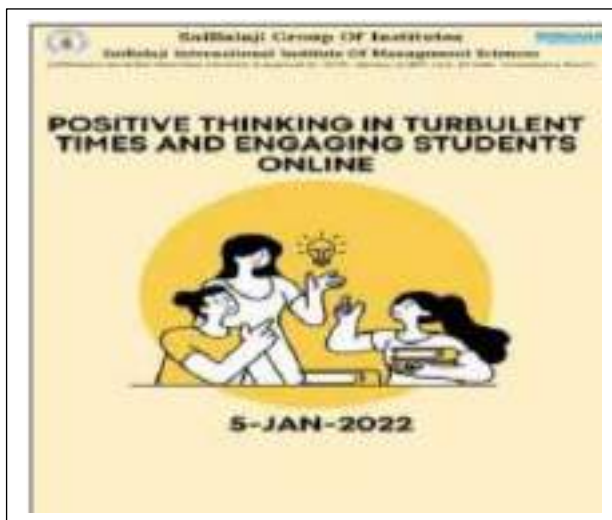


## Positive Thinking in Turbulent Times & Engaging Students Online

Date: 5 January, 2022

Resource Person: Dr. Shradhha Durgesh

Introduction: Amidst the challenges of turbulent times, IIMHRD hosted an empowering event on Positive Thinking and Engaging Students Online. Attendees embraced strategies to navigate uncertainties with optimism while enhancing virtual learning experiences. The event fostered resilience and innovation, shaping a brighter future for both educators and learners in an ever changing landscape.



"Positive Thinking in Turbulent Times & Engaging Students Online" event offered strategies for maintaining optimism amidst challenges and effective techniques for online student engagement. Attendees explored resilience-building approaches and innovative virtual teaching methods. The event fostered a supportive environment for educators to navigate uncertainties and enhance remote learning experiences. Activities: At the "Positive Thinking in Turbulent Times & Engaging Students Online" event at SBIIMS campus, activities included: mindfulness exercises, group discussions on resilience, virtual team-building games, guest speaker presentations on optimism, and breakout sessions for sharing coping strategies. Participants left feeling empowered and equipped to navigate challenges with a positive mindset. Feedback: The "Positive Thinking in Turbulent Times & Engaging Students Online" event was enlightening and insightful. It provided valuable strategies for maintaining optimism amidst challenges and fostering student engagement in virtual settings. The speakers' expertise and interactive sessions made it a truly enriching experience for all attendees. Highly recommended! Seminar was a transformative experience. Through insightful discussions and practical strategies, participants learned to harness the power of positive thinking amidst challenges. The event fostered resilience and equipped educators to effectively engage students in the dynamic online learning environment.



## Different Writing Types- Newspaper Article, Book, Blog, Book Chapter

Date: 13 January, 2022

Resource Person : Dr Lokesh Arora

Introduction: The IIMHRD hosted a multifaceted event, drawing diverse writing styles into focus. A newspaper article captured the essence of the gathering, highlighting key discussions and insights. In a book, the event found its place as a chapter, delving deep into the intricacies of each presentation. Blogs reflected personal interpretations, fostering online discourse.



A vibrant event unfolded at IIMHRD, featuring diverse writing styles. A newspaper article captured the essence, highlighting key moments and insights. A book delved deeper, chronicling the event's significance with narrative depth. A blog offered personal reflections, engaging readers with intimate perspectives. A book chapter dissected themes, adding scholarly analysis to the discourse. Resource Person: Dr. Lokesh Arora Activities: 1. Newspaper Article: "IIMHRD Hosts Dynamic Career Fair: A Gateway to Professional Success" 2. Book: "Chronicles of IIMHRD: A Legacy of Learning" 3. Blog: "Inside Scoop: IIMHRD Unforgettable Event" 4. Book Chapter: "Reflecting on SBIIMS' Momentous Campus Event"



Feedback: The event at SBIIMS campus showcased diverse writing styles: the newspaper article was informative, the book engaging, the blog personal, and the book chapter insightful. Attendees gained valuable insights into each form, enriching their understanding of varied writing techniques. The event successfully fostered a deeper appreciation for different literary expressions. Conclusion: The event showcased diverse writing types—newspaper articles, books, blogs, and book chapters—highlighting their unique styles and purposes. Attendees gained insights into crafting compelling narratives and effective communication across platforms. Such events fostered a deeper appreciation for the art of writing, enriching both students and professionals alike.

  
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## Digital Transformation Conclave 2k22

Date: 26 February, 2022



Activity details :

26th February 2022, Saturday "PANEL DISCUSSION"

Theme : Digital Transformation

Panel 1 Mr. Virendra Singh (Global Technology Leader. Senior business Leader- Masterrard India) Mr. Sarang Brahme (Global Program Manager Employee Engagement Experience and employees branding Capgemini India) Ms. Manish Sharma (Leader- Technology Group Solution Branes Enterprises. Erstwhile director -Johnson Controls)

Panel 2- Mr. Parag Mehta (Associate VP. Head Talent Acquisition. Ness Digital. Mumbai.) Mr. Rupesh Sharma (Senior specialist Technology solutions & Data Engineering. Larsen & Toubro Infotech, Pune) Mr. Vipin Killedar (Director Sapours Technology.pvt.ltd.)

  
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## Management Games as Teaching tools

Date: June 25, 2022

Resource Person: Prof. Pooja Karekar

**Introduction:** Management games can be effective teaching tools for various skills, including leadership, decision-making, strategic thinking, teamwork, and problem-solving. These games simulate real-world scenarios and allow participants to apply theoretical knowledge in a practical and engaging way.

**Event overview:** This innovative event was held in Sai Balaji Education Society's International Institute of Management and human Resource development for Women on 25th June 2022. This is an interesting event was organized to learn in a fun way.

**Activities:** Team-building Exercises: Trust falls, problem-solving challenges, and other team building activities can help develop trust and collaboration among team members. Role-playing Scenarios: Create scenarios that require individuals to take on different leadership roles. This can help participants understand different leadership styles and practice effective communication. Case Studies: Analyze real or hypothetical business cases. Participants can work individually or in groups to identify problems, propose solutions, and discuss potential outcomes. Simulation Games: Use business simulation games to simulate decision-making in a competitive environment. This allows participants to make strategic choices and see the consequences of their actions. Time Management Game: Create a time management simulation where participants must prioritize tasks and manage their time effectively to meet deadlines.



All the participants were enjoying and at the same time learning a lot about management skills and important pointers about how a manager needs to be attentive and quick with their actions. In conclusion, incorporating management games and activities into teaching environments offers a dynamic and experiential approach to developing essential skills. The provided activities cover a spectrum of management-related competencies, fostering leadership, decision-making, strategic thinking, teamwork, communication, and more.

  
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## YEAR 2022-2023

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## **Digital Marketing and Marketing Analytics**

**Date: 1st and 2nd July 2022**

### **Resource Person:**

**Mr. Yuvraj Arya - Business head, Melius Integrated Pvt. Ltd., Mumbai**

**Mr. Hitesh Motwani - Digital Marketing Trainer and Consultant, Virtual Chief Marketing Officer**

Introduction: Digital Marketing is the creation of advertising campaigns for online audiences. The Workshop enables students to become proficient in the practices and techniques used in modern marketing environments. Students learn how to combine traditional marketing and communication practices with digital marketing applications to insure a successful marketing campaign or strategy. Digital Marketing Session was delivered by Mr. Yuvraj Arya - Business head, Melius Integrated Pvt. Ltd., Mumbai Marketing Analytics session was delivered by Mr. Hitesh Motwani - Digital Marketing Trainer and Consultant, Virtual Chief Marketing Officer Both the session were very informative and students got to learn a lot about Digital Marketing and Marketing Analytics



In IIMHRD computer lab the hands-on session was taken by the resource persons. How marketing analysis can be analysed and would be beneficial for digital marketing for various domains were explained by the resource persons. The session was concluded by the student coordinator.





