

J.D.C. Bytco Institute of Management Studies and Research, Nashik - 5

A Note on "RESEARCH" at the Institute

1. Research centre

The Institute is a recognized research centre of the Savitribai Phule Pune University since the academic year 2000. Presently 10 research scholars (Annexure II) are pursuing Ph. D. under the guidance of four research guides attached to the institute. 28 students have been awarded Ph D. till date. (Annexure III). Dr. Sapna Patil, Assistant Professor is the coordinator for the Centre.

Vision

To become a premier management education institute by imparting quality education and undertaking research, while keeping in view the socio-economic responsibilities.

Mission

Our quest is to develop managers and entrepreneurs for tomorrow possessing managerial skills, acumen and passion to lead their organization to compete in the global environment and emerge as responsible corporate citizens.

Objectives of the Centre

To facilitate meaningful and application-based research across various fields in management for the benefit of stakeholders & the society at large.

To achieve the objective various activities are conducted by the research centre as follows:

1. Conducting interdisciplinary research by scholars and faculty, this in turn will benefit students at undergraduate and PG level at various colleges of the GES.
2. Supporting the research aspirations of students by providing guidance and support, establishing Research Advisory Committee to review work of scholars.

3. Organizing conferences, seminars and webinars on contemporary management topics and publishing the proceedings for dissemination of findings and discussion.
4. Reviewing books and articles on contemporary topics from reputed magazines/journals and discussion of the same in special meetings on regular basis
5. Framing and implementing plagiarism policy to ensure ethical conduct during all research activities conducted by the research centre
6. Identify contemporary research areas for betterment of the industry & society; especially the local industry; through the committee.
7. Promote application-based research which will prove as a guideline for future managerial approach in industries.

2. List of Papers

Faculty is encouraged to pursue research on a continuous basis and is deputed for seminars and conferences. List of research papers is attached. (Annexure IV)

3. Titles of books and journals available in the library

The library is a rich resource comprising of more than 20000 books. A select list of titles and journals on research is enclosed. (Annexure V)

4. Research Advisory Committee

As per circular no. 14/2017 dated 09/01/2017 of Savitribai Phule Pune University, Research Advisory Committee is formed for every research scholar. The Research Advisory Committee shall have the following responsibilities:

- To review the research proposal and finalize the topic of research;
- To guide the research scholar to develop the study design and methodology of research and identify the course(s) that he may have to do;
- To periodically review and assist in the progress of the research work of the research scholar.

5. Publications

The research centre publishes proceedings of the seminar/conference every year. Original research papers on the theme or any contemporary management are published in the proceedings.

Following is the list of publications:

Sr. No	Title	Details	Month of publishing
1.	E- publication titled “Literature reviews: Operations and Supply Chain Management “, June 2023	ISBN: 978-93-5915-467-1	June 2023
2.	Proceedings of the Two day National Level Seminar on ‘Blended Learning: Opportunities for The Future’	ISBN: 978-93-5891-317-0	April 2023
3.	e-proceedings of State Level Webinar on ‘Implementation of NEP 2020: Alumni Connect’	ISBN: 978-93-5786-562-3	Feb 2023
4.	Proceedings of National Conference on ‘Raising The Bar of Quality Through Accreditation’	ISBN: 978-93-5593-755-1	Apr 2022
5.	EDUCARE 2021: Proceedings of National Level 28th Annual E- Conference on the theme ‘Towards Transformation: Role of Teachers in New Normal’- published by Dr. MSG Foundation	ISBN:978-81-948184-7-2	Mar 2021
6.	E -Proceedings of the Conference On Industry 4.0: Bridging The Gap Between Expectations & Reality	ISBN: 978-93-5396-880-9	March 2020
7.	State Level Seminar Proceedings on Integration of ICT in Teaching	ISBN: 978-93-5346-755-5	January 2019
8.	Avbodh: Collection of Ph.D. Abstracts	ISBN: 978-93-87665-22-4	Feb 2018
9.	Proceedings of National Seminar on ‘Social Media – Tool for Transformation’	ISBN: 978-93-87665-39-2	Jan 2018

Cover pages of the above proceedings can be seen below. (Annexure VI)

6. Plagiarism and Research Policy

Plagiarism is one of the major problems facing academia and educational institutions, not only because it is essentially stealing someone else's work, but also because it is so pervasive in higher education, whether it be among Ph.D. academics or the typical student. The UGC recently drafted a set of norms to control and deter plagiarism because it is a stain on the integrity of education in India. The Institute has Research Policy (Annexure VII) and Plagiarism Policy (Annexure VIII) to ensure original and quality research work.

7. External referee-ship

Dr. Mrs. S. T. Aurangabadkar evaluates Ph.D. research thesis of research scholars enrolled at various Universities in the capacity of external referee. (Annexure IX)

8. Summer Internship Project

All MBA students undertake a Summer Internship Project (SIP) for a minimum of 8 weeks. The SIP may or may not have a Functional Focus, i.e. the student may take up a SIP in his/her intended area of specialization or in any other functional area of management. SIP can be carried out in a Corporate Entity, NGO, SME, Government Undertaking or Cooperative Sector.

SIP may be a research project – based on primary / secondary data and may be an operational assignment involving working by the student on a given task/assignment/project/ etc. in an organization / industry.

