

SSR IMR NEWS LETTER

JAN'2024 TO JUNE' 2024 VOL. XXI

From Director's desk



SSR IMR, committed to academic excellence, fosters student development through research, creativity, innovation, and positive attitude. We nurture entrepreneurial skills, ethics, and vision to prepare students for professional success. This newsletter highlights activities from Jan to June 2024, including Personality Development Programs (PDP), Functional Conclaves extracurricular activities, seminars, subject-specific guest sessions, field visits, Tour, placement activities, Researcher, MOOCs and industry collaborations to enhance employability.

Happy Reading!!

Editor-in-chief
Prof (Dr.) Rakesh Patil
Director, SSR IMR

Faculty Editor

Dr. Diksha Swaroop
Assistant Professor, SSR IMR, Silvassa

Our Inspiration

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

Our Patrons

Shri. Abhinav M. Delkar
Chairman, SSR Memorial Trust

Ms. Divita Delkar
Secretary, 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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Intellectual Corner

Student Corner:

The Rise of flat Organizational Structures

In today's dynamic business landscape, agility and innovation are king. To keep pace, many companies are rethinking traditional hierarchical structures and adopting a flatter approach. This trend, characterized by fewer management layers and empowered employees, is gaining significant traction.



Empowering Employees, Streamlining Decisions

Flat organizational structures break down the traditional pyramid, bringing decision-making closer to the ground level. With fewer approvals needed, employees have greater autonomy and ownership over their work. This fosters a more collaborative environment where information flows freely and problems are solved efficiently.

Boosting Innovation and Agility

The streamlined nature of flat structures allows for faster decision-making and increased responsiveness to market changes. Imagine a team encountering a customer concern - in a flat structure, they can quickly brainstorm and implement a solution without waiting for approval from layers of management. This agility paves the way for faster innovation and a competitive edge.

Challenges and Considerations

While the benefits are attractive, flat structures aren't a one-size-fits-all solution. Clear communication, strong leadership, and a culture of accountability are crucial for success. Additionally, roles and responsibilities need to be well-defined to avoid confusion and duplication of efforts.

The Future of Work?

The rise of flat structures reflects a growing shift towards a more empowered and collaborative work environment. As technology continues to evolve and the business landscape remains dynamic, we can expect to see this trend continue to shape the future of work.

Source: <https://www.usemotion.com/blog/flat-organizational-structure>

Contributed by Ms Tyagi Modh, Student MBA 2nd Year, SSR IMR, Silvassa

Student Corner:

Neobank: Transformation of Digital Banking

Technological advancements have brought a revolution in the finance sector, reshaping the way to access financial services. There are multitudes of innovations introduced in the finance sector, one such innovation is Neobank also known as challenger bank.

Neobank is a subset of fintech, which emphasises on providing seamless banking services through mobile application and online platforms, without having any physical branches. Neobank provides limited services which encompasses savings accounts, checking balance, payment, lending, etc. Neobank mostly collaborates with fintech companies to expand service offering. It has not been recognised as a bank by the Reserve Bank of India (RBI) and also does not regulate it, therefore it cannot be regarded as an actual bank. Neobank offers many benefits, but along with some of its limitations.

Benefits of neobank are:

1. Neobank does not have physical branches and less regulations thus reducing the cost of maintenance.
2. By leveraging technology it provides speed and smooth services to its customers.
3. Provides convenience to customers as accounts can be created easily using smartphones and online platforms.

Limitations of neobank are:

1. Do not have physical branches, hence lack of personal relation.
2. Provides limited services to the customers.
3. Operates fully on an online basis, hence prone to security issues.

Some of the Neobank in India are: InstantPay, Jupiter, Zikzuk, Mahila Money, Niyo, Freo, RazorpayX, Fi Money etc. Neobank has appeared as a competition to the traditional bank, attracting tech savvy customers and millennial. The growth of Neobank is supported by the widespread use of the internet and smartphones, as well as the development in digital infrastructure. As the fintech ecosystem evolves, it paves the way for further growth of neobank.