## Effective Learning and Teaching Method

**Date: July 13, 2022**

**Resource Person: Dr. Gayatri Deshpande**

Introduction: Effective learning and teaching are fundamental components of a successful educational system. As the landscape of education evolves, it becomes imperative to identify and implement methods that enhance the quality of learning outcomes. This report examines diverse strategies to promote effective learning and teaching, taking into consideration both traditional and innovative approaches. Event overview: The conclave on the topic Effective learning and teaching method was held in Sai Balaji International Institute of management sciences on 13th July 2022. The overall participation was 100% and every member present was



Activities included Encouraging student participation and engagement through activities, discussions, and hands-on experiences. - Utilizing techniques such as problem-solving, case studies, and group projects to promote critical thinking skills. Technology Integration: - Leveraging educational technologies to enhance the learning experience, including online resources, simulations, and virtual reality. - Blended learning models that combine in-person instruction with online platforms for flexibility and accessibility. Personalized Learning: - Tailoring instruction to individual student needs, recognizing diverse learning styles and preferences. - Incorporating adaptive learning platforms and assessments to track and respond to student progress. Effective Teaching Strategies: Clear Learning Objectives: - Communicating clear and achievable learning objectives to provide direction and purpose for students. - Aligning teaching methods with stated objectives to enhance relevance and comprehension. Professional Development for Educators: Recognizing the importance of continuous professional development for educators to stay informed about new methodologies and technologies. Encouraging collaboration and the exchange of best practices among educators to enhance teaching effectiveness.

## **Report on the Workshop: Interpretation and Presentation of Research Findings**

**Organized by International Institute of Management and Human Resource Development for Women, Pune**

**Date: 18th July 2022**

**Resource Person : Dr Beena Jiby**

### **Introduction**

On 18<sup>th</sup> July 2022, the International Institute of Management and Human Resource Development for Women, Pune, conducted a workshop on "Interpreting and Presenting Research Findings." The workshop aimed to equip participants with the skills necessary to effectively interpret research data and present their findings in a clear and impactful manner. A total of 60 students participated in this enriching event.

### **Objectives**

- To enhance the ability of students to interpret research data accurately.
- To teach students effective techniques for presenting research findings.
- To provide hands-on experience in data analysis and presentation tools.
- To encourage students to engage in scholarly research activities.

### **Planning and Organization**

The workshop was meticulously planned by the academic committee of the International Institute of Management and Human Resource Development for Women, Pune. Key preparations included:

- Designing a comprehensive workshop agenda.
- Inviting expert speakers and trainers in the field of research and data presentation.
- Arranging the venue, materials, and necessary equipment.
- Promoting the workshop through posters, emails, and social media.

### **Event Execution**

**Venue:** Conference Hall, International Institute of Management and Human Resource Development for Women, Pune

**Time:** 9:00 AM to 11:00 AM

### **Inaugural Session**

The workshop began with an inaugural session at 9:00 AM, where the Director of the Institute, welcomed the participants and highlighted the importance of interpreting and presenting research findings effectively in academic and professional settings. The Director's address set a positive tone for the day's activities.

### **Morning Session: Interpreting Research Data**

The morning session focused on the interpretation of research data. Key components included:

- **Lecture on Data Interpretation:** Delivered by Dr. Beena Jiby, a renowned statistician and research methodologist, this lecture covered various statistical tools and techniques used in data analysis.
- **Hands-on Training:** Participants were provided with sample datasets and guided through the process of data interpretation using statistical software such as SPSS and Excel.

The Second Session was dedicated to the presentation of research findings. Highlights included:

- **Workshop on Effective Presentation Techniques:** She emphasized the use of visuals, storytelling, and effective communication strategies to present research findings.
- **Interactive Session:** Participants engaged in creating their presentations, followed by peer review and feedback sessions to refine their skills.

### **Participation**

A total of 35 students from various academic disciplines participated in the workshop. Their engagement and enthusiasm were evident throughout the day as they actively participated in discussions, hands-on activities, and interactive sessions.

### **Outcomes and Impact**

The workshop successfully achieved its objectives, as reflected in the following outcomes:

- **Enhanced Skills:** Participants reported a significant improvement in their ability to interpret data and present research findings effectively.
- **Practical Experience:** Students gained hands-on experience with data analysis tools and presentation software.
- **Positive Feedback:** Feedback from participants indicated high levels of satisfaction with the content, organization, and delivery of the workshop.

### **Feedback**

Participants provided positive feedback on various aspects of the workshop. They appreciated the practical approach, the expertise of the trainers, and the opportunity to engage in hands-on activities. Many students expressed a desire for more such workshops in the future to further hone their research skills.

### **Conclusion**

The workshop on "Interpreting and Presenting Research Findings," conducted on 18th July 2022 by the International Institute of Management and Human Resource Development for Women, Pune, was a resounding success. It provided participants with valuable skills and

knowledge, fostering their confidence in conducting and presenting research. The event underscored the institute's commitment to academic excellence and professional development.

### **Acknowledgments**

We extend our heartfelt thanks to all the participants, the organizing committee, and the volunteers who contributed to the success of this workshop. Special thanks to the expert speaker, Dr. Beena Jiby, for her invaluable insights and guidance. We also express our gratitude to the faculty members, for their support and encouragement.



  
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## **Report on Advanced Statistical Methods Workshop**

**Date: July 23, 2022**

**Resource Person : Dr Lavkush Singh, Research Expert**

**Venue: International Institute of Management and Human Resource Development for Women, Pune**

### **Introduction**

On July 23, 2022, the International Institute of Management and Human Resource Development for Women in Pune hosted a comprehensive one-day workshop on "Advanced Statistical Methods." The event was meticulously designed to enhance the statistical analysis skills of the participants, focusing on advanced techniques and applications.

### **Participants**

The workshop saw an enthusiastic turnout, with a total of 65 participants. These participants included students from various academic backgrounds, all eager to deepen their understanding of statistical methods and their applications in research and industry.

### **Agenda**

The workshop was structured to cover a broad spectrum of advanced statistical topics. The key areas of focus included:

#### **5. Introduction to Advanced Statistical Concepts**

- Overview of statistical methods
- Importance of statistical analysis in research

#### **6. Multivariate Analysis**

- Principal Component Analysis (PCA)
- Factor analysis
- Cluster analysis

#### **7. Hypothesis Testing and Statistical Inference**

- T-tests and ANOVA
- Chi-square tests
- Non-parametric methods

#### **8. Hands-on Sessions**

- Practical exercises using statistical software (e.g., R, SPSS)
- Data analysis projects



- Interactive Q&A sessions

## Highlights

- **Expert Lectures:** Renowned statisticians and academicians delivered insightful lectures, providing participants with a robust understanding of complex statistical methods.
- **Interactive Sessions:** The workshop emphasized interactive learning through hands-on sessions and real-world data analysis projects.
- **Resource Materials:** Participants received comprehensive study materials and software tools to support their learning and practical applications.

## Feedback and Outcomes

The workshop received highly positive feedback from the participants. Many appreciated the depth and clarity of the topics covered, as well as the practical approach adopted for teaching advanced statistical methods. The hands-on sessions were particularly lauded for their effectiveness in bridging the gap between theoretical knowledge and practical application.

## Conclusion

The Advanced Statistical Methods workshop held at the International Institute of Management and Human Resource Development for Women was a significant success. It provided participants with valuable insights and skills in advanced statistical analysis, equipping them to handle complex data and conduct high-level research. The institute looks forward to organizing similar events in the future to continue fostering academic and professional growth among its students.



  
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## Workshop on Research Methodology and IPR (Intellectual Property Rights)

**Date:23/07/2022**

**Resource Person: (Prof.) Dr. Amod Markale**

### About The IPR Workshop

Intellectual Property Rights (IPR) plays a vital role in enhancing the socio-economic prosperity of the country. Creativity and innovation are new drivers of the world economy. With the increasing relevance of Intellectual Property (IP) in this era of globalization, it is important to recognize the role which IP systems play in the growth of the Nation. Thus, there is a need to create large public awareness about the pivotal role of IPR in globalized knowledge economy. With the view to create awareness on the significance of IPR IIMHRD organized a one day Workshop on Intellectual Property Rights at SBES Campus. The Workshop is intended to cover various aspects of IPR like Patents, Copyrights, Trademarks, etc.

The workshop was jointly hosted by the IIMHRD along with other sister Institutes coming under the Saibalaji group of Institutes. Dr Amod Markale has explained in details about the consequences of copy right breaches and the necessary measures all should take while taking data and information from the social media.