9. Avishkar

Savitribai Phule Pune University has initiated a novel research project competition named Avishkar in the year 2006. This activity, unique in its nature, is being

implemented through Board of College and University Development. Savitribai Phule Pune University has taken special efforts to increase the participation of the talented students from rural and urban areas. Special efforts are taken to organize Regional competitions, special training to these students and provide them necessary help and guidance to enhance their abilities to present their work in an effective manner. Students of the Institute participate in Avishkar competition to showcase their research work. Also students engage in research work and participate in various competitions to present/ publish their research work. (Annexure X)

10. Facilities Available

Sr. No.	Details	Remarks
1.	The library	Books, Journals, E-Resources, Newspapers, Ph. D. Theses, CD.'s and other resources
2.	Computer Facility	In the Library and Laboratory
3.	Research Centre	Reading Room facility
4.	Organization of Seminars / Conferences in Management	Opportunity to participate in discussions on current topics of relevance

11. What needs to be done in the next three years?

- Enhanced participation in conferences and seminars by faculty on emerging trends.
- Opportunity for involvement of students to work on research projects jointly with faculty.
- Contributing at least one research paper per semester and publishing the same in a journal of repute by each faculty.
- Organize seminars and workshops at the institute on current business aspect.
- Making efforts for availing grants of university and other agencies for research.

Annexure I: List of Research Guides

Sr. No.	Name of the guide	Faculty	Subject
1	Dr. Mrs. Sarita.T. Aurangabadkar	Commerce and Management	Marketing Management & Organization Management
2	Dr. Mrs. S. P. Kachole	Commerce and Management	Organization Management
3	Dr. Sapna G. Patil	Commerce and Management	Marketing Management
4	Dr. Mrs. Leena Bhat	Commerce and Management	Organization Management
5	Dr. Unmesh Kulkarni	Commerce and Management	Business Administration

Annexure II: LIST OF RESEARCH SCHOLARS ENROLLED FOR PH.D. PROGRAM

Sr. No.	Name of Student with affiliation	Date of registration	Name of the Guide and subject
1	Mr. Raymond Paul Registrar, ADY Patil University, Pune	20/04/2016	Dr. Mrs. S. T. Aurangabadkar Marketing Management
2	Mr. Manoj Barkale Asst Prof, SNJB's Late. Sau. K. B. Jain College of Engineering, Neminagar Chandwad	22/03/2018	
3	Mr. Amol Marathe Asst Prof, Navjeevan Institute of Management, Nashik.	11/02/2020	
4	Mr. Vivek Yelmame , Executive, IndusInd Bank Ltd., Nashik	21/07/2023	
5	Mr. Anup Mohadkar Asst Prof., Gokhale Education Society's JDC Bycto IMSR, Nashik	11/02/2020	Dr. Mrs. S. T. Aurangabadkar Organization Management
6	Ms. Gayatri Saraf, Teacher , Wisdom High International School	24/04/2022	Dr. Mrs. Smita Kachole Organization Management
7	Ms. Anuja Mohadkar	22/04/2022	Dr. Mrs. Smita Kachole Organization Management
8	Ms. Anamika Upadhyay Asst Prof, KV Naik College, Nashik	12/09/2022	Dr. Mrs. Smita Kachole Organization Management
9	Mr. Vikram Dusane Program Manager, AGCO Corporation, Pune	10/03/2023	Dr. Mrs. Leena Bhat Organization Management
10	Ms. Seema Dhande	10/03/2023	Dr. Mrs. Leena Bhat Organization Management

Annexure III: LIST OF PH. D. AWARDEES

Sr. No.	Name of the Researcher & Guide	Submission of thesis	Topic
1.	Dr Vilas Shouche (Dr. A. A. Verulkar)	September 1996	A Study of NPA of select Urban Co-op. banks in Maharashtra
2.	Dr. Mrs. S. T. Aurangabadkar (Dr. A. A. Verulkar)	July 2001	Marketing Strategy adopted by select SSI Units in Nashik
3.	Dr. Rajashree Gujarathi (Dr. A. A. Verulkar)	November 2001	Organisation Development & HRD (A Study of selected industries in Nashik)
4.	Dr. Shubhangi Walvekar (Dr. A. A. Verulkar)	April 2003	Marketing of Hospitality Industry with special reference to Pune
5.	Dr. Keshav Raghunath Shimpi (Dr. E. B. Brahmankar)	January 2005	A study of basic skills in commerce with reference to the restructured programme, modified syllabi and vocationalization of the first-degree education
6.	Dr. Vidya Vinit Lonkar (Dr. A. A. Verulkar)	April 2005	Quality Management through quality systems - A study of select system (TQM TPM) in Nashik industries
7.	Dr. Abhijit Mahesh Kulkarni (Dr. S.N. Kulkarni)	June 2005	A study of financial areas with special reference to capital markets on the basis of application of statistical & quantitative techniques
8.	Dr. Hemant Kochargaonkar (Dr. A. A. Verulkar)	August 2005	Leasing and financial services a study of financial, legal taxation and marketing aspects of selected leasing companies in India - May 2006
9.	Dr. Joshi Sunil Dattatray (Dr. Mahesh Kulkarni)	October 2007	An analytical study of financing through bonds policy adapted by selected Municipal corporations in India (period 1998 - 2003)
10.	Dr. Shah Pallavi Atul (Dr. Ram Kulkarni)	March 2008	A study of administration of publication industry in Thane, Dombivli and Kalyan
11.	Dr. Dilip Belagaonkar (Dr. Mahesh Kulkarni)	January 2009	A Study of marketing management by women entrepreneur working in Satpur, Ambad Industrial Area in Nashik Municipal Corporation
12.	Dr. Vijay Suryawanshi (Dr. Mahesh Kulkarni)	April 2009	Management Information System in selected urban Co.-Op. Banks from Nashik Revenue Region
13.	Dr. Mrs. Rakhi Sharma (Taygi) (Dr. A. A. Verulkar)	November 2009	Venture Capital Management: Indian Experience