Contributed by Ms Anushka Giri, Student MBA 2nd Year, SSR IMR, Silvassa



Student Corner

Generation Z vs. Generation Alpha: Workplace Expectations, Values and Work Ethics

The workplace is constantly driven by the unique characteristics and values of each emerging generations. As Generation Z (born between 1997-2012) continues to establish itself in the professional world, Generation Alpha (born from 2013 onwards) is beginning to capture significant attention. Understanding the differences between these two generations is crucial for businesses to effectively adapt in this modern working culture. The **Generation Z** are grown up with smartphones and social media, is adapt at influencing technology for efficiency and innovation. They prioritize workplaces that embrace diversity, equity & inclusion, looking forward to work in an environment where they feel respected and valued. As far the entrepreneurial domain is considered they are driven by the desire for independence & creative freedom. The **Generation Alpha** are dominated by Artificial Intelligence and smart technology. **Gen Z** prefers hands-on experience and real-world application of their studies, often seeing internship and part-time jobs during their education. **Gen Alpha** are likely be deeply integrated with artificial intelligence driving towards personalised learning experiences and strong foundation in STEM fields. Enhanced access to information leads to earlier identification and cultivation of individual talent and efforts. **Gen Z** prefers flexible work arrangements including remote work and adaptable schedules, to maintain a healthy work-life balance. They are more active towards seeking opportunities for their growth and development, valuing employers who invest in their professional advancement. Prioritizes roles that aligns their personal values and make a positive impact on society. **Gen Alpha** expects workplaces to be equipped with the latest technology and tools to facilitate efficiency and creativity. They are more likely to demand eco-friendly practices and corporate responsibility from the employers.. The debate between **Generation Z** and **Generation Alpha** in the workplace highlights the dynamic nature of the future workforce. By understanding and embracing the unique attributes of each generation, businesses can create a thriving environment that harnesses the strengths of both the groups, leading towards innovation and success in the years to come.



Contributed by Miss. Ananya Bhansali, Student MBA 2nd Year, SSR IMR, Silvassa

Student Corner

Time Management: An Effective tool for the survival of Business Organisation

In Today's fast faced business environment, time is an exceptional amount a business person or Supervisor can't store it, lease it and get it. Time is a basic resource every administrator need to achieve the goals. Effective time management was been used for increasing the productivity of employee but today it's a necessity for the survival and growth of any organization. In Simple words Time management is the process of planning and controlling how much time one has to spend on specific activities. Good time management helps business to solve problem that arise in day-to-day operations without having an significant impact.



The Importance of Time Management in Business

Efficient time management ensures that employees and managers can prioritize their tasks effectively. By focusing on high-priority activities and minimizing time spent on less critical tasks, organizations can significantly boost productivity. As a result, more work can be done in less time, giving competitive advantage in the market. Time management allows for better planning and allocation of resources. When time is managed effectively, decision-makers have the necessary bandwidth to evaluate options, gather relevant data, and make informed choices. This reduces the risk of quick decisions that could negatively impact the organization. Businesses can reduce costs, reduce inefficiencies, and streamline operations by optimizing time. Unfortunately, using time productively can prompt burnout and elevated degrees of stress among representatives. A coordinated timetable takes into consideration a better balance between serious and fun activities, diminishing feelings of anxiety, and further developing general worker prosperity. As a result, morale rises and employee turnover decreases. The ideal conveyance of items and administration is vital to consumer loyalty. Project completion on time and prompt resolution of customer concerns are both assured by effective time management. This forms trust and faithfulness, which are fundamental for long haul business achievement. Business should Focus on Effective Time Management by: Optimizing Processes, Empowering Employee, Leveraging Data , Improving Customer Experience , Enhancing project Management , Optimizing meetings ,Creating productive workplace.

Contributed by Miss. Shital Kale Student MBA 2nd Year, SSR IMR, Silvassa

Change Management

Change is inevitable and so is the resistance to change. One focuses on change however what is more important is delivering that change to the minds of the recipient of change. Change Management entails the aspects of the evaluation of the present status, organizing the transition of situation and leading to a desirable future. Kurt Lewin through his Change Model Unfreeze – Change- Refreeze explains Change as a process & not a one go activity. At Organisation Change management is the process, tools and techniques to manage the people side of change to achieve the required business outcome.



Change Management has the potential for the Development of Organizations and effective Change



Management may lead the organisations to greater heights as stated by the theorists and academicians. It is imperative to emphasize on the role of the Change Management towards development of the Organisation.

