

# SSR IMR NEWS LETTER

JUL'2019 TO DEC' 2019 VOL. XII

## From Director's desk



SSR IMR continues with its aim of meeting educational excellence. IMR is progressing well with its venture of spreading knowledge & insight to build the career of students. The current edition focuses on the induction of the New Batch at IMR and the respective extracurricular activities. This phase every year has mix of ventures like Patriotic mood, Academics, extracurricular etc... All round development of the students is the extreme motto of the Institute. Being Research oriented Institute we could witness good amount of participation in this respect as well during this period, especially students have contributed to the literary collection at the Institute. The Institute has been preparing for its maiden effort towards the NAAC accreditation and in the next issue potentially we will share our NAAC performance. We constantly aim to deliver the best towards our goal of being an institution of choice for students.

Happy Reading!!

**Editor-in-chief**

Dr. Mrs. Praveena Muley  
Director, SSR IMR

**Editorial Team**

Dr. Rajesh Kumar Pandey & Mrs. Diksha Swaroop

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**SSR**  
INSTITUTE OF  
MANAGEMENT & RESEARCH

*Empower Yourself @ IMR*

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# Intellectual Corner

## Faculty Corner

### “Principles of Natural Justice”

“Reason is the soul of the law, and when the reason of any particular law ceases, so does the Law itself”



Principle of natural justice is derived from the expression “Jus Natural” of the Roman law who believed that some legal principles were ‘NATURAL’ OR self-evident and did not require a statutory basis. Natural justice is different from legal justice. Natural justice is justice in deed and truth whereas legal justice is justice declared and recognized by law and enforced by courts in accordance with the procedure established by law. Natural justice is based on technicalities of law following the procedure laid down by the Principles of Natural Justice. Two basic legal safeguards govern all decisions by judges or in quasi-judicial exercises are AUDI ALTERAM PARTEM (Right to be heard) and NEMO JEDEX IN PARTE SUA (No person should be judge in his own case). Principle of natural justice gives right to the person/s who is the subject of concern must know all the allegations in relation to his misconduct, he must get full opportunity to put their case and all parties to the complaint must have the right to be heard.



The first principle is nobody shall be a judge in his own cause or in a cause in which he is interested. This principle is more popularly known as the Doctrine of Bias. The person sitting in judgment should be independent and act unbiased. To instill confidence in the system, justice should not merely be done but seen to be done. “To hear the other side” is the second principle of natural justice is. This is necessary to have fair hearing and chance of cross examination is provided.

In India, the principles of natural justice are grounded in Article 14 & 21 of the Indian Constitution. The violation of these principles results in arbitrariness; therefore, violation of natural justice is a violation of Equality clause of Article 14.

Contributed by Mrs. Diksha Swaroop, Asst. Professor, SSR IMR, Silvassa

**“Online learning is not the next big thing, it is the now big thing.”**

**- Donna J. Abernathy**

### “Managing your Personal Finance”



The term Personal Finance refers to the manner in which you plan and invest your money. The financial decision and activities undertaken by you will leave an impact on your financial health. An adequate planning will help you to take care of all your future requirements without much to worry around. All you need is a financial map to track where your money goes. It's time when you need to learn to manage your money, keep the debts low and see your investments grow. Here are five tips to follow:



- **Start Early:** It is said “it's never too late to start savings”. The earlier you start your investments will get time to grow and the power of compounding will show its magic to help you earn higher. Compounding gives you the benefit of interest on interest. The sooner you start the more benefit you will derive from compounding as you will have to save less to reach to your long term goal.
- **Invest regularly and for a longer duration:** Investing should be made a regular practice. Alternatives like a Systematic Investment Plan or a Recurring deposit offer you the benefit of investing regularly. Also when investing into markets, an investor can get the benefits of averaging out the cost by regular investments. It gives the benefit of entering the market in different scenarios. It is the most disciplined way of investing and suggested by financial planners as well.
- **Invest in multiple instruments:** “It's wise not to keep all your eggs in a single basket”. It truly applies to investments. The risk and return associated to different class of securities differ. Hence, it is advised to invest in different classes of securities. This will reduce the risk of losing your entire corpus when market falls negative. An individual may invest min. 20% of savings into risk free or debt instruments.
- **Prepare your budget & Spend Mindfully:** Preparing your monthly or annual budget will help you to plan wisely regarding the expenses to come. This will help you to prioritize your spending as per your income level. It is also important to follow your budget this will lead to cutting down of unwanted expenses and you will be able to spend wisely.
- **Build an Emergency Fund:** Building an emergency fund is a wise step as it allows you to pay for all those uncertain and unplanned expenses that you may come across. The fund will provide relief for all those expenses not accounted for in the budget. Also it can be utilized in case the regular income stops. An average of three to six months of living expense can be kept aside as an emergency fund.