Sr. No.	Name of the Researcher & Guide	Submission of thesis	Topic
14.	Dr. Sushama R. Hasabnis (Dr. Mahesh Kulkarni)	December 2010	Problems & prospects of women entrepreneurs in North Maharashtra with special reference to Tribal Area
15.	Dr. Sanjay S. Burad (Dr. Mahesh Kulkarni)	July 2011	Problems & Prospects of Service Tax in India
16.	Dr. Kaushik Chandrashekhar (Dr. Sarita Aurangabadkar)	May 2014	Role of Pharmacists in Patient's Healthcare through Retailing: With special reference to Mumbai and Nashik
17.	Dr. Aditi Vivek Mishal (Dr. Sarita Aurangabadkar)	August 2014	A Study of Customer's Eco-conscious attitude and behavior in response to Green Marketing with special reference to Nashik City
18.	Dr. Crasto Cyril Menino (Dr. Sarita Aurangabadkar)	April 2015	A study and analysis of entrepreneurial marketing: for start-ups and new ventures in information technology with reference to Pune
19.	Dr.. Kamble Suraj (Dr. Sarita Aurangabadkar)	May 2015	Marketing strategies adopted by English newspapers and consumers response towards English newspapers with special reference to Pune.
20.	Dr. Rajesh Pandey (Dr. A. A. Verulkar)	June 2015	A study of the policies adopted for empowerment and entrepreneurial avenues for women with special reference to the union territory of Dadra & Nagar Haveli
21.	Dr. Vegad Bhavana (Dr. Rajashri Gujrathi)	May 2015	Work life balance concerns and issues of doctors working in hospital with special reference to Nashik & Mumbai Cities.
22.	Dr. Peshave Milind (Dr. Rajashri Gujrathi)	May 2015	A comparative study of impact of employment practices on employee productivity in the hospitality industry with reference to Pune, Bangalore & Hyderabad Cities
23.	Dr. Bacchav (Patil) Shivajirao (Dr. Rajashri Gujrathi)	October 2015	Relational E HRM Practices and its implementations on it industry with Reference to Pune city
24.	Dr. Parulekar Ajay Dinkar (Dr. A.A. Verulkar)	June 2016	An analytical study of supply chain performance & its comparison with total performance for select manufacturing organizations in Pune industrial belt with reference to McKinsey 7 S Framework

Sr. No.	Name of the Researcher & Guide	Submission of thesis	Topic
25.	Dr. Amit Medhekar (Dr. Sarita Aurangabadkar)	January 2017	To study the role of relationship marketing in white goods sector in Pune city and PCMC area
26.	Mr. Tushar Savale (Dr. Sarita Aurangabadkar)	June 2018	To study the impact of retail malls on grocery shops with special reference to select FMCG products in Nashik and Pune City
27.	Mr. Nilesh A. Rote (Dr. Sarita Aurangabadkar)	September 2020	A critical study of customer satisfaction and service gaps for SBI and HDFC Banks using Servqual with special reference to Nashik City
28.	Mr. Kapse Pankaj (Dr. Sarita Aurangabadkar)	September 2022	A comparative study of customer perception towards public and private hospitals in Nashik city with reference to accessibility, affordability and adequacy

Annexure IV: SELECT LIST OF RESEARCH PAPERS PUBLISHED BY THE STAFF

Dr. Mrs. S. T. Aurangabadkar, Director

Sr. No.	Title of Research/ Review Paper	Name of the Publication Details (Name, Level, ISBN/ISSN)
1.	“Creation of Learning Environment with specific reference to Higher Education in India”	Educare, December 2023 Published by, Dr. MSG Foundation, Mumbai ISBN: 978-93-91763-93-0 pp.41-44in the two-days National Conference on the theme, “Role of Educational Administration and Management in the Implementation of NEP 2020” organized by Gokhale Education Society and HPT Arts & RYK Science College, Nashik
2.	Co-author along with Mr. Paul Raymond Vincent for a paper titled, “An Impact of Cultural Factors on Marketing Strategy and Performance in IT Companies”	Journal of Survey in Fisheries Sciences ISSN: 2368-7487, Volume 10, Issue 1,2023 https://doi.org/10.53555/sfs.v10i1.2277 , pp.1405-141 Source Normalized Impact per Paper (SNIP): 0.182
3.	Chapter No. 2, titled “An overview of Recent Trends in Marketing”	Edited book, ‘Growth and Development of Commerce and Management’ bearing ISBN 978-93-93341-09-9, published by Shaurya Publications, July-2023, Latur Pg. 13-19
4.	Co-author along with Mr. A. D. Mohadkar for Chapter No. 5, titled “Work-life Balance”	Edited book, ‘Growth and Development of Commerce and Management’ bearing ISBN 978-93-93341-09-9, published by Shaurya Publications, February-2023, Latur pp. 41-48
5.	‘Perspectives on Blended Teaching-Learning with Reference to Higher Education’	In the proceedings of National Seminar on ‘Blended Learning: Opportunities for the Future’ released on 27 Apr 2023, ISBN 978-93-5891-317-0, pp 22-25.
6.	“Implications of the COVID- 19 Pandemic on selected Service Sectors in India”	Proceedings of National Conference by SMRK-BK-AK-MM, Nashik (ISBN: 978-93-91763-22-0, pp. 19-24) July, 2023
7.	Book review on Marketing 4.0: Moving from Traditional to Digital	AIMS Journal of Management January, 2022 Vol. 7, No. 2, ISSN, pp.477-479 (Listed in UGC-Care Journal under Group 1: Journal ID -101024195)
8.	“Select ideas towards implementation of National Education Policy 2020 with reference to Higher Education”, ‘	Educare” 2022, ISBN: 978-93-91763-13-8 pp.174-177. (2 days National Level 30th Annual Conference on, “National Education Policy 2020-Implementation and Challenges organized by Gokhale Education Society’s Sir Dr. M.S. Gosavi Institute of Nursing Education, Training and Research, Nashik)