The change management fosters innovation within organizations leading to the encouragement to both management and employee towards accepting innovation. The Organisations by mapping the change with overall objectives, they can avail the benefits of effective Change Management. It is essentially required to introduce change among employees with harmonious efforts in order to meet goal congruence. Change Management in Coordination with Goal Congruence leads to Organisational Development.

Contributed by :Dr. Rajesh Kumar Pandey, Associate Professor, SSR IMR, Silvassa

Emerging Trends in Finance

The dictionaries give various but alike meaning for the term 'Finance'. According to Cambridge dictionary "*Finance means the management of supply of money to corporate/personal/public finance*". Merriam-Webster gives meanings for the term 'Finance' in noun as: i. "*money or liquid resources of a government, business, group, or individual*", ii. "*The system that includes the circulation of money, the granting of credit, the making of investment, and the provision of banking facilities*", iii. "*The science or study of the management of funds*", iv. "*The obtaining of funds or capital*". While as a verb it is - i. "*to raise or provide funds or capital for or to furnish with necessary funds*", ii. "*To sell something to on credit*". The academia and practice will agree that; "***finance is an art and science of managing the money***".



Finance has recent origin according to I. M. Pandey, an author to the book Financial Management. It has its genesis in the subject matter of Economics. While studying the same from management perspective, finance is always seen with other functionals (i.e., Human Resource, Production, Marketing, etc) intertwined. Thus, this is how the finance had its early emergence.

With the changing economic-politico-socio landscape, finance has evolved in accordance. In recent times a few emerging trends in finance are *Developments in Corporate Finance and Financial Markets & Systems, Sustainable Finance, Supply Chain Finance, Behavioural Finance, Changes in Reporting Structures, New Investment Asset Classes, New age Banking, Environment Society & Governance (ESG), Technology in Accounting & Finance and Finance Research*.

Finance is at the centre stage of all, person, group, corporation, or the government unless devoid of material world. It is matter of concern to lead a mundane life, to do charity, to produce goods and services and further distribute them or to run a political campaign and govern a nation. Thus, for any persons this piece of information should be a check to what is happening in the finance world and further study to understand it a more from plethora of information available out there.

Contributed by Mr. Amar Vangad, Assistant Professor, SSR IMR, Silvassa

Faculty Corner

"Why Authentic Information is crucial in the Information Age?"

Today, information is an immense and easily accessible. However, the abundance of information has also led to a flow in misinformation, disinformation, and fake news. This has created a critical need for authentic information. Authentic information is accurate, reliable, and trustworthy, serving as the foundation for informed decision-making, knowledge acquisition, and effective communication.



Authentic information is essential in various aspects of life, including education, research, journalism, and personal decision-making. In education, authentic information helps students, staff and researcher to develop a strong foundation of knowledge, critical thinking, and problem-solving skills. In research, authentic information ensures the validity and reliability of findings, leading to groundbreaking discoveries and innovations. In journalism, authentic information enables reporters to provide accurate and unbiased news, maintaining public trust and informing citizens. In personal decision-making, authentic information empowers individuals to make informed choices about their health, finances, and well-being. The consequences of inauthentic information can be severe, ranging from minor inconveniences to life-threatening situations. Inauthentic information can lead to:

- Misinformed decisions, Spread of misinformation and disinformation
- Depreciation of trust in institutions and sources
- Harm to individuals and communities &
- Discouragement of democracy and civic engagement



sources like:

- Reference books like encyclopedias, Directory, Annual Report
- Peer-reviewed journals and academic publications

For the authentic information, we have to use authentic

Contributed by Dr. Somnath Bava, Librarian, SSR IMR, Silvassa

Results @ IMR

SSR IMR Results Sem I & III Term 2023-24

SSR IMR students have achieved good results in their Sem I & III Examinations held during Dec'23 to Jan 24. The Institute here in announces the Results of Sem I Batch 2023-25 and Sem III Batch 2022-24. The Academic performers (Toppers from respective Batch) were felicitated by the Guests at the Best Manager contest Event in the presence of Prof. (Dr) Rakesh Patil, Director, SSR IMR.