## **Report on Workshop on "Validity and Reliability in Research"**

**Date:** 06<sup>th</sup> Aug , 2022

**Resource Person :** Dr Lokesh Arora, Researcher IIMS

**Venue:** International Institute of Management and Human Resource Development for Women, Pune

### **Introduction**

On Aug 6, 2022, the International Institute of Management and Human Resource Development for Women in Pune successfully conducted a one-day workshop titled "Validity and Reliability in Research." This workshop aimed to provide participants with a thorough understanding of these crucial concepts, which are fundamental to conducting robust and credible research.

### **Participants**

The workshop attracted a diverse group of 68 participants, including students, researchers, and academic professionals, all keen to enhance their research skills and methodologies.

### **Agenda**

The workshop was meticulously designed to cover a wide array of topics related to validity and reliability in research. The key sessions included:

#### **Understanding Validity in Research**

- Definition and importance of validity
- Types of validity (construct, internal, external, and content validity)
- Strategies to enhance validity in research

#### **Reliability in Research**

- Definition and significance of reliability
- Types of reliability (test-retest, inter-rater, parallel-forms, internal consistency)
- Methods to improve reliability in research

#### **Measurement and Instrumentation**

- Designing reliable and valid research instruments
- Pilot testing and refining instruments
- Statistical methods to assess validity and reliability

#### **Case Studies and Practical Applications**

- Real-world examples of validity and reliability assessments
- Common pitfalls and how to avoid them

## **Hands-on Sessions**

- Practical exercises on evaluating validity and reliability
- Use of statistical software for analysis
- Interactive discussions and Q&A

## **Highlights**

- **Expert Lectures:** Distinguished researchers and academicians provided in-depth lectures on various aspects of validity and reliability, sharing their expertise and experiences.
- **Interactive Learning:** The workshop emphasized an interactive learning approach, with participants engaging in practical exercises and discussions to apply the concepts learned.
- **Comprehensive Materials:** Attendees received detailed handouts and access to software tools to aid their understanding and application of validity and reliability in their research projects.

## **Feedback and Outcomes**

The feedback from the participants was overwhelmingly positive. Many highlighted the clarity and depth of the sessions, the practical relevance of the hands-on exercises, and the quality of the resource materials provided. Participants left with a clearer understanding of how to ensure their research is both valid and reliable, significantly enhancing the credibility and impact of their work.

## **Conclusion**

The "Validity and Reliability in Research" workshop at the International Institute of Management and Human Resource Development for Women was a resounding success. It provided valuable knowledge and practical skills that are essential for conducting high-quality research. The institute is committed to continuing its tradition of offering such enriching educational experiences and looks forward to organizing more workshops in the future.

This report highlights the successful execution and positive impact of the workshop, emphasizing the institute's dedication to fostering excellence in research methodologies.



## Workshop Report: Case Study Research

Date: 13th August 2022

Location: Venue Name: IIMHRD(W) Class Room 1

**Introduction:** The workshop on Case Study Research held on 13th August 2022 was aimed at providing participants with a comprehensive understanding of case study methodology, its applications, and best practices. The event brought together experts in the field along with enthusiastic participants eager to delve into the intricacies of case study research.

### Session Highlights:

**Opening Address:** The workshop commenced with an opening address by Dr Lavkush Singh, highlighting the significance of case study research in various disciplines and its role in advancing knowledge and understanding.

**Keynote Presentation:** He delivered an insightful presentation on the fundamentals of case study research, emphasizing its relevance in exploring complex phenomena and generating in-depth insights.

**Methodological Frameworks:** Participants engaged in interactive sessions exploring different methodological approaches to case study research, including the single-case versus multiple-case study designs, and the use of qualitative, quantitative, and mixed-method approaches.

**Practical Applications:** Case studies from diverse fields such as business, social sciences, and healthcare were examined to illustrate the practical application of case study research methods. Participants had the opportunity to analyze and discuss real-world cases, enhancing their understanding of the methodology.

**Data Collection and Analysis:** Workshops and group discussions focused on effective strategies for data collection and analysis in case study research, including techniques for managing and interpreting qualitative and quantitative data.

**Ethical Considerations:** The workshop addressed ethical considerations inherent in case study research, emphasizing the importance of maintaining confidentiality, obtaining informed consent, and ensuring the integrity of research findings. The workshop concluded with a forward-looking discussion on emerging trends and future directions in case study research, including the integration of new technologies and methodologies.

**Conclusion:** The workshop on Case Study Research provided participants with valuable insights into the theory and practice of conducting case studies. Through interactive sessions, practical exercises, and real-world examples, participants gained a deeper understanding of case study methodology and its applications across various disciplines. The event served as a platform for knowledge exchange and networking among researchers and practitioners interested in advancing their skills in case study research.



## **Workshop Report: Action Research in Business**

**Date: 20th August 2022**

**Location: IIMHRD(W Class Room 1 Pune)**

Introduction: The Workshop on Action Research in Business, held on 20th August 2022 at the International Institute of Management and Human Resource Development (IIMHRD(W)) in Pune, was a dynamic event that brought together 43 students eager to explore the principles and applications of action research methodology in the realm of business and organizational management.

### **Session Highlights:**

**Welcome and Introduction:** The workshop kicked off with a warm welcome from the organizing committee, setting the tone for an interactive and enriching day ahead. Attendees were introduced to the objectives and agenda of the workshop.

**Keynote Presentation:** Dr.Lokesh Arora, a distinguished scholar in the field of organizational development, delivered an engaging keynote presentation on the fundamentals of action research and its relevance in business contexts. The presentation provided a solid theoretical foundation for the day's discussions.

**Case Studies and Group Activities:** Participants had the opportunity to delve into real-world case studies illustrating the application of action research principles in diverse business settings. Through group activities and discussions, students actively analyzed challenges, identified research questions, and brainstormed potential interventions.

**Workshop Sessions:** Interactive workshop sessions facilitated hands-on learning experiences, allowing students to apply action research methodologies to simulated business scenarios. Guided by experienced facilitators, participants navigated the stages of the action research process, from problem identification to data analysis and intervention design.

**Networking and Collaboration:** The workshop provided ample opportunities for networking and collaboration among participants. Students exchanged ideas, forged connections, and explored potential research collaborations, enriching their learning experience beyond the confines of the workshop.

**Conclusion:** The Workshop on Action Research in Business at IIMHRD(W), Pune, was a resounding success, attracting 49 enthusiastic students eager to deepen their understanding of action research methodology. Through engaging presentations, interactive sessions, and real-world case studies, participants gained practical skills and insights to apply in their future academic and professional endeavors. The workshop served as a testament to the value of experiential learning and collaborative inquiry in fostering innovation and positive change in organizational contexts.



## Workshop Report: Mixed Methods Research

**Date: 10th September 2022    Location: IIMHRD (W) Class Room 1 Pune**

**Introduction:** The workshop on Mixed Methods Research held on 10th September 2022 provided participants with an in-depth exploration of the mixed methods approach to research, which combines qualitative and quantitative methodologies to gain a comprehensive understanding of complex phenomena. The event attracted researchers, academics, and students eager to broaden their research toolkit and enhance their methodological expertise.

### **Session Highlights:**

**Opening Address:** The workshop commenced with an opening address by Dr. Lavakush Singh, highlighting the growing importance of mixed methods research in addressing multidimensional research questions and advancing knowledge across various disciplines.

**Keynote Presentation** Lavkush Singh, a leading expert in mixed methods research, delivered a keynote presentation providing an overview of the principles, advantages, and challenges of integrating qualitative and quantitative approaches. The presentation served as a foundation for the day's discussions and activities.

**Methodological Frameworks:** Participants engaged in interactive sessions exploring different methodological frameworks for conducting mixed methods research, including sequential, concurrent, and transformative designs. Presenters showcased examples of research studies that successfully employed mixed methods to triangulate data and enhance validity.

**Practical Applications:** Case studies from diverse fields such as education, public health, and social sciences were examined to illustrate the practical application of mixed methods research. Participants had the opportunity to analyze research designs, data collection methods, and analytical techniques employed in these studies.

**Data Integration and Analysis:** Workshops and group discussions focused on strategies for integrating qualitative and quantitative data in mixed methods research, including techniques for data transformation, comparison, and synthesis. Participants learned how to effectively manage and analyze mixed data sets to generate meaningful insights.

**Ethical Considerations:** The workshop addressed ethical considerations inherent in mixed methods research, including issues related to participant confidentiality, data protection, and researcher bias. Participants engaged in discussions on ethical guidelines and best practices for conducting rigorous and ethically sound research.

