

SSR IMR NEWS LETTER

JAN'2021 TO JUN' 2021 VOL. XV

From Director's desk



SSR IMR wishes all our readers a wonderful health and life prosperity. We continue with our aim of meeting educational excellence. Amidst this global pandemic the Institute had progressed with Online Education & every possible developmental activity for our students. The current edition focuses on the highlights of the activities at IMR and its involvement in the literary activities. The Institute is glad to state that the Faculties & Students have utilized the Pandemic time in working upon self development. Literary exercise like Research Paper Presentations, completing MOOCs, Certification courses etc. were the key highlights during this period. Also the much awaited MBA Batch 2020-22 started its Sem-I during this period. We aim for a term ahead with more development & shall certainly 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

Our Inspiration

Late Shri. Mohan S. Delkar
Founder Chairman, SSR Memorial Trust

Our Patrons

Shri. Abhinav M. Delkar
Vice Chairman, SSR Memorial Trust

Shri. Ajit Deshpande
Managing Trustee, SSR Memorial Trust

Dr. Pankaj Sharma
Public Relations Officer (PRO)
SSR Memorial Trust

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SSR
INSTITUTE OF
MANAGEMENT & RESEARCH

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NAAC 1st Cycle Accreditation "B+" Grade

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Intellectual Corner

Faculty Corner:

Wage Code 2019: A Paradigm Shift

The Code on Wages, 2019 was introduced in the parliament with the objective to amalgamate and streamline the four central labour enactments relating to wages, namely The Payment of Wages Act, 1936, The Minimum Wages Act 1948, The Payment of Bonus Act, 1965 and The Equal Remuneration Act, 1976. It is an attempt to transform the existing labour laws into more accountable and transparent laws aligned to the need of the hour.



Comparison of Existing Laws with the Code on Wages, 2019

| Existing Laws | The Code on Wages, 2019 |
|---|--|
| The Minimum Wages Act, 1948: Minimum wages are fixed by the appropriate State Governments for scheduled employments with more than 1,000 employees in the State. | Minimum wages will be paid to all employees. |
| The Payment of Wages Act, 1936: Applies to employees whose wages do not exceed Rs.24,000 per month. | Provisions regarding payment of wages will apply to all employees in both organized as well as unorganized sectors, irrespective of any such wage limit. |
| The Payment of Bonus Act, 1965: Applies to every establishment which has 20 or more employees, on any given day, in an accounting year, but is applicable only on those employees whose wages do not exceed Rs.21,000 per month. | Payment of Bonus will apply to employees whose wages do not exceed a monthly amount notified by Central or State governments |

National Minimum Wage/Floor Wage

| Existing Laws | The Code on Wages, 2019 |
|---------------|---|
| No provision | Central Government will fix National minimum wage /floor wage after taking into account minimum standard of living of workers. The State Government shall not fix minimum wage below the floor wage |

The Equal Remuneration Act, 1976:

| Existing Laws | The Code on Wages, 2019 |
|--|--|
| The Equal Remuneration Act, 1976: Prohibits gender discrimination in wage payment. Prohibits gender discrimination in recruitment, transfers, and promotions. | Prohibits gender discrimination in wage payment. Prohibits any form of gender discrimination in any of the 'conditions of employment'. |

The Code has taken progressive measures towards the simplification and fixing of the loopholes in the existing wage laws. The Code by bringing uniformity in definitions, measures for e-governance & transparency, accessible grievance redressal mechanism, right to appeal and composition of offences will lead to effective enforcement of wage laws.

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

Faculty Corner

Digital Transformation in the Financial Service Industry

Financial service industry is undergoing digital transformation in the current times.