Rules of personal financial are like an effective tool that will help you to lead a comfortable life without worrying for the future. But it is equally important to build good habits towards savings and investment.

Contributed by Mrs. Natasha Nunes, Asst. Professor, SSR IMR, Silvassa

## Student Corner

### “Managing Technology and Innovation”



The management of technological innovation is both an art, as well as the science; the process involves the know – how and technological core skills to deliver the functionality on the one hand, and (with an ear on the ground) the ability changes in technologies to come up with new innovations on the other. This required as a result, frameworks, system tools, and the methodologies to improve the yield in innovations.



#### **Recent Trends in Technology:**

Technology has evolved to the greater heights and following are the recent trends:

- ▶ Artificial Intelligence (AI)
- ▶ Machine Learning
- ▶ Robotic Process Automation
- ▶ Edge Computing
- ▶ Virtual Reality and Augmented Reality
- ▶ Cybersecurity
- ▶ Block chain
- ▶ Internet of Things

The Technological enhancement has supported every walk of life. Right from Industries till the People's life, technology has played a leading role. The AI is doing a wonderful job right from service sector to people's personal life. The access to societal needs have experienced a big boost with development in Technology. While at one end the employment has a threat, however to the other end various means of employment is getting generated through technological advent. These innovations through the technological means need to be managed properly. The basic way of managing these technological innovations is to aim the usage pattern. The better it solves the problem & need, the better will be its support to mankind.

Contributed by Miss. Chandani Poria, Student MBA 2<sup>nd</sup> Year, SSR IMR, Silvassa

**“Anyone who stops learning is old, whether at twenty or eighty.  
Anyone who keeps learning stays young.”**

**— Henry Ford**

### “Frugal Innovations: Industrial Context”



Innovation is the kind process which creates the new idea with creativity. Innovation is also viewed as an application of better solutions that meet the new requirement and the demand of the market. In a business, innovation often results when the company applied the idea in proper order to further satisfy the need and expectation of the customer. The entrepreneurs are the ones who are willing and able to transform the Ideas into innovation. Frugal



innovation originates from the word frugal engineering. It is the process of reducing the complexity and the production of goods. Frugal innovation responds to the limitations of the resources. In the simple term frugal means doing more and more with less resources and the term frugal comes from the word fungi means “economical”. The Market today experiences a huge scope of innovations. The consumers witness the frugal innovations in almost all sections of their consumption. The innovations in Consumer durables, Mobile Cell Phones, Education sector, Banking & Insurance services, Transport services etc. all signals a good amount innovative initiatives.

In Indian context the frugal innovations usually gets reflected through “Jugaad Technology” which means creating an idea with the smart way and fix the specific problems. Many of the entrepreneurs are adopting frugal innovation to unforeseen the situation in an intelligent way. The Industrial policy in the Nation is developing and promoting the budding entrepreneurs. The Start Up India is good success with the main objective being to promote entrepreneur, and Start-up ecosystems. According to industrial Policy Start-up is that Organisation which is established not prior than 7 years (Biotechnology start-up not prior than 10 year) and the turnover of these Organisations must not be more than 25 crores per year. Start ups do accommodate the innovative practices so as to establish themselves as a new & innovative product provider. Sense of Frugal Innovations shall certainly take the industry to a greater height.