**Future Directions:** The workshop concluded with a forward-looking discussion on emerging trends and future directions in mixed methods research, including the use of advanced analytical techniques, innovative data collection methods, and interdisciplinary collaborations.

**Conclusion:** The workshop on Mixed Methods Research provided participants with valuable insights, tools, and techniques for conducting rigorous and impactful research that combines qualitative and quantitative approaches. Through engaging presentations, case studies, and interactive sessions, attendees gained a deeper understanding of the mixed methods approach and its applications across various disciplines. The event fostered collaboration, networking, and knowledge exchange among researchers and practitioners interested in leveraging mixed methods to address complex research questions and challenges





## Workshop Report: Longitudinal vs. Cross-Sectional Studies

Date: 24th September 2022

Resource Person : Dr Lavakush Singh

**Introduction:** The workshop on Longitudinal vs. Cross-Sectional Studies, held on 24th September 2022, provided participants with a comprehensive understanding of the differences between these two research designs and their respective strengths and limitations. With 58 students in attendance, the workshop aimed to equip attendees with the knowledge and skills necessary to select and implement the most appropriate study design for their research questions.

### Session Highlights:

**Welcome and Introduction:** The workshop began with a warm welcome from the organizing committee, followed by an introduction to the key concepts of longitudinal and cross-sectional studies. Participants were briefed on the objectives and agenda for the day.

**Keynote Presentation:** Dr. Lavakush Singh, an esteemed researcher in epidemiology and public health, delivered a keynote presentation providing an overview of longitudinal and cross-sectional study designs. The presentation covered the advantages, disadvantages, and practical considerations associated with each approach, laying the groundwork for the day's discussions.

**Comparative Analysis:** Participants engaged in interactive sessions comparing and contrasting longitudinal and cross-sectional studies across various dimensions, including study duration, data collection methods, sample representativeness, and analytical techniques. Case examples were used to illustrate the application of each study design in different research contexts.

**Methodological Considerations:** Workshops and group discussions focused on methodological considerations specific to longitudinal and cross-sectional studies, such as sample size determination, measurement reliability, data analysis techniques, and addressing biases and confounding factors. Participants had the opportunity to critically evaluate research protocols and identify best practices for designing and conducting longitudinal and cross-sectional studies.

**Practical Applications:** The workshop featured presentations on real-world research studies that utilized longitudinal or cross-sectional designs to investigate various phenomena in fields such as psychology, sociology, economics, and public health. Participants analyzed study methodologies, findings, and implications, gaining insights into the practical application of longitudinal and cross-sectional research in different domains.

**Future Directions:** The workshop concluded with a forward-looking discussion on emerging trends and future directions in longitudinal and cross-sectional research. Participants explored innovative approaches, technological advancements, and interdisciplinary collaborations that hold promise for advancing research in these areas.

**Conclusion:** The workshop on Longitudinal vs. Cross-Sectional Studies provided a valuable opportunity for students to deepen their understanding of research methodology and study design. Through engaging presentations, interactive discussions, and practical exercises, participants gained insights into the nuances of longitudinal and cross-sectional research and developed critical thinking skills for evaluating and designing research studies. The event fostered collaboration, networking, and knowledge exchange among students interested in pursuing research careers across various disciplines.





## Report on Success Story -Entrepreneurship

**Date:** Oct 1, 2022

**Time:** 9:15 AM - 11:00 AM

**Venue:** Paras Hall-SBIIMS

**Resource Person :** Mrs. Kirti Bhalerao and Mr Sameer Bhalerao

**Introduction:** On Oct 1, 2022, an enlightening seminar on entrepreneurship was organized at the CK Prahlad Auditorium, IIMHRD-W Campus. The seminar aimed to provide students with valuable insights and guidance on the journey to becoming successful entrepreneurs. The event witnessed the participation of Mr. Sammer Bhalerao and Mrs. Keerti Bhalerao, esteemed speakers who shared their expertise and experiences in the field of entrepreneurship.

### **Speakers:**

**Mr. Sammer Bhalerao:** Co-Founder of Royal Indian Foods

**Mrs. Keerti Bhalerao:** Co-Founder of Royal Indian Food

**Event Overview:** The seminar commenced with a warm welcome extended to the speakers and attendees. Mr. Sammer Bhalerao and Mrs. Keerti Bhalerao began their presentation by discussing the fundamental principles of entrepreneurship and the qualities required to succeed in this dynamic field.

### **Key Points Discussed:**

**Passion and Vision:** They shared personal anecdotes to illustrate how passion drives innovation and fuels the entrepreneurial journey as The speakers emphasized the importance of passion and having a clear vision for one's entrepreneurial endeavour.

**Risk-taking and Resilience:** Mr. Sammer Bhalerao and Mrs. Keerti Bhalerao shared insights on managing risks and bouncing back from setbacks as Entrepreneurship entails inherent risks, and the ability to take calculated risks while maintaining resilience in the face of challenges is crucial for success.

**Market Research and Innovation:** The speakers highlighted the significance of conducting thorough market research and fostering a culture of innovation within entrepreneurial ventures.

**Networking and Collaboration:** Mr. Sammer Bhalerao and Mrs. Keerti Bhalerao emphasized the value of networking and leveraging partnerships for business growth as Building a strong network of mentors, advisors, and collaborators can significantly enhance the success prospects of entrepreneurs.

**Continuous Learning and Adaptation:** In the rapidly evolving business landscape, entrepreneurs must prioritize continuous learning and adaptability. The speakers underscored the importance of staying updated with industry trends and being open to evolving strategies and approaches as In the rapidly evolving business landscape, entrepreneurs must prioritize continuous learning and adaptability.

**Interactive Session:** Following the presentation, an interactive session was held where students had the opportunity to ask questions and seek advice from the speakers. Mr. Sammer Bhalerao and Mrs. Keerti Bhalerao provided insightful answers, addressing queries related to various aspects of entrepreneurship, ranging from ideation to scaling up ventures.

**Conclusion:** The entrepreneurship seminar proved to be an enriching experience for the attendees, offering valuable insights and practical advice on embarking on the entrepreneurial journey. Mr. Sammer Bhalerao and Mrs. Keerti Bhalerao's expertise and real-world experiences served as an inspiration for aspiring entrepreneurs, instilling confidence and motivation to pursue their entrepreneurial dreams.

**Acknowledgment:** We extend our sincere gratitude to Mr. Sammer Bhalerao and Mrs. Keerti Bhalerao for sharing their valuable insights and making the seminar a resounding success. Special thanks to all the students who actively participated in the event, contributing to its enriching atmosphere.



The poster features three logos at the top: IMHRD (International Institute of Management & Human Resource Development), Saibalaji Education Society, and SBIIMS (Saibalaji International Institute of Management Sciences). The main text reads: "SAIBALAJI INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCES INTERNATIONAL INSTITUTE OF MANAGEMENT & HUMAN RESOURCE DEVELOPMENT Organises INDUSTRY ACADEMIA INTERFACE 2022 MBA Batch, 2022-24". Below this, two sessions are listed: "Session 1 Topic- Vision Board" featuring "Dr. Smita Sovani, Friend philosopher Guide, Mentor" and "Session 2 Topic - Success story -Entrepreneurship" featuring "Mr & Mrs. Sammer & Keertee Bhalerao, Co- Founder of 'Royal Indian Foods'". At the bottom, the date and venue are specified: "Date - 1st October, 2022, Saturday, Time - 9:15 AM onwards, Venue - Paras Hall, SBIIMS Pune."



## **Workshop Report: Using Technology and Software in Research**

**Date: 8th Oct 2022      Resource Person : Dr Lokesh Arora**

**Introduction:** The workshop on Using Technology and Software in Research, held on 8th October 2022, provided an invaluable opportunity for 44 students to explore the innovative ways technology and software can enhance research practices across various disciplines. The event aimed to equip participants with practical skills and knowledge to leverage technology effectively in their research endeavours.