Digitalization has disrupted the industry, hence the organizations have involved themselves into developing new digital savvy products and services in order to enhance the customer experience and satisfaction. Banks and Financial companies made transformation with the help of Fintech. Modern technology have supported



in providing wide range of products and services to enhance customer experiences. Financial service companies do operate in a complex and regulated surrounding which demands the organizations to digitally manage its operations along with meeting the expectation of related parties. Financial companies are currently investing into robotics, artificial intelligence, Internet of things and Blockchain technologies. Banking and financial companies deal with a huge amount of data. Fintech makes it easier to process the data and operate efficiently. As per a research conducted by Deloitte, 90% of the financial services company have been disrupted as a result of digitalization. (Garth Andrus, 2016). The use of digital DNA helps to firms to improve employee experience while providing services to the clients. The digital DNA includes agility, collaboration, distributed organizational structure, Bold risk appetite. The firms need not go through a complete turnaround rather adopt the digital DNA one by one and perfecting it in the organization.

Chart 1: Strength of Digital DNA attributes in FSI firms

The numbers represent the mean score or relative strength on a scale of 1-5, with 1 being the lowest



Source: 2016 MIT Sloan Management Review; Deloitte Digital's global study and Deloitte Center for Financial Services analysis.

Deloitte University Press | dupress.deloitte.com

The above chart is a result of a profiling exercise done by Deloitte to understand the differences in the Digital DNA strengths of various financial organizations. The result involved into dividing the firms into three cluster on the basis of cluster analysis. Evolving adapters include organizations that have incorporated DNA attributes by leveraging digital technologies. The enthusiastic progressives includes organizations that are ahead of the evolving adopters and are investing into building new products and services and are ready to accept new challenges. The experiential drivers include those who have accepted the transformation and have become digitally equipped. Financial service firms have continuously invested in digital technologies in order to survive in the industry and provide delightful services to the customer. The industry has created new profiles for the present finance with techno accounting skills.

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

“At the end of the day, customer-centric fin-tech solutions are going to win.”

– Giles Sutherland, Author & Journalist

Student Corner:

Covid and Future of Professionals

The outbreak of COVID-19 has forced professionals to accept virtuality as the new reality and adapt to newer ways of working quickly. Though the pandemic has costed numerous lives, it has been an eye-opener for the various profession. This has been in terms of building strong virtual teams, adopting new technologies, thinking creative ways of client onboarding and engagement, and enhancing service offerings as well as skill sets to stay relevant in an environment that is extremely uncertain and constantly changing. Besides these growth strategies, it is extremely important for professionals to think about the safety and security of their staff members. Given the lockdown measures adopted by the government, it becomes extremely important for firms to be comfortable with new working models like work from home, flexible working hours, and alternate shifts in office. COVID has impacted the workplace with the future of work changing rapidly. The human interaction element has been reduced from the equation, and customers have adapted to that. We can see that meeting in a professional office was the primary way of meeting with suppliers. However, perception has shifted, and meeting in smaller areas outside of an office or even online has become a widely accepted way of conducting business in the future of work.



This could reduce the human element involved in transactions and business deals. This could be received positively, as consumers and suppliers alike do not have to commute to one another, saving time and making deals easier and more manageable in the future of work. Negatively viewed, if we see the reduction of the human element in these types of dealings, this could result in job losses, due to the diminishing need of suppliers greeting consumers in the future workplace. The shift in workplace trends brought about by COVID, by providing Virtual Offices, Meeting Rooms, which may assist your business In transitioning into what seems to be the new age of working out of the traditional professional office. Virtual Offices are a great way to work from the comfort of your own home, and supported with all the benefits of a premium address in your local city.

But then the increased use of technology may create a “humanitarian crisis” for workers. Post-COVID, professionals will face a challenge of reducing the negative impacts of tech at their workplace. Job

seekers will flock to the companies that prioritize empathy in the workplace and in the recruiting process. One way you can balance humanity and tech is by being mindful about where you automate. Technology can make things easier, but it should ultimately help employees excel in their job, not replace team members. Similarly, automation shouldn't erase personalization when recruiting, as top talent will want to work with the team that shows they care. Remote work and digitization are two major trends in workplaces in general, that will continue for years post-COVID. Implementing new tech—including automation and communication tools—can help you working more effectively and efficiently. But as you embrace tech, don't forget that your staff, customers' colleagues and partners are human, too. Make diversity, inclusion, and empathy a priority while you're shifting to modern working processes.