**Contributed by Miss. Anjali Mishra, Student MBA 1<sup>st</sup> Year, SSR IMR, Silvassa**

# IMR's Extracurricular

## Business Analytics Workshop:

SSR IMR's MBA 2nd Year students had a learning opportunity by attending the Two days workshop on Business Analytics conducted by MakeIntern.com in association with IIM Bangalore Event. The Trainer **Mr. Kushal Sharma** from Pune kept the students engaged for two days. The massive learning from the workshop was types of analytics, understanding Data technologies, elementary training on R & R studio and Tableau software. As part of the process, 5 students namely **Nikhil Yadav, Umang Patil, Krushang Thakor, Babita Thakur and Anjali Tank** shall represent the Institute at IIM Bangalore to compete in the National B-Plan Competition. During the workshop the efforts of **Chintan Prajapati** and **Sagar Patel** was also appreciated.



## Green Initiative:



SSR IMR, Silvassa under the aegis of IQAC has participated in the Green Initiative during the 1st week of August 2019. The initiative was promoted by the apex statutory body AICTE, New Delhi as part of the “One Student, One Tree” campaign. This noble effort got students acquainted to environment protection values and gained maturity towards safe guarding the Nature.

## Patriotic Week @ IMR:

SSR IMR celebrated Patriotic Week from 13<sup>th</sup> August to 17<sup>th</sup> August on the occasion of 73<sup>rd</sup> Independence Day. During the week the **Assembly** activity was conducted on the theme Patriotism. The students presented speech, thoughts, and conducted Quiz during the assembly activity. 14<sup>th</sup> August 2019 was celebrated as Patriotic Day on the theme “**GREEN ENVIRONMENT**”. Rangoli competition was organized for the students of SSR Campus and slogan competition for the students of MBA. There were 17 groups who participated in Rangoli competition.



## Sadbhavana Diwas:



SSR IMR celebrated Sadbhavana Diwas on 20<sup>th</sup> August 2019. Sadbhavana Diwas is celebrated on 20 August every year to commemorate the birth anniversary of former Prime Minister Shri Rajiv Gandhi. This day is observed to encourage the national integration, peace, affection and communal harmony among the Indian people of all religions. 'Sadbhavana' in English language means goodwill and bonafide. During this day, the assembly activity was

dedicated towards national Integration, wherein the students presented their thoughts in the form of speech.

## Hindi Pakhwada Competition

Hindi Pakhwada competition in the Union Territory of Dadra & Nagar Haveli was held from 29<sup>th</sup> August to 12<sup>th</sup> September 2019 in view of Hindi Divas on 14<sup>th</sup> September. Students of MBA II as well as faculty of SSR IMR participated in various competitions like essay writing, elocution and group song. It was proud moment for all as various prizes were won in each category.



## Teacher's Day Celebration:



SSR IMR Celebrated Teacher's day on 5<sup>th</sup> September 2019. A teacher is a person who helps others to acquire knowledge, competences or values. They inspire, motivate, and play a vital role in the lives of everyone. SSR IMR celebrated Teachers Day with great enthusiasm and pride. The students express their gratitude towards the teachers by organizing a cultural program. The day was filled with mixed feelings of joy, happiness, entertainment and emotions. The students shared their love and respect with the teachers and made the day a special and memorable one.

## Journal Day Celebration:

SSR IMR Marketing Specialisation Students celebrated Journal Day on 6<sup>th</sup> Sept. 2019. As part of the Journal day celebration students were engaged in reviewing & presenting a recent research article from any marketing journal. Such exercises have the potential of developing strategic marketing acumen in students. The students from Batch 2018-20 performed well during the presentation session.



## Esperanza @ IMR 2019:



Students of MBA II organized Fresher's Party "ESPERANZA @ IMR 2019" to welcome the students of MBA I on 28<sup>th</sup> September 2019. The students expressed their feelings through dance, songs, poems, etc. Interactive games were organized for the juniors. The students of MBA II welcomed their juniors with outmost joy and happiness.

## Gandhi Jayanthi Event “Celebrating 150 Years of Mahatma”:

SSR IMR adhering to the IQAC Initiatives at the Institute and acknowledging the nationwide celebration of Celebrating 150 Years of Mahatma organised a “Know the Mahatma” session on 3rd Oct. 2019 whereby all the students MBA 1st & 2nd Year attended & participated in the discussion rounds and presented the thoughts of Mahatma Gandhi. The aim of the session was to provide a platform to the students to express their thoughts on the Father of the Nation- Mahatma Gandhi. As part of the event students presented Poem, thoughts and overall journey of Mahatma Gandhi.