### **Session Highlights:**

7. **Welcome and Introduction:** The workshop commenced with a warm welcome from the organizing committee, setting the stage for a day of exploration and learning. Participants were introduced to the objectives and agenda for the workshop, emphasizing the importance of embracing technology in modern research practices.
8. **Keynote Presentation:** Dr.Lokesh Arora, an expert in research methodology and technology integration, delivered an inspiring keynote presentation highlighting the transformative impact of technology on research processes. The presentation showcased innovative tools and software applications that can streamline data collection, analysis, and dissemination.
9. **Interactive Workshops:** Participants engaged in hands-on workshops exploring a variety of software tools and technologies commonly used in research, including statistical analysis software (such as SPSS, R, ), qualitative data analysis software (such as NVivo ), data visualization tools, reference management software (such as EndNote and Zotero), and survey design platforms (such as Qualtrics and SurveyMonkey). Facilitators provided step-by-step guidance on using these tools effectively, allowing participants to gain practical experience and confidence in their application.
10. **Case Studies and Best Practices:** Real-world case studies were presented to illustrate the successful integration of technology and software in research projects across different disciplines. Participants analyzed examples of innovative research methodologies, data collection techniques, and analytical approaches enabled by technology, gaining insights into best practices and potential challenges.
11. **Emerging Technologies:** The workshop featured discussions on emerging technologies shaping the future of research, such as artificial intelligence, machine learning, blockchain, and virtual reality. Participants explored the potential applications of these technologies in various research domains and considered ethical implications and considerations.
12. **Collaborative Projects:** Participants had the opportunity to collaborate on mini-projects throughout the workshop, applying newly acquired skills and knowledge to address research questions or challenges. These collaborative projects fostered teamwork, creativity, and problem-solving skills among participants, while also providing a tangible outcome to showcase their learning.

## **Drishtikon - National HR meet and Business analytics Conclave**

**Date: October 15, 2022**

Panel discussion 1 .....

Topic: "Challenges and Opportunities for Managers and Leaders in Digital Era"

Panellists –

1. Mr. Sukhdeep Singh Pannu, Vice President - Business Analytics & Insights, BNY Mellon, India
2. Ms. Madhura Lanjekar Head - HR, Apisero Inc. Pune
3. Mr. Jashan Joshi Head – Talent Sourcing & Research, India, Americas, Europe & APAC, ZS Associates.
4. Mr. Vikas Chimadi, Director - HR, India, Vertiv Global Pvt. Ltd., Pune
5. Mr. Ashish Wasu Associate Manager - Talent Acquisition TATA Technologies Ltd. Pune.
6. Mr. Yogesh Khatale Manager - HR & OD, KSB Pumps Ltd Pune
7. Moderator- Prof. Ekta Chitnis Joshi

Panel Discussion 2

Topic - " Emerging trends & role of Analytics in various domains"

Panellists –

1. Mr. Atul Pimple, MD & CTO, EPPS Infotech Pvt. Ltd., Pune, India
2. Mr. Nitish Pande, Vice President - Avira Insights Technologies India.
3. Mr. Abhay Dhumal, Head - HR Analytics, Clariant AG, India, Mumbai
4. Mr. Amit Karalia, Senior HR Manager, The Insight Partners, Pune
5. Mr. Onkar Sumant Research Manager - Business Analytics Allied Analytics Market Research, Pune
6. Moderator - Prof. Poonam Son

Introduction: The recently concluded National HR Meet seamlessly integrated discussions on cutting-edge Human Resources (HR) practices with a dedicated focus on HR analytics. This event brought together HR professionals, thought leaders, and experts from across the nation. Event overview: The HR meet was held in Sai Balaji International Institute of Management and Human Resource Development on 15<sup>th</sup> October 2022. The event led to a great influence and the knowledge about the topic human resource. Activities: Strategic Discussions: The meet commenced with strategic discussions addressing the evolving role of HR in the context of

rapidly changing work environments and global economic shifts. Diversity and Inclusion: Dedicated sessions emphasized the significance of fostering diverse and inclusive workplaces. Attendees engaged in thought-provoking dialogues on strategies to promote equality and eliminate bias in HR practices. Keynote speakers explored the future of work, discussing how emerging technologies, remote work trends, and evolving employee expectations are reshaping traditional HR paradigms. Networking Opportunities: Networking sessions facilitated valuable connections among HR professionals, providing a platform for sharing experiences, challenges, and innovative solutions. Professional Development: Workshops and training sessions covered various aspects of HR management, equipping attendees with practical skills and insights to enhance their professional capabilities. Feedback: The feedback was quite positive and all the members felt that the event was very informative and very interactive which made it easier to understand the concept of human resource. Conclusion: The National HR Meet and HR Analytics Symposium successfully amalgamated strategic HR discussions with a focus on data-driven decision-making. Attendees left the event equipped with valuable insights, practical skills, and a network of professionals, ready to contribute to the ongoing transformation of the HR landscape. The integration of HR excellence and analytics underscored the importance of staying at the forefront of industry advancements for organizational success in the ever-evolving world of human resources.







## Workshop on Essential of PLS-SEM using SMART PLS 4

**Date:15th October 2022**

**Resource Person: Dr. Sachin Batra (Associate Professor NICMAR)**

To impart technical skills to Academicians/Researchers Workshop on "Essentials of PLS-SEM using Smart PLS 4. Complimentary Smart PLS 4 license key was provided to all the participants.

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**Faculty Development Program (FDP)**  
 Hybrid Mode  
 2 Months Professional License Key

"Complimentary 2 month's license key of SmartPLS 4 will be provided to all the participants"

**Essentials Of PLS- SEM using SmartPLS 4**

**Objectives**

One Day FDP on partial least square structural equation modeling (PLS-SEM) using the SmartPLS 4.0 software. This program has been designed to familiarize participants with the potentials of using the multivariate analysis method PLS-SEM in their research.

**Fee**

	Faculty	Research Students
Offline	₹500	₹200
Online	₹200	₹80

**Date** 15th October 2022 - Time : 10 am to 5 pm



Resource Person  
**Dr. Sachin Batra**  
 Associate Professor  
 NICMAR University, Pune

Head Office: Plot, Survey No. 14, 1 & 11, Near Dahisar Road, Pune Maharashtra - 411019  
 E-Mail: [research@progmae.edu.in](mailto:research@progmae.edu.in) Website: [www.progmae.edu.in](http://www.progmae.edu.in) Contact : 976300947 / 987652984



## Report

### **Practical Insights on Entrepreneurial Opportunities in FMCG and Retail Sector**

**Conducted by: Mr. Nitesh Rajdeo, CEO of Spoonbell**

**Date: Jan 14, 2023**

**Venue:** CK Prahlad Auditorium, International Institute of Management and Human Resource Development for Women's Campus

**Time:** 9:15 am - 11:45 am

**Participants:** 100 students

**Introduction:** The session on "Practical Insights on Entrepreneurial Opportunities in FMCG and Retail Sector" was conducted on Jan 14, 2023, by Mr. Nitesh Rajdeo, the esteemed CEO of Spoonbell. Held at the prestigious CK Prahlad Auditorium of the International Institute of Management and Human Resource Development for Women's Campus, the event aimed to provide valuable insights into the dynamic and ever-growing fields of Fast-Moving Consumer Goods (FMCG) and Retail.

#### **Key Takeaways:**

- 1. Understanding Market Dynamics:** Mr. Rajdeo began by emphasizing the importance of understanding market dynamics within the FMCG and Retail sectors. He shed light on consumer behavior, emerging trends, and the impact of technology on these industries. Through real-world examples and case studies, he illustrated how entrepreneurs can leverage market insights to identify lucrative opportunities.
- 2. Identifying Niche Markets:** One of the focal points of the session was the significance of identifying niche markets within the FMCG and Retail sectors. Mr. Rajdeo highlighted the advantages of catering to specific consumer segments and shared strategies for market segmentation and targeting. He encouraged participants to think creatively and explore untapped niches for entrepreneurial ventures.
- 3. Building Strong Brands:** Mr. Rajdeo underscored the importance of brand building in the competitive landscape of FMCG and Retail. He discussed the elements of successful branding, including product differentiation, brand positioning, and effective marketing strategies. Participants gained insights into building strong brand identities that resonate with consumers and foster brand loyalty.
- 4. Adapting to Digital Transformation:** In today's digital age, Mr. Rajdeo emphasized the need for entrepreneurs to embrace digital transformation within the FMCG and Retail sectors. He discussed the role of e-commerce, social media, and data analytics in driving business growth. Participants learned about leveraging digital platforms to reach wider audiences, enhance customer experiences, and optimize operations.

5. **Navigating Challenges and Risks:** Addressing the inherent challenges and risks in entrepreneurship, Mr. Rajdeo shared practical advice on navigating obstacles within the FMCG and Retail sectors. From supply chain management to regulatory compliance, participants gained valuable insights into mitigating risks and overcoming hurdles on the path to success.