Academic Rankers of Sem III Batch 22-24

Academic Rankers of Sem I Batch 23-25

<u>Name of the Student</u>	<u>Rank</u>	<u>CGPA</u>
Ms. Gund Snehal	1	8.77
Ms. Prajapati Anjali	2	8.50
Mr. Padhyar Aditya	3	8.37

<u>Name of the Student</u>	<u>Rank</u>	<u>CGPA</u>
Ms. Bhansali Ananya	1	8.37
Ms. Kank Sneha & Ms. Giri Anushka	2	8.27
Ms. Patel Yukta & Mahima Patel	3	8.23



SSR IMR family wishes all the best to the Academic Gems @ IMR

IMR's Extracurricular

SPOTAL @ IMR 2024

Every year SSR IMR conducts SPOTAL@IMR (Interclass sports competition). This year "SPOTAL@IMR 2024" was conducted on 30th January, 2024 for year 2023-



24. The main objective of this event was creating sports awareness, team building skill and reduce education stress among the students. Participants from MBA first year and second year participated in team events like Cricket, Vallyball, Kho-kho, Carrom, and Three legged race as well as

Individual events like 100 mtr running, sack race, Lemon and spoon race, Chess, and Table tennis, demonstrating their sports skills as well as sportsman spirit. The event went smoothly with the coordination of the respective faculty coordinators and student's sports committee contributing to the best of their efforts to run the entire event successfully. The event was concluded with prize distribution to the winners of various events in presence of All Faculty Members of IMR and Director Physical

Annual Sports Meet 2024 at SSR Campus, Silvassa

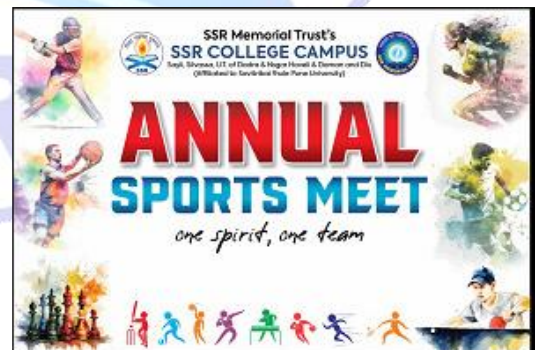
SS R Memorial Trust had fantastic opening of its Annual Sports Meet 2024 on 1st Feb. 2024 by the hands of the Chief Guest Shri. P. K. Jadia, Executive Secretary, Federation of Industries, Silvassa. The



Chief Guest inspired the students with his thoughts and expressed his best wishes to the participants for their performances. A wide coverage by media made the event a talk in the town. The Prize distribution ceremony was held on 3rd Feb 2024 at 02:00 PM by the hands of All

Principals, Director & Vice Principals at the Campus.

The students & the staff participated in various Track & Field events like 100 meters Sprint, Discuss Throw & Shot Put, various indoor games like Table Tennis, Carrom & Chess and various team games like Cricket (Boys & Girls both), Volleyball, Basketball and Tug of War.



National Level Management Fest ZEST @ IMR 2024



ZEST @ IMR 2024 is a National Level, an inter collegiate competition, was organized by SSR Institute of Management and Research (SSR IMR), Silvassa for the Undergraduate students on 27th and 28th of February 2024. The two days event comprised of six competitions namely *Dance competition, Best out of waste and Ad Mad* held on 27th February and *Singing*



competition, Fashion show competition and Quiz competition organized on 28th February 2024. Event attracted around 154 students from various colleges of the region Dadra and Nagar Haveli (D&NH), Vapi, Daman, Valsad, Surat, Western Maharashtra & Uttar Pradesh.

Bon voyage @ IMR 2024

The students of MBA-I organized the BON VOYAGE 2023 (Farewell Programme) for the batch of 2022-2024 on 25th April 2024. The students of MBA-I engaged the day with cultural activities including dance, games, videos and music. The students of MBA-II shared their experiences and journey of being a part of the Institute. The day was filled with mixed emotions of joy, happiness and the pain of parting away.