Contributed by Miss. Vaishnavi Kadam, Student MBA 2nd Year, SSR IMR, Silvassa

Student Corner:

Covid and its pros and cons on Education

The impact of pandemic COVID-19 is observed in every sector around the world. The education sectors of India as well as world are badly affected by this. The outbreak of COVID-19 has advised us that change is inevitable. Covid 19 made us to use the technology to impart the education. Covid and its impact on education are discussed in this article. The times that have been never dreamt of, which blow around the globe, leaving no space untouched. It has certainly have left a very memorable impact in the field of education. By the end of March 2020, the pandemic was everywhere, resulting in the closure of most of the schools, colleges and universities in India. To fight back the disruption and damage, educational institutes across the country embraced the digital mode of education as a solution to fill the gap left by classroom teaching. The digital education in India came to picture and is now increasingly getting one of the most popular way of teaching. Every situation has to two faces so does covid. The positive and negative aspects. But it is more of course then blessing to education.



So, lets began with the cons

- No access of gadgets, internet to poor class and rural people.
- Educational activity hampered.

- Monotony and boredom among children.
- Untrained teachers/students for online education.
- No access of library makes student depend on online notes.
- Disturbs physical and mental health.
- Impact on employment.

It's not all negative though, let's see the positive impact

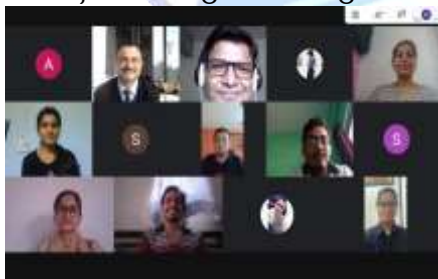
- Diverse method of Teaching and Learning.
- Many digital initiatives taken by MHRD like diksha, e-path Shala
- Market demand for EdTech players.
- Global education and worldwide exposure.
- Advancement in the technology side of education.
- Encouraged students and teachers to become techno savvy.
- More use of soft copy leads to record sustainability.

Contributed by Miss. Janvi Bhanushali, Student MBA 1st Year, SSR IMR, Silvassa

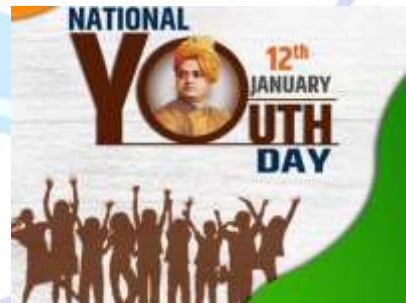
IMR's Extracurricular

National Youth Day Celebration

SSR Institute of Management & Research, Silvassa celebrates the National Youth Day on 12th January 2021 with the objective of youth being aware about great monk Swami Vivekananda & his life and implementing his thought in their life. Institute organized



“Elocution Competition (virtual)” on the theme of *“Channelizing Youth Power for Nation Building”* Total 23 students of SSR Colleges had registered for the competition. National Youth Day celebration ended with distribution of e-certificate of Participation and Winners



Poetry Competition

On the occasion of *72nd Republic Day*, SSR Institute of Management & Research, Silvassa had organised Poetry Competition. The event was organised on 25th January 2021 through online mode. A Total of 17 students from the SSR Campus participated and presented their poetry. The competition was held in two different English and Hindi languages on the theme "*Patriotism*".



Union Budget – 2021 Session for Students @ IMR



SSR Institute of Management & Research, Silvassa puts every effort to keep the students abreast with applied knowledge and recent updates from economy. For the Finance Specialization it is a custom at the Institute to have a Live Budget Streaming for the students. Every year on the budget announcement day the session is planned wherein students along with the faculty witness live Union Budget speech of the Hon'ble Union Finance Minister of India. The students also

have recapitulating session post budget announcement. **1st Feb. 2021, The Union Budget Speech by Smt. Nirmala Sitharaman the Hon'ble Union Finance Minister of India**, was live streamed through Google meet and You Tube channel of Republic TV for the students of IMR.