**Conclusion:** The session on "Practical Insights on Entrepreneurial Opportunities in FMCG and Retail Sector" by Mr. Nitesh Rajdeo provided attendees with invaluable knowledge and guidance for venturing into these dynamic industries. Through engaging discussions and real-world examples, participants gained a deeper understanding of market dynamics, niche identification, brand building, digital transformation, and risk management. The event served as a catalyst for inspiring future entrepreneurs to seize opportunities and make a meaningful impact in the FMCG and Retail sectors.

**Acknowledgment:** We extend our sincere gratitude to Mr. Nitesh Rajdeo for sharing his expertise and insights during this enlightening session. We also thank the 100 students who actively participated, contributing to the success of the event.





**Anvesh-2023**  
**International conference on - Role of sustainability and innovation in this era of disruption.**  
**Date: January 20th and 21st, 2023**





SAIBALAJI EDUCATIONAL SOCIETY

INTERNATIONAL INSTITUTE OF MANAGEMENT & HUMAN RESOURCE DEVELOPMENT

IIMHRD For Women



(Affiliated to University of Pune & Approved by AICTE, Ministry of HRD, Govt. of India)







**Summarised Report of Two-Day International Conference- Anvesh 2k23- “Role of Sustainability and innovation in the Era of Disruption -A Global Challenge**

Dates:20th and 21st Jan 2023

Place: SBIIMS Campus, Pune

**Inaugural Function**

- The conference was inaugurated by Prof.Manish R Mundada, Founder President, SaiBalaji Education Society.
- It was followed by key note address by CMA Damodar R Kulkarni, Ex-CFO Kirloskar Brothers on sustainable development in rural India and how its trickle-down benefits may accrue to the last person.
- Dr. Parag Kalkar, the guest of Honour of the inauguration function spoke about how government schemes for sustainable development will provide long term solution to the foreign dependence of Indian markets of few products.
- Mr. Nikhil Gupta -Strategist, Atal Innovation explained the relevance of affordable technology in making India, a leading light to the world.
- Dr. Rajiv Dwivedi of East Washington University, USA presented the research paper on -Role of Digitalisation in Business Processes to reduce Manpower: A Case of HRM Process.
- Mr. Bharat Sharma-AVP, TCS, California spoke about the challenges before BPO Industry and sustainable solution to survive against cut throat competition.
- Mr. Sidharth Guha,GM -Sales,Yokohama Tyre, Asia Pacific spoke about how automobile industry is thriving despite various hiccups and how leading companies are using sustainable practices to survive and Compete.
- Dr. Hemlata Sharma, Sheffield Halam University talked about importance of growing use of Artificial Intelligence & its long-term impact on employment generation.
- Dr. Bahauallah Safi -Vice President, Acacia University, USA laid emphasis on Economic Prosperity of nations through traditional and sustainable methods.
- Prof.Ravi Dissanayake, Marketing, University of Kelaniya, Srilanka.In reiterated that India led Sustainable solution is not only protecting Sri Lankan economy but also mitigating the crisis borne impact in sustainable manner.



- The Chief Guest of the inauguration session Prof Manish R Mundada declared the conference open.
- The vote of thanks was proposed by Dr Lavkush Singh, the deputy Director and international Conference Convenor.

### **Research Paper Presentation on Track-I and Track-II**

- After the lunch, the tracks were commenced. In the Track-I : Innovation and Research in Finance and Economics and Track-II: Innovation in Marketing , 26 research Papers were presented.
- The track-chairs international were: Dr. Mohd Abdul Wadud -HOD-Economics, Rajshahi University, Bangladesh and also an editor, Empirical Economic Letters, ABDC Journal and Dr. Dhruva Pokharel -Professor -Tribhuvan University, Nepal.
- The Track Chairs from India were: Dr Shubhangi Walvekar, Director, IBMR, Chakan and Dr Avinash Pawar -renowned Researchers from SPPU, Pune.

### **Second Day of Anvesh2k23**

- On the Day two of the international conference, **30** research Scholars and academicians presented the papers on track III: Innovation in Human Resource Management and Track -IV : Interdisciplinary track having research research papers from themes relating to supply chain Management ,Business Analytics and General Management .
- These areas include Business Practices General management, Communication and Technology, Strategies and Emerging global trends and challenges.
- The track chairs international: Dr. A Jahfer, HOD-Accounting and Finance and Academic Director ,South Eastern University,Srilanka and Dr .Sampat Kehelawalatena,HOD-Finance,Columbo University ,Sri Lanka .
- The track Chairs from India were: Dr. Hosiarmal Agarwal, Faculty, Business Analytics, Flame University, Pune and Dr Sachin Borgave, Director, IBM ,Pune. The feedback given by track chairs to researcher scholars were appreciated by stakeholders.

### **Workshop on AMOS**

- A Workshop on Application of Qualitative Research -AMOS was conducted by Dr.M.GuruSwami ,Head of Renowned Research Tools Training Academy ,Bangalore to improve research acumen in qualitative data analysis amongst our faculties. It was really very helpful for our academic fraternity and all of them appreciated.

  
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## **Valedictory Function**

- Dr Prashant Sathe, Chief guest of The valedictory Function spoke about how new education policy is designed for sustainable development of every citizen of India and he reiterated that in coming few years constructive actions of government will lead our country to top ranking economy and in his concluding remarks he vouched for principles of PURA (Providing Urban Amenities to Rural Areas -a slogan given by our Former Late. President -APJ Kalam) for implementation in our country.
- Dr. Adilson Carlos Yoshikuni-Prof .Mackenzie University ,Brazil presented a research Paper on Use of Artificial Intelligence and its relevance in the current Scenario.

## **Best Research Paper Presentation Award**

- To encourage and motivate the participants, 4 best research papers were selected by the Track Chairs and a cash Prize was declared to the best Research Paper Presenters.

## **Summary of Research Papers Received State-wise and Districtwide**

- There were **143** participants from various parts of country and other nations of the world.
- We received Research Papers from, The United Kingdom, The USA and Brazil
- The Number of Research Papers received state wise in (%): Uttar-Pradesh (24%), Maharashtra & Gujrat (15% each), Karnataka (9%), Chhattisgarh & Kerala (8% each), Rajasthan & Tamilnadu (6% each), Haryana (4%), Jharkhand (2%), AP, New Delhi, Uttarakhand (1% each) .
- The highest number of Research Papers received district wise: Pune (13), Bangalore and Noida (9 each), Varanasi (8) and Jaipur (7)

## **Publication of Research Papers**

- 46 research papers are published in the UGC care listed peer reviewed journal -Utkal Historical Research Journal.
- The Fee for the research Paper publication along with Journal copy charged from the Stakeholders is Rs 2800 directly paid to the publisher.