Sr. No.	Title of Research/ Review Paper	Name of the Publication Details (Name, Level, ISBN/ISSN)
9.	Learning During the ‘Lockdown’ due to COVID-19 with reference to students enrolled for Higher Education in Select Cities of Maharashtra’	Journal of Commerce & Management Thought Vo. 12-1, 2021, pg. 22-30 Print ISSN: 0975-623X Online ISSN: 0976478X https://www.indianjournals.com/ijor.aspx
10.	Teaching-Learning in the New Normal with specific reference to Higher Education in Maharashtra	EDUCARE 2021 published by Dr. MSG Foundation (ISBN:978-81-948184-7-2, pp. 64-68)
11.	Accessibility of healthcare services –a literature review	Published a paper jointly with Mr. Pankaj Kapse in IJRAR (www.ijrar.org) UGC Approved (Journal No: 43602) & 5.75 Impact Factor Volume 7 Issue 4, Date of Publication: October 2020
12.	An Analytical Study on Customers’ Perceptions about Service Quality Dimensions of Private Hospitals in Nashik City	Published a paper jointly with Mr. Pankaj Kapse in JETIR (www.JETIR.org) ISSN UGC Approved (Journal No: 63975) & 5.87 Impact Factor Published in Volume 7 Issue 10 , October-2020
13.	Feasibility of TQM Practices in Management Education	International Research Conference proceedings on Management Education: Connecting the dots at the 30 th AIMS Annual Management Education Convention 2018. (ISBN: 978-93-88237-03-1, pp. 28 to 31)
14.	“Recent Trends in retailing with special reference to the Indian context”	GES’s Swayamprakash February 2014 ISSN 2249-9016 Pg. 38-43
15.	Best Practices implemented by Higher Education Institutions: An analytical Study	EDUCARE 2018 (ISBN: 978-93-5321-817-1, pp.168-171)
16.	‘Strategies for management education in the changing business environment’	GES’s Swayamprakash; ISSN 2249-9016 p 31-39 Mar 2012
17.	‘Multi-brand retail FDI: Is it a case of the bus missed for India?’	International Commerce & Management Conference on ‘Strategic Management in Global Scenario; Challenges & Opportunities’ on 23 & 24 Feb 2012 organized by Deptt of Commerce, University of Mumbai
18.	‘Protectionism Strategy for India’	International Conference on ‘Management Arena: Innovations, Opportunities and Challenges’ 27 to 29 Jan 2012 organized by Mahatma Gandhi Vidya Mandir’s Institute of Management and Research, Nashik ISBN 978-93 5067 163-4 P 404-406

Dr. Smita Kachole, Associate Professor

Sr. No.	Title of Research/ Review Paper	Name of the Publication Details (Name, Level, ISBN/ISSN)
1.	HR Analytics and Challenges for change	NIPM Personnel Today Special Issue on Change Management and Human Resource, ISSN (PRINT) : 0970-8405
2.	Metaverse in Education	e-proceedings of State Level Webinar on 'Implementation of NEP 2020: Alumni Connect' organized by JDC Bytco IMSR, Nashik (ISBN: 978-93-5786-562-3, pp. 15-18)
3.	Artificial Intelligence and Machine Learning in Education	Educare December 2023, ISBN 978-93-91763-93-0, pages 100-104
4.	Work from Home- A New Professional Normal?	Erudition the Albertian journal of management Vol. 16, Issue 2 , ISSN 0973-7839, Jan-June 2023, pp 7-32
5.	Educating for Industry 4.0: Current trends for educational digitization	UGC CARE listed journal ANVESHAK (ISSN: 0378-4568, pages 109-122)
6.	ROLE OF THE BOARD: LEADING THE WAY ON ESG	UGC CARE listed journal The Management Accountant (ISSN: 0972-3528, pages 46-50)
7.	Change Management in Education: Transition to Blended Learning	Proceedings of National Seminar on 'Blended Learning: Opportunities for the Future' released on 27 Apr 2023, ISBN 978-93-5891-317-0, pp 22-25.
8.	Blended Learning-Its Challenges and future	Proceedings of National Seminar on 'Blended Learning: Opportunities for the Future' released on 27 Apr 2023, ISBN 978-93-5891-317-0, pp 22-25
9.	Role of Data Analytics in Digital Marketing	E- Proceedings of the One day National Seminar on Commerce , Management in Recent Era: Trends , Challenges and Innovations" SMRK –BK-AK Mahila Mahavidyalaya ISBN No. : 978-93-91763-86-2
10.	A study of Change Management in the Indian Pharmaceutical Industry with reference to Makers Laboratories Limited	E- Proceedings of the One day National Seminar on Commerce , Management in Recent Era: Trends , Challenges and Innovations" SMRK –BK-AK Mahila Mahavidyalaya ISBN No. : 978-93-91763-86-2
11.	Electronic Performance Support System (EPSS): A Futuristic Tool for Online and Blended Learning	Published a in EDUCARE 2021 published by Dr. MSG Foundation (ISBN:978-81-948184-7-2, pp.160-164)
12.	Perception about relevance of Gandhiji's thoughts on education in the current era by Mgt students in Nashik City	Studies in Indian Place names , ISSN 2394-3114 pages 104-111, https://archives.tpnsindia.org/index.php/sipn/issue/view/110