MBA 1st Year E-Orientation Programme Batch 2020-22

SSR Institute of Management & Research, Silvassa organized two days *E-Orientation* program for the *Batch 2020-22* from 8th February to 9th February 2021. The massive aim of the orientation was to get the students conversant to the culture of Institute and get inducted to the Two years MBA curriculum. The induction started with University anthem followed by Institute, Faculties and Committee's Introduction. Students introductory round was conducted along with *Behaviour Modelling, Library Orientation, Do's & Don't of online classes and Subject orientation*. **Mr. Partha Pratim Pal's** session on "*What Corporates Expects from Professionals*" was icing on the cake. It was an exemplary session with lot of take away for students.



Green Initiative 2021

SSR Institute of Management & Research, Silvassa under the aegis of IQAC has participated in the Green Initiative during the 1st week of March 2021. The initiative was promoted by the Institute as an effort towards protecting the environment. IMR Students very enthusiastically participated in the initiative and made it a huge success. Mankind has this noble responsibility of protecting the Mother Nature.

We are glad that our students contributed in the initiative with the best of their commitments by planting the trees in the campus and around the city. This noble effort got students acquainted to environment protection values and gained maturity towards safe guarding the Nature.



International Women's Day Celebration



SSR Institute of Management & Research celebrated the International Women's day on 8th March 2021. This event is a customary at IMR and hosted by the male staff members. The Female staff members at the Institute were humbly presented the token of respect from the entire Institute. At this occasion, the female staff expressed their feelings & gratitude. The event concluded with a constructive talk on working together with equal footing for the betterment of the Institution and the Society.

Aazadi Ka Amrut Mahotsav

SSR Institute of Management & Research conducted a series of activities under the aegis of "*Aazadi Ka Amrut Mahotsav*" an initiative of Government of India at the Institute from *13th March, 2021, Saturday IST 11.00 am, with the launch ceremony till 5th April 2021*. The inaugural ceremony was initiated by the cultural head at the Institute sharing the motto of Gol initiative's for celebrating 75 years of Indian Independence. The entire list of activities consisting of Guest Session, Essay Writing, Presentations on Freedom Movements, Freedom Fighters and Historical places in the UT were conducted offline as well as online through the Google meet platform.



Marketing Strategy Day



SSR Institute of Management & Research Marketing Specialisation students- **Marketing Sparklez** celebrated the Marketing Strategy Day across 4th & 5th June 2021. The motto was to get acquainted to Marketing Strategies and its implications. The event was categorised into two parts. On day 1, Institute's **Alumni Mrs. Sonam Marfatia Wani (Batch 2008-10)** interacted with the Students. She is founder of **YouTube Channel The Table Delights**. The Marketing Sparklez were entrusted with the case of strategising the way forward for Sonam's YouTube channel. Students presented their strategic plan which was very

well deliberated during the session. On Day 2 Marketing Sparklez presented Marketing strategies of various Companies and Institute's **Alumni Mr. Rizwan Qureshi (Batch 2012-14)** judged the performance of the students.

World Environment Day 2021



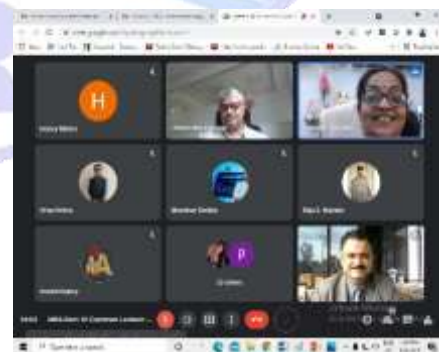
SSR Institute of Management & Research, Silvassa under the aegis of IQAC has celebrated the World Environment Day on 5th June 2021, to imbibe the sense of our responsibility towards protecting the environment. Under this initiative **Quiz, Poster making and Tree plantation activities** were carried out. Poster making and Tree plantation were for IMR students only



whereas Quiz was open to students from other colleges as well throughout India. Within a stipulated time frame of 10 AM to 5 PM 330 Participants appeared for the Quiz and IMR students very enthusiastically participated in the poster and tree plantation initiative and made it a huge success.