Ethos Day

SSR IMR's Start Up & Innovation cell under the aegis of IQAC and in association with MoE's IIC celebrated the ETHOS day on 20th Feb. 2024. The aim of the event was to sensitize students towards Ethos & Ethics. **Shri. Vijay Kumar, HR Consultant – HR Padaav, Silvassa** graced the occasion and addressed the Students. He presented his thoughts on Ethos and Ethics. He cited relevant examples of leading companies. At this Occasion 7 Students from MBA 2nd Year presented their thoughts on Ethos & Ethics. The Students taking the initiative were *Snehal Gund, Hetvi Kataria, Kiran Jangid, Nikita Saini, Saloni Desai, Sweta Singh & Hiral Sharma*.



S-Mart Visit



SSR IMR Marketing Sparklez, the Marketing Specialization students experienced a Retail Store visit at Silvassa on 15th April 2024 as part of their 412 MKT - Retail Marketing Course. Mr. Snehal Rana, Owner, S Mart, Silvassa & our MoU Partner was generous to grant the permission for the visit. The students had a good exposure to the real life demonstration of Retail activities. Massive take away was pertaining to the

practical knowledge on Retail outlet layout designing and Retail planning. A brief discussion on challenges to Retail & supplier management was held.

Carnival

SSR IMR Marketing Sparklez, the Marketing Specialization students experienced a Field visit at SS Electronics Carnival, Silvassa on 27th Jan 2024 as part of their subject specific visit. The students had a good exposure to the real life demonstration of Products at the expo. Massive take away was pertaining to the event management specifics and specifications on Electronic products. A brief discussion on challenges to such exhibitions & carnival was held and students experienced every desired support from the visit coordinator at the carnival



Brand Day

SSR IMR Marketing Specialisation 2nd Year Students organised the Brand Day Event on 12th Mar. 2024. The motto of the students was to learn the specific strategies of the Companies and present the Brand. The day started with a session by Mr. Salim Virani, SS Electronics, Silvassa on theme of Brand



Building. The Key speaker then joined as a Judge to the Brand Day Poster presentation. SSR IMR Alumni Mr. Sangram Singh also joined as judge. The Coordinator Dr. Rajesh K. Pandey along with the Director Prof (Dr.) Rakesh Patil & All Faculties, inaugurated the programme at the Conference room. The Contest was intense and the Best

Poster presenter was announced post evaluation of scores y the judges.

Business Plan

SSR IMR MBA 1st Year Students Batch 2023-25 participated in the Business Plan Competition on 13th March 2024. A Month in advance the Teams were declared and total 10 Teams Participated in the event. The Coordinator Dr. Rajesh K. Pandey, Associate Professor conducted a session on Business Plan to equip the students with the process of presentation & related aspects. Amidst the presence of All Faculties and Director, the Teams presented their thoughts on the respective Business Plan. The Jury comprising of Teachers announced the Top Three teams of the Competition.



Karwan – Days Celebration @ SSR



SSR Campus celebrated the Cultural Event – Karwan on 29th to 2nd March 2024. The Days celebration was organised at a grand scale with numerous activities on all Three Days. Right from the Dance Performances, Group activities, Group Attire, Ramp Walk, Skit to the Open Dance atmosphere & selfie moments etc., all these were part of the Days Celebration. A separate Stand was prepared for all colleges. Core Coordinator Dr. Natasha Nunes updated the Students & Faculty

with the respective rules & encouraged students to participate.

Tour – Orsang Resort & Statue of Unity

Team IMR had a good experience during the Education cum Leisure Trip at Orsang Resort followed by the visit to Statue of Unity on 5th & 6th April 2024. Faculty Coordinators Dr. Rajesh K. Pandey and Dr. Diksha Swaroop ensured that the Student team had absolutely cherishing visit. The adventure sport at the Orsang resort was superb and learning oriented. IMR



Alumni Sangram Singh was the Tour operator and we witnessed a fantastic arrangement for the tour. While Resort was superb experience, the next visit to Statue of Unity was icing on the cake. The new developed Jungle Safari was great experience and the statue in itself was mesmerising feel.

Conclaves @IMR

3rd Marketing Conclave @ SSR IMR

SSR Institute of Management & Research, Silvassa organized the 3rd Marketing Conclave at Auditorium of the Institute. The Conclave was graced with Alumni of the Institute working in different capacity in reputed organizations Industry Representatives. The Guests at the Contest Alumni Mr.