Sr. No.	Title of Research/ Review Paper	Name of the Publication Details (Name, Level, ISBN/ISSN)
13.	□□□□□ □□□□□□□□ □□□□□□□□□□ □□□□ □□□□□□□□□□□□□□□□□□ □□□□□□□□□□□□□□ □□□□□□□□ □□□□□□□□□□ □□□□□□□□□□□□ □□□□ □□□□□□□□□□ □□□□□□□□□□□□	National Conference proceedings on Rethinking Mahatma Gandhi in Present Context at Sonopant Dandekar Arts, V.S. Apte Commerce and M H Mehta Science College , Palghar
14.	Machine Learning – the Technology for Future	e-proceedings of state level conference Industry 4.0: Bridging the gap between expectations and reality” ISBN 978-93-5396-880-9 organized by JDC Bytco IMSR, Nashik
15.	Blockchain, bitcoin and more	Review of Research – International Recognition Multidisciplinary Research Journal. (ISSN: 2249894X, pp. 23-27)
16.	Geographical Information Systems and Public Administration	Proceedings of State Level Seminar on Public Administration, Rural Development & Public Welfare (ISBN: 978-93-85664-70-0, pp. 16-21)
17.	Is ERP still underrated?	Proceedings of State Level Seminar on Integration of ICT in Teaching (ISBN:978-93-5346-755-5)

Dr. Mrs. Renu Thakur, Assistant Professor

Sr. No.	Title of Research/ Review Paper	Name of the Publication Details (Name, Level, ISBN/ISSN)
1.	An Empirical Study of Services Provided by New Generation Indian Banks	e-proceedings of State Level Webinar on ‘Implementation of NEP 2020: Alumni Connect’ organized by JDC Bytco IMSR, Nashik (ISBN: 978-93-5786-562-3, pp. 71-78)
2.	An overview of Industry 4.0	ANVESAK (ISSN:0378-4568, Vol. 53, No. 1 (IV), January –June 2023, UGC Care Group 1 Journal, pp.57-61)
3.	The Impact of Digitalization on Banking Operations and customer Experience	E- Proceedings of the One day National Seminar on Commerce, Management in Recent Era: Trends, Challenges and Innovations” SMRK –BK-AK Mahila Mahavidyalaya ISBN No. : 978-93-91763-86-2
4.	Online Teaching: The Challenges faced by College Teachers	Published a paper in EDUCARE 2021 published by Dr. MSG Foundation (ISBN:978-81-948184-7-2, pp. 92-96)
5.	An overview of Development of Banking Sector in India	International Journal of Social and Scientific Research (ISSN: 2454-3187, Vol. 04, Issue (I), April to June 2018)
6.	A Literature Review of Banking Sector in India	International Journal of Social and Scientific Research (ISSN: 2454-3187, Vol. 04, Issue (II), July to September 2018)

Sr. No	Title of Research/ Review Paper	Name of the Publication Details (Name, Level, ISBN/ISSN)
1.	Attitude of Students & Teachers towards use of ICT in Teaching-Learning Process with reference to Management Institutes in Nashik City	'Research Journey'-International E-Research Journal, UGC Approved, (ISSN: 2348-7143, Impact Factor: 6.261, Pg: 207-210, Feb 2019)
2.	COVID 19 Pandemic & its effects on mental health	Published a paper jointly with MBA II students in Swayamprakash Vol III Issue IV in Feb 2021 (ISSN: 2249-9016 pp. 9-19)
3.	Blended Learning: Moving from Conventional to Unconventional	Published a paper in EDUCARE 2021 published by Dr. MSG Foundation (ISBN:978-81-948184-7-2, pp. 168-172)
4.	A study of awareness regarding Industrial waste and its management	Cambridge Business & Economic Conference 2018 e proceedings of the (www.gcbe.us , ISBN: 9780974211428, pp. 1 to 16)
5.	Role of Indian Legal System in the Management of Industrial Waste	KRSCMS Management Journal (www.krscmsjournal.sapkalknowledgehub.org , ISSN: 22308067, Vol. 8, Issue 2)
6.	Blended Learning: Moving from Conventional to Unconventional	Dr.MSG Foundation's EDUCARE on 'Changing Role of Teachers in the New Normal' (ISBN: 978-81-948184-7-2, Pg- 168-172, March 2021)
7.	'Literature review on Industrial Waste Management Practices in various countries'	Erudition the Albertian journal of management Vol. 16, Issue 1, ISSN 0973-7839, Jan-June 2022, pp 54-68. Release 1 Feb 2023
8.	Upskilling the teachers – Need of an hour'	Proceedings of National Seminar on 'Blended Learning: Opportunities for the Future' released on 27 Apr 2023, ISBN 978-93-5891-317-0, pp 26-28.
9.	Work from Home- A New Professional Normal?'(Co-authored with Dr. S. T. Aurangabadkar, Dr Mrs. Smita Kachole and Ms. Samruddhi Shrishrimal)	Erudition the Albertian journal of management Vol. 16, Issue 2 , ISSN 0973-7839, Jan-June 2023, pp 7-32
10	'A Study on Industrial Waste Management and Workers' Health Practices at the Workplace'	Rabindra Bharti University Journal of Economics, ISSN:0975-802X, Vol: XXVII, No: 5, Impact Factor: 6.986, UGC Care Listed, Peer Reviewed, Referred Journal
11	A study of impact of talent management on organizational performance with reference to IT companies in Nashik'	Bhartiya Shiksha Shodhpatrika, ISSN: 0970-7603, Vol. 42, No. 2(III), July to Dec 2023, Impact Factor – 7.28, UGC Care Listed, Peer Reviewed, Referred Journal