## Ideation- Business Idea:



SSR IMR conducted the business idea contest “Ideation” on 19th October 2019 in association with the Centre for Innovation, Incubation & Enterprise, SPPU, Pune adhering to the guidelines of Savitribai Phule Pune University, Pune. The contest aimed at demonstrating business Idea Talent amongst students. 15 Teams participated in this contest among them 3 teams were shortlisted as winners by the judges of the day Mr. Snehal Rana, Partner - S Mart, Retail Chain & Mr. Jay Bhatt, Branch Manager, DCB Bank,

Silvassa. The selected top two teams will represent the Institute at Nashik Zone.

## Internshia@IMR:

SSR IMR organized Summer Internship Project Competition for the student of MBA – II, Internshia@IMR 2019 on 24th October 2019. The competition provided a platform to the students to present their projects and share their experiences. Students participated in the competition and presented their project.



## Constitution Day Celebration:



Celebrating the 70th Year of Indian Constitution Presentation & Poster Launch on 28th Nov. 2019 SSR IMR adhering to the IQAC Initiatives at the Institute and acknowledging the nationwide celebration of 70th Year of Indian Constitution, conducted a Presentation on the theme of Indian Constitution. Poster with the theme of Indian Constitution was also launched by the MBA 1st Year Team and displayed on the Institute board. The Nation celebrates Constitution day every year on 26th Nov. and adopting the current move of the Government to celebrate the 70th Year of Indian Constitution, SSR IMR has also planned a set of activities. In this series a Pledge ceremony was held on 26th Nov. 2019 and the next activities were Presentation & Poster launch held on 28th Nov. 2019.



## PDP @ IMR

IMR students experience Personality Development Programme (PDP) on regular Intervals. Massively these sessions are conducted in-house by the Faculty team

Sr. No.	Theme of the session	Name of the Instructor / Resource
1	Meditation	Mr. Somnath Bava
2	Psychometric Test	Mrs. Diksha Swaroop & Mr Somnath Bava
3	Strength Matrix & Areas of Improvement	Dr. Rajesh K. Pandey
4	Mind Sharpening & Memory Enhancing Technique	Mr. Mohammad Bilal
5	Behaviour Modelling through Motivational videos	Mr. Amar Vangad
6	Brainstorming	Mr. Mohammad Bilal & Mrs. Diksha Swaroop
7	Business Plan Orientation	Dr. Rajesh K. Pandey
8	Library E-Resources Awareness Session	Mr. Somnath Bava
9	Presentation on Corporate Leaders	Mr. Rajesh K. Pandey & Mrs. Natasha Nunes
10	Resume - Objective Statement	Mr. Amar Vangad
11	SWOT Analysis	Dr. Rajesh K. Pandey
12	Resume Writing - Skill	Mrs. Diksha Swaroop
13	Case Study Writing	Dr. Rajesh K. Pandey

### **Mentor – Mentee Session**

In addition to the Guest sessions from Industry Representatives and In-house PDP sessions, The IMR faculties had a good Mentor – Mentee Interaction & guidance provided to the students.