Ethos Day Celebration

SSR Institute of Management & Research's **Start Up & Innovation cell** under the aegis of IQAC celebrated the **ETHOS day** on 8th Jun '21. The aim of Ethos day celebration was to sensitize students towards Culture & Ethics. As part of the event the MBA 2nd Year Sem IV students had the opportunity of experiencing a session on **Business Ethics** by **Mr. Aniruddha Panchal, VP HR, Huber Group, Vapi**. The Session-2 comprised of the Student Presentations on various scams & issues in recent past and a video show. Altogether the Ethos day was a good learning opportunity for the students.



MBA Sem-II Orientation: Batch 2020-22

SSR Institute of Management & Research's 1st Year Sem II Students of Batch 2020-22 experienced the Orientation Session virtually on 12th June 2021. Institute's Director Dr. Praveena Muley addressed the students at the start of the day and congratulated them on their Sem I success & wished the students for a further successful Sem II. The agenda further comprised of Sessions by Industry Representatives and Academic Orientation. Shri. Hemchandra Panjekar, Head HR, Meril Life Sciences, Bilakhia Group, Vapi, Gujarat enlightened the students with his thoughts on the theme "Career & Employability". The next session was by CA Chintan D. Shah, Chintan D. Shah & Associates, Umbergaon, Gujarat and the speaker engaged the students on the theme "Expectation of Industry from MBA: Way Forward". Both the sessions were well received by the Students and the future prospects on motivational grounds were certainly inspiring.



International Day of Yoga 2021

SSR Institute of Management & Research, Silvassa under the aegis of IQAC has celebrated the International Yoga Day on 21st June 2021. The Institute had organised an expert session by Shri Vinod Sharma, State coordinator for Patanjali Yog Samiti, Bhavnagar. The session was based on this year's theme for International Day of Yoga "Yoga for Wellbeing". The speaker shared the importance of yoga in today's stressful society and emphasized on the power of Yoga to restore physical, mental and spiritual wellbeing. Various asana were demonstrated to increase the respiratory power of an individual. This session has laid importance of yoga in the lives of individuals in co-relation to the modern-day society that we are living in. The faculties and students of SSR IMR also participated in the Yoga session conducted by SSR Memorial Trust at 7:00am through online mode



"An investment in knowledge pays the best interest"

– Benjamin Franklin, American Polymath

PDP @ IMR

IMR students experience Personality Development Programme (PDP) on regular Intervals:

| Sr.No. | Theme of the session | Name of the Instructor / Resource |
|--------|---|--|
| 1 | Project Finance & Subsidies | Mr. Satendra Sharma Ex Banker Representing Ladha Advisor Pvt Ltd Vapi |
| 2 | Preparing for Corporates- The Next Move | Ms. Aparna Srikanth HR Head Appsysian Bengaluru |
| 3 | What Corporates expects from professionals | Mr. Partha Pratim Pal Author & Career Coach Mumbai |
| 4 | Information Security - Orientation | Dr. Rajesh Kumar Pandey Associate Prof SSR IMR Silvassa |
| 5 | Orientation on Human Rights | Dr. Rajesh Kumar Pandey Associate Prof SSR IMR Silvassa |
| 6 | Book Review Competition | Mr. Somnath Bava Librarian, SSR IMR Librarian, SSR IMR |
| 7 | SWOT Analysis | Dr. Rajesh Kumar Pandey Associate Prof SSR IMR Silvassa |
| 8 | Orientation on Insurance | Mr. Sachin Joshi Liberty Insurance, Mumbai |
| 9 | Human Resource Management Specialization Orientation | Mrs. Diksha Swaroop Asst. Prof, SSR IMR Silvassa |
| 10 | Operations & Supply Chain Management Specialization Orientation | Mr. Mohd Bilal Bhada Asst. Prof, SSR IMR Silvassa |
| 11 | Financial Management Specialization Orientation | Mrs. Natasha Nunes Asst. Prof, SSR IMR Silvassa |
| 12 | Specialization Orientation Business Analytics | Mr. Amar Vangad Asst. Prof, SSR IMR Silvassa |
| 13 | Specialization Orientation Marketing Management | Dr. Rajesh Kumar Pandey Associate Prof SSR IMR Silvassa |
| 14 | Case Review Session | Mr. MV Pranjali Armed Force, Bengaluru |
| 15 | Financial Literacy | Mr. Manohar Purnik Financial Education Counselor ICICI Foundation for Inclusive Growth, Vadodara |