Tarang Shah, Entrepreneur, Alumni Mrs. Trishna T. Shah, Academician, Alumni Mr. Nipun Pandya, Entrepreneur, Alumni Mr. Deepak Jha, Marketing Professional, Alumni Mr. Yash Shrotri, Marketing Professional and Industry representative Mr. Salim Virani, Owner SS Electronics shared their experiences from their corporate life and inspired students to undertake a fulfilling career ahead.



3rd National Finance Conclave-2024

SSR IMR on 9th March 2024 witnessed its **Third Finance Conclave** under the aegis of IQAC. The theme of conclave was “**Essence of Finance**”. The objective of the conclave was to gain an indepth understanding of the changing roles of finance in the corporate world. It aimed to understand the components of the financial

system and their response to the digital transformation taking place in the environment. The Speakers were Mr. Jay Bhatt representing Axis Bank, Mr. Zakirhusain Shaikh,

Finance Manager at Grauer and Weil (India) Ltd., CS Suraj Shah Proprietor at Ji Professional Services, CS Neelabh Kaushik Proprietor at Neelabh Kaushik & Associates, Ms. Bhavna Verma from Accenture Solutions Pvt. Ltd. (Alumni Batch 2017-19), Mr. Dhruvit Solanki (Alumni Batch 2017-19), and Mr. Mohnish Kapadi from Credit Suisses Services India Pvt. Ltd (Batch 2015-17)



3rd National HR Conclave-2024

The 3rd National HR Conclave on the theme “Data driven HR” is organized by SSR Institute of Management & Research, Silvassa provided a dynamic platform for the students from diverse domains of management function to engage in insightful discussions, exchange ideas, and explore the latest trends and practices in the field. The event was a resounding success,



thanks to your active participation, valuable contributions, and enthusiasm. The Conclave saw the presence of august gathering including Shri P K Jadia Sir, Director at Total HR along with Ms. Megha Singh representing Kataria Automobiles, Ms. Namrata Thakor representing S & S Packaging, Mr. Sujit Kumar Mishra from Parkson Packaging Ltd, Daman and Proud Alumnus Mr. Abhishek Rane representing Axtel Industries Ltd, Vadodara. The Humanagers got the opportunity to organize and manage the conclave thereby strengthening their management skills.



Leading MoU Partners



PDP @ IMR

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

Sr.No.	Theme of the session	Name of the Instructor / Resource
1	Meditation Session	Dr. Somnath Bava, Librarian, SSR IMR
2	Celebrating TATA Contest	Judge- Mr. Alison Fernandes & Ms. Geeta Khatri
3	Business Plan Orientation	Dr. Rajesh Kumar Pandey, Associate Professor, SSR IMR
4	Samiksha II Article Review Competition	Dr. Somnath Bava, Librarian, SSR IMR
5	Business Plan Competition	Dr. Rajesh Kumar Pandey, Associate Professor, SSR IMR
6	Orientation on Group Discussion	Dr. Natasha Nunes, Asst. Professor, SSR IMR
7	Presentation on Human Rights	Mr Amar Vangad, Asst. Professor, SSR IMR
8	Samiksha IV- Self Review	Dr. Somnath Bava, Librarian, SSR IMR
9	Best Manager Contest	Dr. Rajesh Kumar Pandey, Associate Professor, SSR IMR
10	National Level Youth Programme, Essay Competition	Mr. Ananad Agarwal, Partner Pulse Marketing, Vapi
11	Budget Session- Snapshot	Dr. Natasha Nunes & Mr Amar Vangad, Asst. Professor, SSR IMR
Mentor – Mentee Session The IMR faculties had a good Mentor – Mentee Interaction & guidance provided to the students.		

“When we strive to become better than we are, everything around us becomes better too.” —Paulo Coelho