## Guest Lectures & Seminars @ IMR

Sr. No.	Name of the Guest	Speaker Credentials	Theme of the session
1	Mr. Aniruddha Panchal	HR Head, Huber Group, Vapi	Importance of Skill development
2	Mr. Ashish Parekh	NJ Solutions Vapi	Tally Orientation
3	Mr. Abhijit Mitra	AGM, Torrent Pharmaceutical Ltd., Mumbai	Motivational Talk
4	Mr. Tarang Shah	Partner, SUN ARC Energies Valsad	Entrepreneurial Competencies and Challenges
5	Dr. Pankaj Sharma	PRO, SSR Memorial Trust	Interpersonal Skills
6	Mr. Aslam Charania	Mastermind, Surat	Entrepreneurial Talk- Entrepreneurship Charms & Challenges
7	Mr. Hemant Bari	HR Representative, HPPL, Silvassa	Training Need Assessment
8	Mr. Sumodh Sarangi	HR Manager, Gulf Oil Lubricant India Ltd.	Training Need Assessment
9	Mr. Ketan Rathod	VBCH Team	Guidance and Counselling Session (Sickle Cell)
10	Mr. Sagar Hosurkar	CEO, Colour India, Vapi	Entrepreneurship Overview & Entrepreneurship as Career Option
11	Mr. Limesh Parekh	CEO Enjay IT Solution Ltd. Bhilad	Designing Your Life
12	Mr. Jay Bhatt	Branch Manager, DCB Bank	Performance Evaluation Parameters for Banks
13	Mr. Zubin Todiwala	HR Head, Reliance Ind. Ltd., Silvassa	Human Resource Management
14	Mr. Nainesh Mutha	Professor, ABS, Nashik	Digital Business
15	Mr. K. R. Sekhar	Bayer Vapi Private Limited, Vapi	Motivational Talk on Employability Skills
16	CS Neelabh Kaushik	Entrepreneur IMR Alumni Batch 2008-10	IT Act 2000
17	Mr. Abhisek Rane	HR - Rehau Polymers Pvt. Ltd. IMR Alumni Batch 2010-12	Recruitment, Selection and Interview

## Conference/ Research Papers / FDP - Jul'19 to Dec.19

Sr. No.	Name of the Faculty / Student	Title of the Research Paper / FDP	Place
1	Dr. Praveena Muley	FDP on Bloom's Taxonomy and Orientation on MBA revised curriculum 2019 CBCGS & OBE Pattern	SSR IMR, Silvassa
2	Dr. Rajesh K. Pandey		
3	Mrs. Diksha Swaroop		
4	Mr. Mohd. Bilal A. Bhada		
5	Mrs. Natasha Nunes		
6	Mr. Amar Vangad		
7	Dr. Rajesh Kumar Pandey	A case study on Corporate social responsibility (CSR): perspective & dilemma	Karaikudi, Tamil Nadu
8	Mr. Somnath Bava	Marketing & Promotion of Library & Information Services	Anand
9	Dr. Rajesh Kumar Pandey	Gandhian Way of Conflict Resolution	Gandhinagar
10		A case study on Women Employment: perspective & dilemma	Jaipur
11		Model Higher Education Territory UT of DNH- A Case Approach	Peth, Maharashtra
12	Mr. Amar Vangad & Mr. Anand Agarwal	A study on Impact of Annual Results Announcement on Share Prices of Selected Companies listed on National Stock Exchange (NSE), India	IJRAR
13	Dr. Rajesh K. Pandey & Mr. Ansar Kaliya	Customer Relationship Management ((CRM): Perspective & Fundamentals	IILM, Gurugram
14	Miss. Riya Agrawal	A Study on Corporate Social Responsibility- Overview, Issues & Challenges	Karaikudi, Tamil Nadu
15	Miss. Dhvani Bhanishali	A Study on Customer Satisfaction With Special Reference To The After Sales Services Experienced By The Customers	Jaipur
16	Miss. Mitul Panchal	A Study on Time & Motion Study	Jaipur
17	Mr. Sachin Ahir	A Study on Employee Relations	Peth, Maharashtra

**“Research is the highest form of adoration”**

*— Pierre Teilhard de Chardin, French Philosopher*

**SSR Memorial Trust**, a self financed charitable Trust started with a mission to promote education towards excellence and education for all. **The Institute of Management & Research (IMR)** is the latest feather in the SSR Memorial Trust's cap, operational since 2008-09. The Institute is permanently affiliated to **SAVITRIBAI PHULE PUNE UNIVERSITY (SPPU)** and approved by AICTE, presently running the Two years' Post Graduate Programme '**Masters in Business Administration (MBA)**'. The Institute enjoys the uniqueness of being affiliated to a University of repute and it is privileged to find its existence amidst a huge Industrial belt at Dadra & Nagar Haveli. The University Results, Teaching quality, overall personality development of students and great assistance with placement makes the Institute stand tall in this ever increasing competitive professional world. The Institute is working with a vision for its academic excellence, research contribution, creative ability and innovation.



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