Mr. Anup D. Mohadkar, Assistant Professor

Sr. No.	Title of Research/ Review Paper	Name of the Publication Details (Name, Level, ISBN/ISSN)
1.	NEP 2020: New Education Policy to Revamp the Indian Education System	e-proceedings of State Level Webinar on 'Implementation of NEP 2020: Alumni Connect' organized by JDC Bytco IMSR, Nashik (ISBN: 978-93-5786-562-3, pp. 62-70)
2.	Work-life Balance	Edited book, 'Growth and Development of Commerce and Management' bearing Chapter No. 5, ISBN 978-93-93341-09-9, published by Shaurya Publications, Latur pp. 41-48
3.	A Study of Work-life Balance of Employees in Private Sector Banks in Nashik	E- Proceedings of the One day National Seminar on Commerce , Management in Recent Era: Trends , Challenges and Innovations" SMRK –BK-AK Mahila Mahavidyalaya ISBN No. : 978-93-91763-86-2
4.	Impact of Blended Learning on Work Life Balance of teachers	Proceedings of National Seminar on 'Blended Learning: Opportunities for the Future'
5.	Impact of Blended Learning on Work Life Balance of teachers	Proceedings of National Seminar on 'Blended Learning: Opportunities for the Future' released on 27 Apr 2023, ISBN 978-93-5891-317-0, pp.
6.	CHALLENGES OF WORK LIFE BALANCE DURING LOCKDOWN	ANVESAK (ISSN : 0378 – 4568 UGC Care Group 1 Journal, Vol. 53, No. 01 (IV) January-June 2023, 17-21)
7.	Challenges for Teachers in the New Normal	Published a paper in EDUCARE 2021 published by Dr. MSG Foundation (ISBN:978-81-948184-7-2, pp.49-55)
8.	Management Skills in healthcare	EDUCARE -2019 (ISBN: 978-93-89493-04-7, Publisher: Dr. MSG Foundation, Mumbai)
9.	Employability Skills & Higher Education In India	Educare- 2020 (ISBN 978-93-89493-11-5) Pp 214-219. Publisher: Dr. MSG Foundation, Mumbai)
10	The Business Model	Aarhat Multidisciplinary International Education Research Journal Pp 8-14 Vol IV, Issue I ISSN- 2278-5655-
11	Design Thinking' (ISBN: 978-93-5396-880-9) Pp -81-86	e-proceedings of state level conference Industry 4.0: Bridging the gap between expectations and reality" (ISBN: 978-93-5396-880-9) Pp -81-86
12	Role of ICT in Education	EDUCARE 2018 (ISBN: 978-93-5321-817-1, pp. 118-123)
13	Innovative HR Practices	AJANTA – An International Multidisciplinary Quarterly Research Journal (ISSN: 2277-5730, Vol. – VII, Issue – IV, Oct – Dec 2018)

Sr. No.	Title of Research/ Review Paper	Name of the Publication Details (Name, Level, ISBN/ISSN)
14	The impact of Information Technology on Bank Services and Operational activities	Proceedings of State Level Seminar on Integration of ICT in Teaching (ISBN:978-93-5346-755-5)
15	The effective use of ICT for Distance Learning Process	INTERNATIONAL RESEARCH FELLOWS ASSOCIATION'S RESEARCH JOURNEY – International E-research Journal (ISSN – 2348-7143, February-2019, Special Issue – 154 A, pp. 89-92)

Dr. Sapna Patil, Assistant Professor

Sr. No.	Title of Research/ Review Paper	Name of the Publication Details (Name, Level, ISBN/ISSN)
1.	An empirical study of perceptions of Gen Z towards environment and sustainable fashion	Book - Contemporary issues in Management: A Research Anthology published by Himalaya Publishing House Pvt Ltd, Mumbai 'bearing ISBN: 978-93-5840-092-2(pp.142-154)
2.	Alumni Connect – The role of alumni in institution building	Webinar e-proceedings on the theme 'Implementation of NEP: Alumni Connect' conducted by JDC Bycto IMSR, Nashik (ISBN 978-93-5786-562-3, pp. 41-49)
3.	Innovative tools in online teaching	Published a paper titled in EDUCARE 2021 published by Dr. MSG Foundation (ISBN:978-81-948184-7-2, pp. 87-91)
4.	Literature Review on Emotional Intelligence at Workplace	Seminar proceedings on the theme Mind Management organized by B.Y.K. College of Commerce, Nashik (ISBN 978-81-938642-2-7, pp. 97-104)
5.	Attitude of students and teachers towards use of ICT in teaching learning process with reference to Management Institutes in Nashik city	INTERNATIONAL RESEARCH FELLOWS ASSOCIATION'S RESEARCH JOURNEY – International E-research Journal (ISSN – 2348-7143, February-2019, Special Issue – 154 A, pp. 207-210)
6.	A study on awareness of youth towards e-waste with reference to Nashik city	International Journal for Research in Engineering Application & Management (IJREAM) (UGC Approved Journal, ISSN: 2454-9150 Special Issue - NCCDCM21C – 2019, pp. 51-54)

Mrs. Sumedha Saundankar, Librarian

Sr. No.	Title of Research/ Review Paper	Name of the Publication Details (Name, Level, ISBN/ISSN)
1.	Effective Implementation of National Education Policy 2020 in Libraries	e-proceedings of State Level Webinar on 'Implementation of NEP 2020: Alumni Connect' organized by JDC Bytco IMSR, Nashik (ISBN: 978-93-5786-562-3, pp. 54-61)
2.	Open Educational Resources: An awareness program for faculty members during Covid-19 pandemic	International e-journal of Library Science (ISSN: 2319-992X, Impact Factor IJLIF – 4.101, Vol. 9, Issue 1, pp. 28-42). Publisher: SGPC's Guru Nanak Institute of Management Studies
3.	E-books: Important element in library'	Published a paper in the book 'Process of book publication: Handwritten to e book' by Mr. Hitesh Brijwashi and Dr. Tushar Patil (ISBN – 978-93-89501-56-8, pp. 189-192)
4.	Online Search Techniques: A Review	G. E. Society's Research Journal "Swayamprakash" Luminescence Feb. 2020. Vol. II, Issue IV February 2020