Industry Connect & Seminar

Sr. No.	Name of the Guest	Speaker Credentials	Theme of the session
1	Shri D D Sharma	Team from ISKCON Silvassa	Orientation of Batch 2023-25
2	Mr. Prateek Ratnaparkhi	Axis Bank , Indore	Essence of Corporate World
3	Dr Rajesh Rajput	Owner, Medicare Lab, Vapi	National Youth Day
4	Ms. Gauri Geet	Lecturer in Finance, Trainer, WX Consultant (SEBI Certified)	Financial Awareness Programme
5	Mr. Krushit Shah	Entrepreneur	Start Up To Things to do
6	Mr. Tarang Shah, Mrs. Trishna T. Shah, Mr. Nipun Pandya, Mr. Deepak Jha, Mr. Yash Shrotri,	Industry Representative & Alumni	3 rd National Marketing Conclave
7	Dr. Mohini Gurav	Sandip University Nashik	Unlock Your Potential: Resume Refinement & Effective Communication
8	Mr. Vijay Kumar	HR Padaav Consultant	Ethos Day 2024
9	Mr. Mangesh Kanawada	Hi- Fab Engineers Pvt Ltd , Daman	Practical Orientation on Planning
10	Mr. Salim Virani	Owner, SS Electronics, Silvassa	Brand Day Celebration
11	Mr. Jay Bhatt Mr. Zakirhusain Shaikh, CS Suraj Shah CS Neelabh Kaushik Ms. Bhavna Verma Mr. Dhrumit Solanki Mr. Mohnish Kapadi	Industry Representative & Alumni	3 rd National Finance Conclave
12	Mr. V R Prakash	Trainer	Seminar on Inventory Management
13	Mr. Uday Musmade	Director of Leading Financial Organization	Understanding Brain, Mind & Body
14	Mr. Dina Nath Mishra	Indo Count Industries Ltd	Seminar on HR Audit
15	Shri P K Jadia Sir, Ms. Megha Singh Ms. Namrata Thakor Mr. Sujit Kumar Mishra Mr. Abhishek Rane	Industry Representative & Alumni	3 rd National HR Conclave

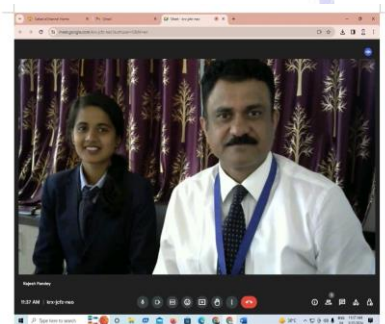
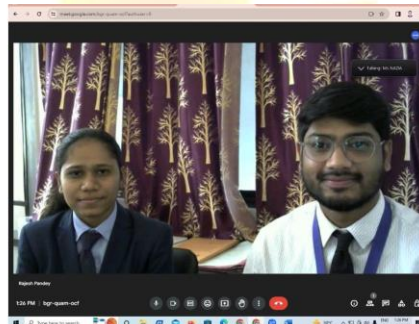
“Perfection is not attainable. But if we chase perfection, we can catch excellence.”
Vince Lombardi z

Conference / Seminars / Research Papers
Jan 2024 to June 2024

Sr. No.	Name of the Faculty / Student	Title of the Research Paper	Place of Presentation / Publication Journal
1	Dr. Rajesh K. Pandey & Mr. Akash Gawade (PhD Scholar)	A Study on Significance of Organizational Practices on Organizational Development With Special Reference to Heavy Vehicle Manufacturing Companies	Madhya Pradesh Journal of Social Sciences (UGC Care Approved)
2	Dr. Rajesh K. Pandey & Miss. Saloni Desai	A Case Study on MSPN Ltd. Navigating Challenges and Achieving Recovery in the FMCG Industry	IJMRGE
3	Dr. Rajesh K. Pandey & Miss. Tisha Rajpara	Unmasking Innovation: The Transformation of Rajpara Technology in Bengaluru	SSJAR
4	Dr. Rajesh K. Pandey & Mr. Amar Vangad (PhD Scholar)	The Opportunities and Challenges of Tribal Entrepreneurship in the Region of UT of Dadra & Nagar Haveli and Daman & Diu (DNH & DD). A Pilot Study	Shanshodhit (UGC Care Approved)
5	Dr. Diksha Swaroop & Miss. Snehal Gund	A Study on Diversity and Inclusion: HR Perspective	IJEMR
6	Dr. Rajesh K. Pandey & Miss. Ananya Bhansali	Anara Fashion Fusion (AFF): A Case Study on Garment Sector Player's Dilemma & Way Forward	SSJAR
7	Dr. Rajesh K. Pandey & Miss. Jyoti Mishra	A Case Study on Ravi Mishra Steel Limited (RMSL): The Twist & Turn	IDEAL
8	Dr. Rajesh K. Pandey & Mr. Aditya Padhyar	"Homophobia - An Unseen Termite at Workplace" A Case Study on Harassment of LGBTQIA+ Employee at Padhyar Polymers Limited	MTC Global International Conference
9	Dr. Rajesh K. Pandey & Mr. Shubham Soni	'Breaking Barriers: Soni Textile Ltd.'s unleashing possibilities through Inclusion' - A Case Study on Physically disabled And Neurodiverse People Inclusion at Soni Textile Ltd	MTC Global International Conference
10	Dr. Rajesh K. Pandey & Miss. Ananya Bhansali	A Study on Exploring Factors that Drives Organizational Behavior	Book Chapter - RED UNICORN PUBLISHING
11	Dr. Rajesh K. Pandey, Mr. Aditya Padhyar & Mr. Shubham Soni	NAGJUA- Innovative Landscape, Affordable Luxury - A Real -Life Case Study on Real Estate Giant- Nagjua Developers	IJEMR