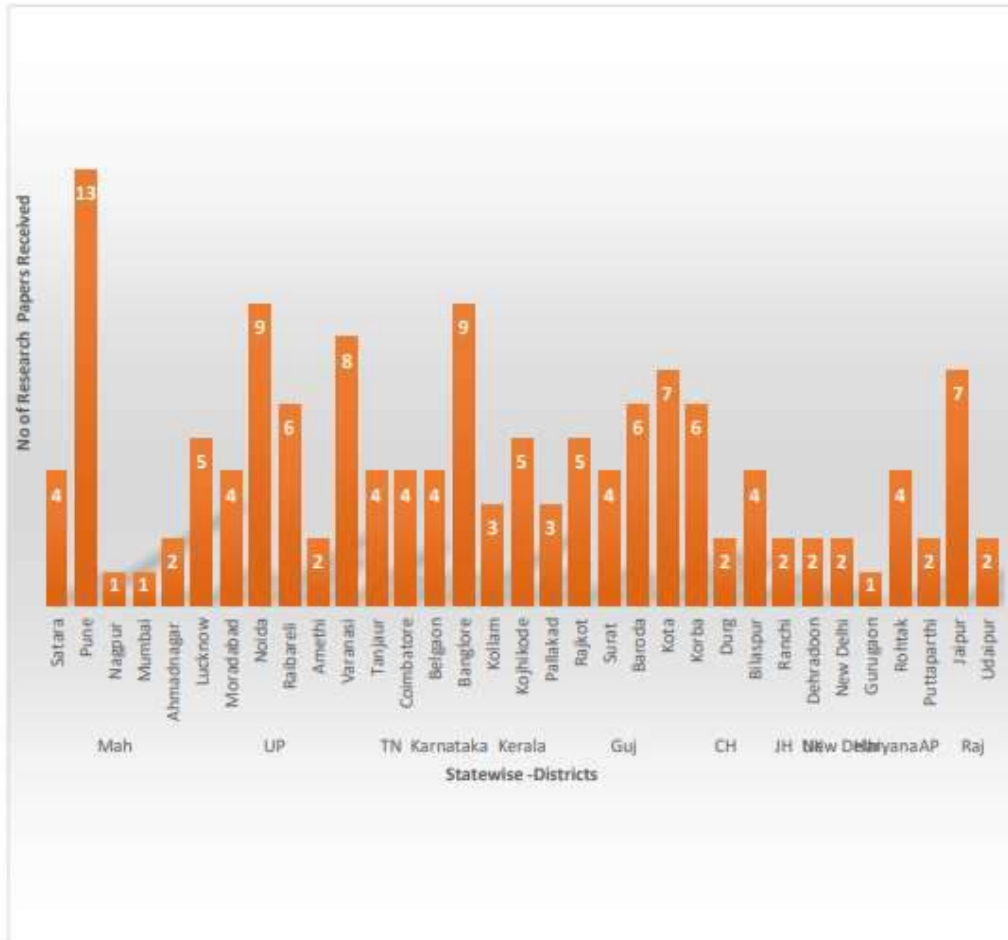
  
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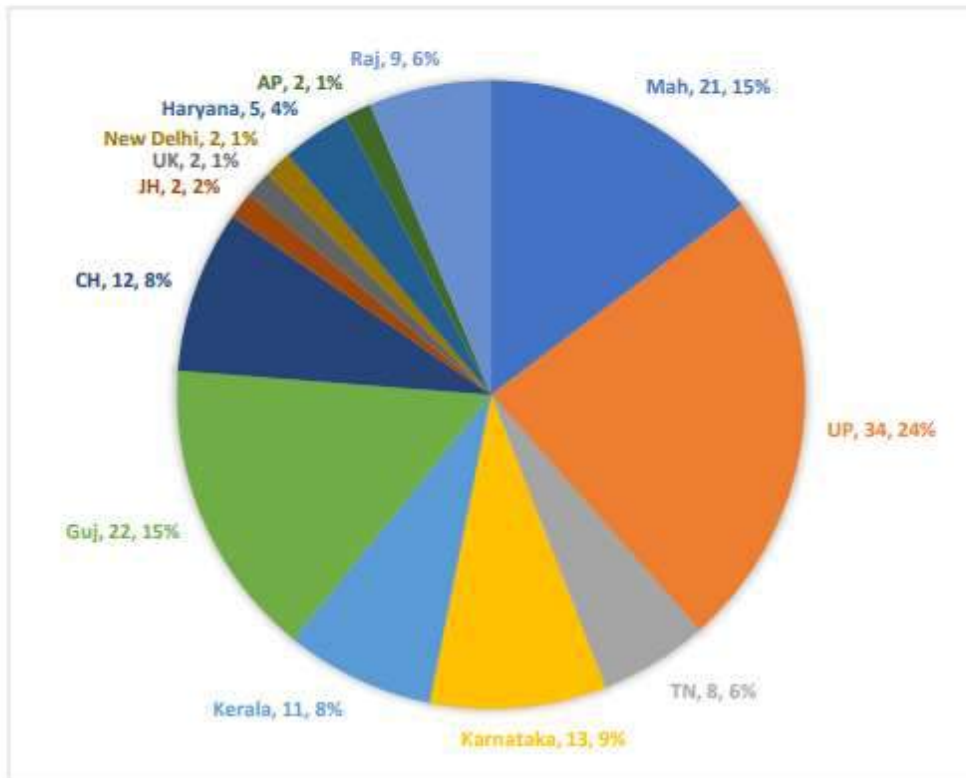
**Distribution of Certificates**

- All the stakeholders were issued Certificates of Presentation and Certificates of Some local Research Scholars and academicians were given by hand and others were sent through speed post to their addresses .
- To motivate volunteers who really worked tirelessly, Certificates of Participation were issued by hand.

**Fig1:No of Research Papers Received state wise -Districtwide in Anvesh 2k23**



**Fig2:No of Research Papers Received state wise in Anvesh 2k23**



I would take an opportunity to thank Prof. Manish R Mundada, Founder President, SaiBalaji Education Society, for always being a strong support and always inspiring us to do better.

I would also like to thank Prof. Pooja Karekar, Dr. Sangita Rajput, Mr. Anil Kale, Prof. Shivraj Magare & Prof. Vilas Navale, Raju Ji and Pappu Jadhav Ji who really helped us make this conference run smoothly.

  
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## **Report on : Unleash the Inner in You: Insights from Mr. Himanshu Sharma's Entrepreneurial Workshop**

**Date: January 21, 2023**

**Venue:** CK Prahlad Auditorium, International Institute of Management and Human Resource Development for Women's Campus

**Time:** 11:45 AM - 1:00 PM

**Number of Participants:** 60

### **Executive Summary**

On January 21, 2023, Mr. Himanshu Sharma conducted a transformative workshop titled "Unleash the Inner in You" at the CK Prahlad Auditorium, International Institute of Management and Human Resource Development for Women's Campus. With expertise in advising businesses, leaders, and individuals on entrepreneurial ventures, Mr. Sharma captivated and inspired the audience of 100 participants, providing invaluable insights and strategies to unlock their entrepreneurial potential.

### **Event Overview**

The workshop commenced promptly at 11:45 AM with a warm welcome to all attendees. Mr. Sharma, renowned for his expertise in entrepreneurship, leadership, and personal development, engaged the audience with his dynamic presentation style and profound insights. The session, designed to empower participants to tap into their inner strengths and passions, proved to be enlightening and impactful.

### **Key Highlights**

- Mr. Sharma emphasized the importance of self-awareness, resilience, and creativity in the entrepreneurial journey, urging participants to identify and leverage their unique talents and aspirations.
- Through interactive discussions, case studies, and practical exercises, Mr. Sharma facilitated a dynamic learning environment, encouraging participants to explore innovative approaches to business and leadership.
- Attendees were provided with actionable strategies, tools, and resources to navigate challenges, seize opportunities, and cultivate a mindset of success in their entrepreneurial endeavours.
- The workshop concluded with a Q&A session, allowing participants to seek personalized advice and guidance from Mr. Sharma on specific entrepreneurial challenges and aspirations.
- Feedback from participants was overwhelmingly positive, with many expressing gratitude for the transformative insights and practical strategies shared by Mr. Sharma.
- Attendees praised the workshop's relevance, engagement, and effectiveness in igniting their entrepreneurial spirit and confidence.

## Conclusion

In conclusion, Mr. Himanshu Sharma's workshop on "Unleash the Inner in You" was a resounding success, leaving a lasting impact on the 100 participants who attended. Through his expertise, passion, and commitment to empowering entrepreneurs, Mr. Sharma inspired individuals to embrace their full potential, pursue their entrepreneurial dreams, and make meaningful contributions to the business world.



The poster features the logos of Pimpri Chinchwad Education Society and IIMHRD at the top. The main title is "INTERNATIONAL INSTITUTE OF MANAGEMENT & HUMAN RESOURCE DEVELOPMENT Organises INDUSTRY ACADEMIA INTERFACE 2023 MBA Batch, 2022-24". It lists four sessions: Session 1 (Sales & Distribution) with Mr. Santosh Jagtap; Session 2 (Unleash the inner U) with Mr. Himanshu Shekhar; Alumni Interaction with Ms. Revati Yenkie; and Ms. Namrata Mishra. The event details at the bottom are: Date - 21st January, 2023, Saturday, Time - 9:15 AM onwards, Venue - C.K. Prahalad Auditorium, IIMHRD, Pune.