Annexure V: LIST OF JOURNALS AND LIBRARY COLLECTION

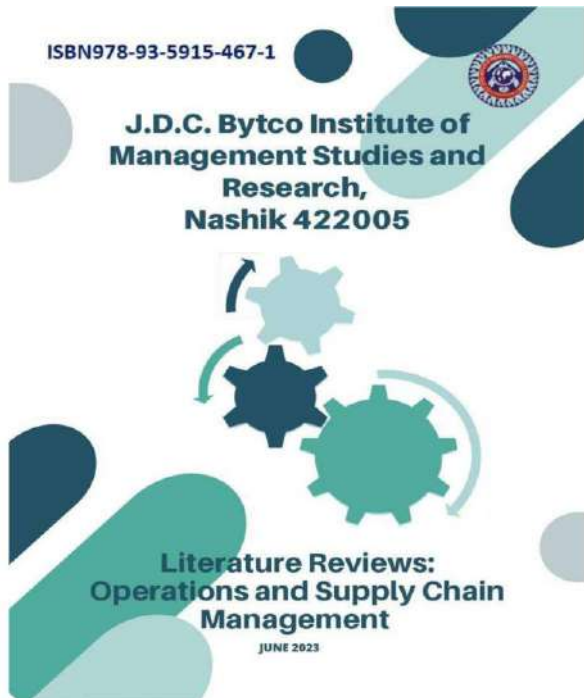
List of Journals as on 31st July, 2024

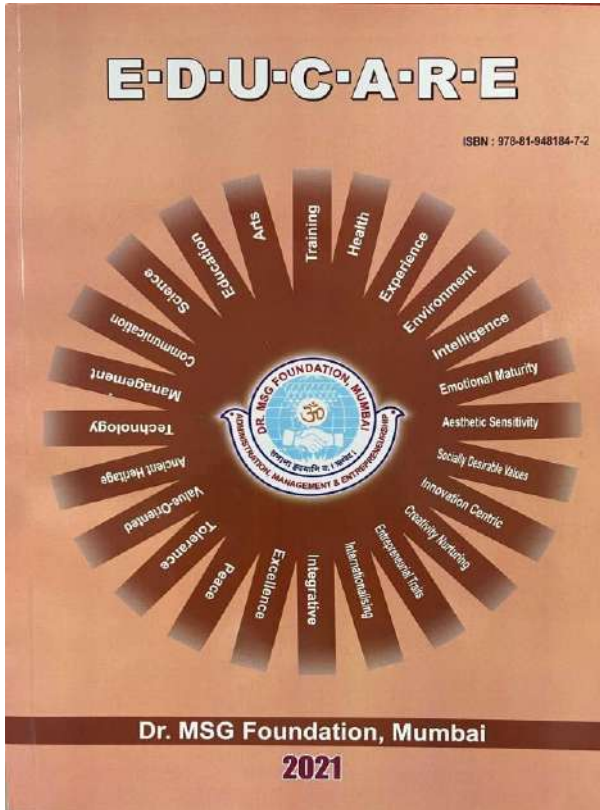
Sr. No.	Title of Periodical	Issues Per Year
International Journals		
1.	AIMS: International Journal of Management	3
2.	Harvard Business Review	6
3.	Asian Journal of Management Cases	2
4.	International Journal of Business Economic and Management Research	3
5.	International Journal of Operations Management	2
6.	Prabandhan: Indian Journal of Management	12
7.	Indian Journal of Marketing	12
8.	Indian Journal of Finance	12
9.	Artshastra: Indian Journal of Economic & Research	4
National Journals		
10.	Journal of Knowledge Management	4
11.	Journal of Entrepreneurship	3
12.	Inventi Impact: Business Research & Review	4
13.	Inventi Impact: Start Up	4
14.	IUP: Journal of Corporate Governance	4
15.	IUP: Supply Chain Management	4
16.	IUP: Journal of Organizational Behavior	4
17.	Business Manger	12
18.	University News	52
19.	Competition Success Review	12

Library Collection as on 31st July 2024

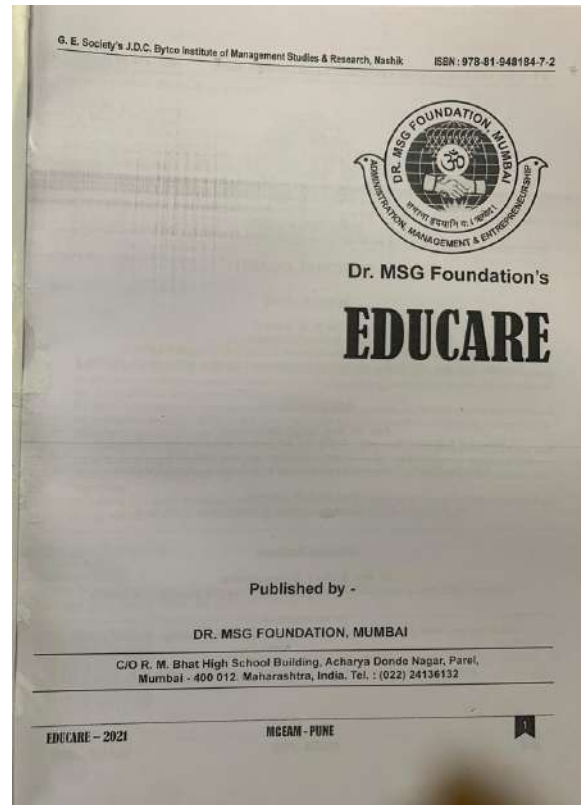
Sr. No.	Details	Number	Sr. No.	Details	Number
1.	Hard Copy Books: Volumes	20933	6.	National Journals	10
2.	Hard Copy Books: Titles	10072	7.	Ph.D. Theses	38
3.	E-Books: Volumes	4247	8.	CD'S	1540
4.	E-Books: Title	593	9.	Newspapers	10
5.	International Journals	09			

ANNEXURE VI: COVER PAGES OF RESEARCH PUBLICATIONS





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"Above Self... Above Politics"



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E-mail : gpcjcb_nsk@rediffmail.com
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ANNEXURE VII: RESEARCH POLICY



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Director : **Dr. Mrs. S. T. Aurangabadkar**
M.B.A., Ph.D.