| Sr. No. | Theme of the session | Name of the Instructor / Resource |
|--|---|--|
| 16 | Mock Interview | CSB Bank Personnel CSB Bank Vapi & Silvassa |
| 17 | Career & Employability | Mr. H Panjekar Head HR Meril Life Sciences Vapi |
| 18 | Expectation of Industries from MBA: Way Forward | CS Chintan Shah, Chintan Shah & Associates Umbergaon |
| 19 | Significance of Yoga in life | Shri Vinod Sharma Patanjali Yog Samiti, Bhavnagar |
| 20 | Orientation on LinkedIn | Mr Mohd Bilal A. Bhada Asst. Prof, SSR IMR Silvassa |
| 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. | | |

“There is no greater joy or greater reward than to make a fundamental difference in someone’s life.”

-Mary Rose McGeady

Seminars @ IMR

| Sr. No. | Name of the Guest | Speaker Credentials | Theme of the session |
|---------|----------------------------|--|---|
| 1 | Mr. Ajay C Bhayani | Director Security, Ambisure Technologies | Information Security- System & Application Security |
| 2 | Ms. Pooja Karekar | IIM & HRD Sai Balaji, Pune | Orientation to Digital Business Course |
| 3 | Dr. Vrushali Y Ahir | Asst Prof MGV's IMR Nashik | Orientation to Digital Business Course |
| 4 | Dr. Rajeev Singh | Principal SSR ACS, Silvassa | Entrepreneurial Competencies |

| Sr. No. | Name of the Guest | Speaker Credentials | Theme of the session |
|---------|--------------------------------|---|---|
| 5 | Mr. Rishikesh Kumar | Asst Prof SBPIM, PUNE | Marketing Segmentation, Targeting & Positioning |
| 6 | CS Neelabh Kaushik | ACS,CMA,LLB,MBA, EAC Management Consultant LLP | Information Technology Act & IPR |
| 7 | Mr. Gurudutt Shenoy | Partner in Set Connect Inc Bengaluru | Consumer Behaviour |
| 8 | Dr. Anil Kumar Mishra | CHRO Magicbricks, New Delhi | Leadership Lessons |
| 9 | Mr. Satendra Sharma | State Chief Secretary Gujarat | Human Rights- An Insight |
| 10 | Mr. Limesh Parekh | CEO, Enjay IT Solution Bhilad | Information Security- An Insight |
| 11 | Ms. Sonam Marfatia Wani | Founder, The Table Delights (Youtube Channel) | Marketing Strategies- Case of The Table Delights |
| 12 | Mr. Aniruddha Panchal | VP- HR, Huber Group Vapi | Ethos day: Sensitization towards Culture & Ethics |
| 13 | Mr. Manish Nair | International Business Developer Kamal Steel Ltd Tanzania (East Africa) | Marketing Strategies |
| 14 | Dr. Ranjith Krishnan | Head- APU, NISM Mumbai | Corporate Social Responsibility: Virtual Conclave |

“I am no longer accepting the things I cannot change. I am changing the things I cannot accept.”