**INTERNATIONAL INSTITUTE OF MANAGEMENT & HUMAN RESOURCE DEVELOPMENT**  
*Organises*  
**INDUSTRY ACADEMIA INTERFACE 2023**  
MBA Batch, 2022-24

**Session 1**  
Topic: Sales & Distribution

**Session 2**  
Topic: Unleash the inner U

**Alumni Interaction**

**Mr. Santosh Jagtap**  
Sales Head GS Tea,  
FMCG Sales & Marketing  
Surya Food & Agro Ltd.

**Mr. Himanshu Shekhar**  
Advises Businesses, Leaders  
& Individuals,  
TEDx speaker

**Ms. Revati Yenkie**  
Deputy Manager,  
L&T Electrical and  
Automation Division  
Batch 2015-17

**Ms. Namrata Mishra**  
US Tax Consultant, Deloitte  
Batch 2020-22

Date - 21st January, 2023, Saturday, Time - 9:15 AM onwards  
Venue - C.K. Prahalad Auditorium, IIMHRD, Pune.

  
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## Start-up and Family Business conclave

**Date: March 10, 2023**

**Introduction:** The conclave on the topic of Start-up and Family Business was held to enhance the knowledge of start-ups and family business. It gave the idea about the steps to launch a start-up and also gave us the pointers on how to expand the traditional family business. **Event overview:** The conclave of Family business and start-up was held in Sai Balaji International Institute of Management Sciences on 10th of March 2023. The event aimed to give guidance and mentorship, promotion and innovation, helps giving a community, make new contacts and networks, provide investors and funding opportunities, give industry trends and insights.



**Panel Discussions and Keynotes:** Inviting industry leaders, successful entrepreneurs, and experts to share insights, experiences, and strategies through panel discussions and keynote speeches. **Pitch Competitions or Showcases:** Allowing startups to pitch their ideas, products, or services to a panel of judges, investors, or the audience, providing visibility and potential funding opportunities.

**Networking Events:** Organizing networking sessions, mixers, or meet-and-greets to facilitate connections among attendees, fostering collaborations and partnerships. **Mentorship and Consultation Clinics:** Offering one-on-one mentorship sessions or consultation clinics where entrepreneurs and family business owners can seek advice from experienced professionals. **Investors and Funding Forums:** Arranging sessions dedicated to connecting startups with potential investors, venture capitalists, or funding organizations. **Social and Recreational Activities:** Organizing social events, team-building activities, or cultural experiences to facilitate informal interactions and foster a sense of community among participants.

**Feedback:** The conclave held on the topic of start-up and family business was a highly informative conclave which gave a lot of insights of the on-going trends and also gave huge motivation to every individual present there to build something of their own which the guidance of the knowledge provided in the conclave. **Conclusion:** The Startup and Family Business Conclave embodies the spirit of entrepreneurship, offering a gateway to new opportunities, fostering growth, and igniting the aspirations of those at the forefront of innovation and enterprise. As participants engage insightful workshops, learn from seasoned professionals, showcase their innovations, and forge meaningful connections, the Conclave not only enriches their individual journeys but also contributes to the larger narrative of entrepreneurial success.

  
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## “Mumbai Dabbawala Enterprise” : The Success Story

**Date: March 11th, 2023**

Introduction: On the vibrant morning of March 11th, 2023, the Startup Conclave 2k23 buzzed with anticipation as it welcomed Mumbai Dabbawala Enterprise. Celebrating the indomitable spirit of entrepreneurship, the event showcased the iconic efficiency and ingenuity of Mumbai's Dabbawalas, illuminating their timeless lessons for the modern startup ecosystem.



At the 'Startup Conclave 2k23', the Mumbai Dabbawala Enterprise captivated attendees with their innovative logistics model. They showcased their renowned lunchbox delivery system, highlighting its precision and efficiency. Through captivating presentations and interactive demonstrations, they elucidated how tradition meets modernity, inspiring entrepreneurs to blend innovation with time-honored practices for sustainable business success. Activities: At the "Startup Conclave 2k23," the "Mumbai Dabbawala Enterprise" event featured diverse activities. Attendees engaged in interactive workshops on logistics optimization, customer service, and entrepreneurial resilience. A panel discussion highlighted their iconic delivery system's role in Mumbai's urban fabric. Culinary demos showcased traditional dabbawala cuisine, fostering cultural exchange. Feedback: The Mumbai Dabbawala Enterprise presentation at the Startup Conclave 2k23 was insightful and inspiring. Their efficient delivery system showcased remarkable organizational prowess. Engaging attendees with real-world examples, they demonstrated how traditional methods can thrive in a modern business landscape. A testament to their enduring success and adaptability. Conclusion: The Mumbai Dabbawala Enterprise showcased an exemplary blend of tradition and innovation at the Startup Conclave 2k23. Their precision in logistics and dedication to quality service left an indelible mark, inspiring budding entrepreneurs. Through their timeless model, they proved that embracing heritage while embracing modernity is key to enduring success in business.





## Workshop on Research Writing

Date 15.04.2022

Resource Person: Dr. Samrat Ray

Venue: MDP Room

Structure case

1. Meet and Greet 2. Breaking the Iceberg 3. Audiovisual aids in impact 4. PPT Presentation 5. Distribution of handouts 6. Games and simulations 7. Coffee break 8. Debates and action points 9. Surprise gift from FDP resource person 10. Road ahead and blocks. Objectives: The objectives of the course include 1. Gathering an overview of contemporary research topics in global impactful research writing 2. Understanding the research tools applicable to address the diverse research topics in the field. 3. Understanding various participant centric pedagogical tools used in research design. 4. Design, create, ideate, Prescribe and contribute meaningful research for human development and empowerment. 5. Create research profile online and increase citations 6. Learning to align research for institutional development various scores.

Research writing guidelines are explained by Dr Samrat Ray, a renowned researcher. Participants were faculty members from all the groups of Saibalaji Education Society. Faculty members have been benefited by the lecture.



  
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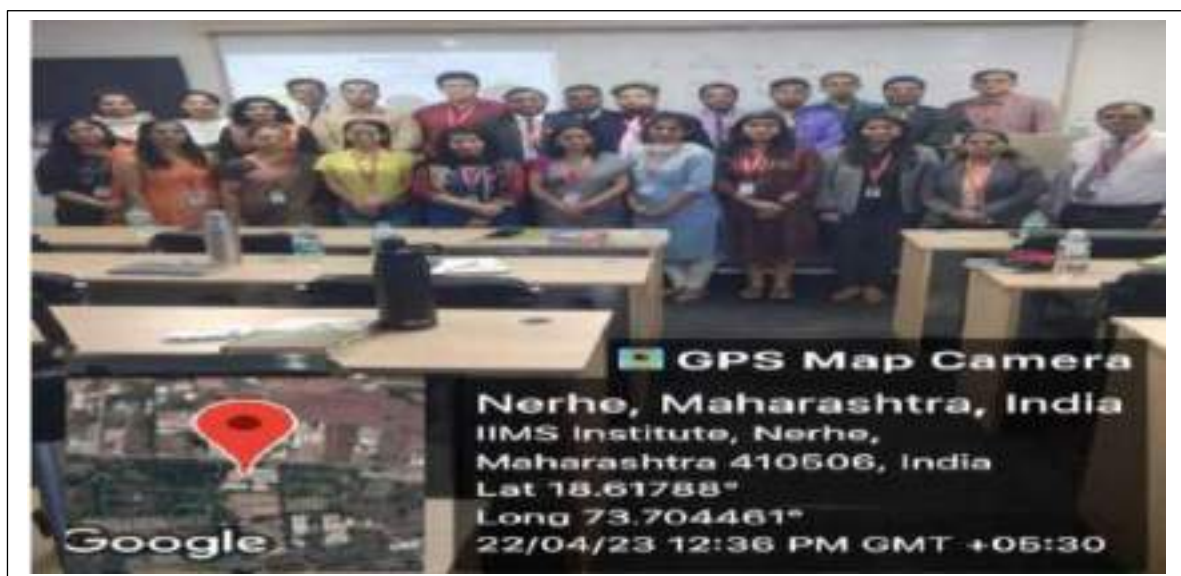


## Workshop on Research Methodology

Date: April 22, 2023

Resource Person: Dr. Trupti Sahu, Dr. Beena Jiby

Introduction: Workshop focused on research are designed to support educators in enhancing their research skills, productivity, and contributions to their fields. Event Overview: Workshop on research was held in SaiBalaji International Institute of Management Sciences on 22nd April 2023 for faculty & students for development to enhance their research and problem-solving skills.



Activities: Research Methodologies: Workshops or seminars that delve into various research methodologies, study designs, data collection, and analysis techniques relevant to different disciplines. Grant Writing and Funding: Guidance on navigating the process of applying for research grants, understanding funding opportunities, and developing competitive grant proposals.

  
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