Sr. No.	Name of the Faculty / Student	Title of the Research Paper	Place of Presentation / Publication Journal
12	Mr. Amar Vangad & Miss. Anushka Giri	A Study on Fintech Adoption among its Consumers in the Silvassa City	Book Chapter - Infinity Publication
13	Dr. Rajesh K Pandey & Miss. Sweta Singh	A Study on role of leadership in developing Organizational Culture with special reference to manufacturing sector in the Region of Dadra & Nagar Haveli (DNH) & Daman	Book Chapter - Infinity Publication
14	Mr. Aditya Padhyar & Mr. Shubham Soni	Challenges in Implementing Indian Knowledge System for Human wellbeing	GOEIJR
15	Dr. Rajesh K Pandey	An Article on Indian Knowledge System (IKS) And Management Education	GOEIJR
16	Dr. Rajesh K Pandey & Miss. Jyoti Singh	A Study on exploring the Role of Sports in Holistic Education for Standard IX & X Students in Schools at Silvassa, UT of DNH & DD	GOEIJR
17	Dr. Rajesh K Pandey & Miss. Aradhana Yadav	Exploring Factors Influencing Low Concentration and Strategies for Enhancement among Standard IX & X Students in Silvassa Schools	GOEIJR
18	Dr. Rajesh K Pandey & Miss. Aditi Yadav	A study on Teaching Learning environment at Schools with special reference to standard 9 that schools in Silvassa, UT of DNH & DD	GOEIJR
19	Dr. Rajesh K Pandey, Miss. Jaya Tupe & Miss. Hiral Vadgama	A Study on Consumption of Energy & Health Drinks among Youth with Special Reference to Vapi City	ABJAR (Presentation in International Conference)
20	Dr. Rajesh K Pandey & Mr. Alkesh Mourya	A Study on Factors Attributed to Failure of Pharmaceutical Products	ABJAR (Presentation in International Conference)
21	Dr. Rajesh K. Pandey & Mr. Shubham Sonwane	A study on review of Pharmaceutical Market in Indian Context	ABJAR
22	Dr. Rajesh K. Pandey & Miss. Muskanbanu Shaikh	A Study of Foreign Direct Investment in India with Special Reference to Pre & Post Covid Regime	SSJAR
23	Dr. Rajesh K. Pandey & Miss. Pooja Patel	A Review Study on Insecure Food Habits and its Impact on Health & Healthcare	

Sr. No.	Name of the Faculty / Student	Title of the Research Paper	Place of Presentation / Publication Journal
24	Dr. Rajesh K. Pandey	Industry 5.0 and Entrepreneurship: Human Centric Approach	IJMRR
25	Dr. Mohd. Bilal A Bhada & Mr. Mitul Mehta	Influence of Online Reviews on Consumer Perception	IJCRM
26	Prof (Dr) Rakesh Patil	Unleashing the New Skilling paradigm in Indian Space	JFCM (UGC Care Approved)
27	Prof (Dr) Rakesh Patil	The Role and Effectiveness of Soft Skills training on Employee Development within Logistics firms in Pune	JFCM (UGC Care Approved)
28	Mr. Amar Vangad & Dr. Rajesh K. Pandey	Tribal Entrepreneurship: An Aspect of Sustainable Development	IDEAL (UGC Care Approved)



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