- Angela Davis

Conference/ Seminars/Research Papers

Jan '21 to June 2021

| Sr. No. | Name of the Faculty / Student | Title of the Research Paper | Place of Presentation / Publication Journal |
|---------|---|---|---|
| 1 | Mrs Diksha Swaroop & Dr (Prof) Rakesh S Patil | A study on Performance Management System: Review of Literature | Shodh Sarita, Lucknow |
| 2 | Dr. Rajesh K. Pandey | Ease of doing Business: Constructive Standpoint | Shodh Sarita, Lucknow |
| 3 | Mrs Natasha Nunes & Dr. Shweta Bhosale | A study on literature review on Performance of Self Help Groups in India | Shodh Sarita, Lucknow |
| 4 | Mr. Mohd. Bilal A. Bhada & Dr. Deepak T. Khairnar | A Study On The Critical Success Factors In Effective Implementation Of World Class Manufacturing Practices | Shodh Sanchar Bulletin, Lucknow |
| 5 | Mr. Mohd. Bilal A. Bhada & Dr. Deepak T. Khairnar | A Study On World Class Manufacturing Status In Selected Manufacturing Organizations Of Dadra And Nagar Haveli | Shodh Sarita, Lucknow |
| 6 | Dr. Rajesh K. Pandey & Miss. Urvi Radadiya | An Exploratory Study On Employee Retention & Organizational Culture | Shodh Sanchar Bulletin, Lucknow |
| 7 | Dr. Rajesh K. Pandey & Miss. Pranjali Singh | An article on notion & implication of HR 4.0 and the Way Forward in HR Management | IJSSR, Nashik |
| 8 | Mr. Bava Somnath Ganeshnath | The Changing Role of Collection Development in Academic Libraries in the Digital Era | Brainware, Kolkata |
| 9 | Dr. Rajesh K. Pandey | An Article On Entrepreneurship As The Catalyst To Aatma-Nirbhar Bharat | IMDR, Pune |
| 10 | Dr. Rajesh K. Pandey | Entrepreneurship: Concept, Avenues & Prospects | Nitya Publication, Bhopal |

| Sr. No. | Name of the Faculty / Student | Title of the Research Paper | Place of Presentation / Publication Journal |
|---------|-------------------------------|---|---|
| 11 | Mr. Bava Somnath Ganeshnath | Use of Social Media to promote Academic Library Services | IJSSR, Nashik |
| 12 | Miss. Bansari Kapdi | Research Paper Presentation on A study on Entrepreneurship Opportunities with special reference to Aatma Nirbhar Bharat Campaign of Indian Government | IMDR, Pune |
| 13 | Miss. Sweety Shivarkar | Research Paper Presentation on A Study on Redefining Human Resources Policies During Covid-19 | SRJIS, Pune |
| 14 | Miss. Pranjali Singh | Research Paper Presentation on Indian Ethos & Values at Vedanta Ltd.: A Case Approach | SRJIS, Pune |
| 15 | Miss. Honey Mistry | Research Paper Presentation on A study on Employee Motivation with reference to selected companies in and around Vapi | SRJIS, Pune |

"Research is creating new knowledge."

~ Neil Armstrong

MOOCs @ IMR

The IMR Teachers, Librarian and Students have actively completed MOOCs of various MOOC providers including Swayam Courses, Udemy, Coursera etc. Till date the tally has reached to 76 MOOCs and IMR is all set to hit a century of MOOCs in the coming Term.

| Category | Number of MOOCs |
|----------------------|-----------------|
| Teachers & Librarian | 20 |
| Students | 56 |
| Total | 76 |

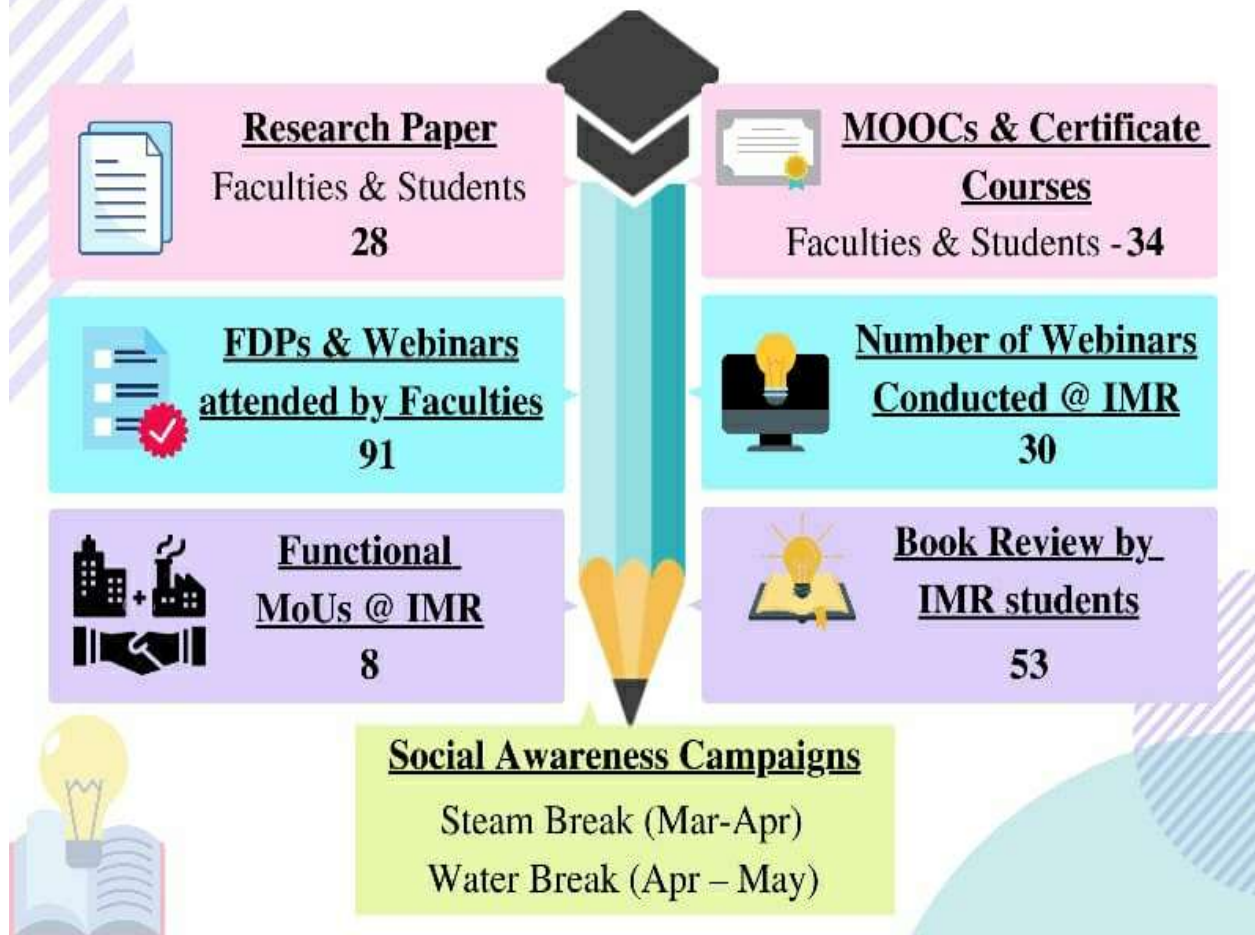


Institute Infographic



SSR IMR : 2020-21

SSR IMR, Silvassa experienced a successful journey during Academic year June 2020 to May 2021. The Year was full of academic challenges with Online Classes due to Covid-19, however amidst all the challenges, the IMR Team managed the academic sessions & extracurricular with utmost diligence. A glimpse of the achievements and the efforts during the Session 2020-21 is presented below:



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 NAAC Accredited Institute is affiliated to **SAVITRIBAI PHULE PUNE UNIVERSITY** 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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