- AICTE Permanent ID : 6618491
- DTE Code : MB5114
- AISHE Code : C-41411
- Unipune ID : IMMNO17410
- SPPU Exam Centre No. 503

Ph. : 0253 2571643, 258 2841, Email : gecjdcn_nsk@rediffmail.com Web : www.jdcbytcoimsr.in

Ref. No. :

Date :

Research Policy

To encourage business research at post graduate and doctoral levels with adherence to high ethical standards with the objective to serve the society in general. The scope of the policy includes our PG students, Faculty and researchers. The policy intends to promote multidisciplinary research and encourage quality publications.


Dr. Mrs. Sarita Aurangabadkar
Director



ANNEXURE VIII: PLAGIARISM POLICY

**Gokhale Education Society's
J.D.C. Bytco Institute of Management Studies and Research, Nashik**

PLAGIARISM POLICY

The institute believes that management education should transcend the confines of academic and should involve a quantum transition in the personality of individuals. The ultimate objectives of the Institute are to imbibe the qualities of leadership and innovations. JDC Bytco IMSR belongs to Gokhale Education Society, one of the oldest and pioneering educational institutions that aims to develop quality citizens through education and training and to raise the dignity of teaching profession.

Plagiarism assumes importance from the view point of the entire academic community. Plagiarism violates the element of trust, expectation and honesty, which is a pre-requisite for academic work. Being a research institute we believe that the first step towards curbing this misconduct is to sensitize the faculty, students and research students of the Institute regarding plagiarism, performed either willfully or ignorantly.

Definition of Plagiarism:

Plagiarism is defined as presenting another person's work as one's own work. Presentation includes copying or reproducing it without the acknowledgement of the source. It is breach of academic integrity

Plagiarism involves copying of : phrases, clauses, sentences, paragraphs or longer extracts from published or unpublished work (including from the Internet) that exceeds the boundaries of the legitimate cooperation without acknowledgement of the source. Plagiarism could be intentional (dishonest plagiarism) or non-intentional (negligent plagiarism).

Examples of plagiarism include copying (using another person's language and/or ideas as if they are your own), by:

- quoting verbatim another person's work without due acknowledgement of the source

- paraphrasing another person's work by changing some of the words, or the order of the words, without due acknowledgement of the source
- using ideas taken from someone else without reference to the originator
- cutting and pasting from the Internet
- submitting someone else's work as part of your own without identifying clearly who did the work

Faculty and Research students at JDCB IMSR are required to familiarise themselves with the guidance on referencing and good academic practice and follow it in all work submitted in form research articles, research papers or assessments. As the detection of plagiarism and steps to prevent it are important, the institute regularly educates faculty/students about the dangers of plagiarism. Institute believes in taking steps to strengthen the moral of faculty and students so that they do not take support of the unfair-means.

Procedure for handling alleged Plagiarism

The Institute has formed a committee to check and control plagiarism. The committee comprised of Director of the Institute, Research Centre HoD and Librarian, establishes whether there is a plagiarism or not. Based on the severity of plagiarism one of the following action may be taken

1. Counseling
2. Fine or warning

The Institute uses Turnitin Software to keep a check on plagiarism for research papers submitted for conference proceedings published by the institute. The software compares the text of submitted work with a large database of online sources and a database of previous submissions. PhD students have to submit the Turnitin Software report for their research work along with their thesis to the institute.

The Institute is committed to dealing with alleged plagiarism by any section of its community in accordance with the policy laid down.


Dr Mrs ST Aufangabadkar
Director
Director
J.D.C. Bytco IMSR,
Nashik-05.



**ANNEXURE IX : EXTERNAL REFEREE-SHIP DETAIL PH D: DR. MRS. S.T.
AURANGABADKAR (2014 onwards)**

Sr. No.	Date	University	Faculty and Subject	Title of the Thesis
1.	28 Jan., 2014 (Viva)	Padmashree Dr. D.Y. Patil Univ. Belapur, Mumbai	Commerce and Management	“Study of Workforce Diversity Compliance of Manufacturing Companies in India and its Impact on Employee Performance”
2.	20 Aug., 2016	University of Mumbai	Commerce Business Policy and Admin.	“Impact of Work Culture on Scholastic Performance of Commerce Teachers of University of Mumbai”
3.	28 Aug ,2018	University of Mumbai	Commerce Business Policy and Administration	“Understanding Trends in Television Advertising During the Period of 2006 to 2010 and its impact on Buying Pattern of Teenagers in Navi Mumbai Region”
4.	21 July, 2018	R.T. M. Nagpur University	Commerce & Mgt, Bus. Mgt and Business Administration	“An Analytical Study of Work Life Balance of Female Employees at Managerial Level Working In State Bank Of India With Special Reference To Pune City”
5.	30 Apr ,2019	R.T. M. Nagpur University	Commerce Business Management	“Exchange Rate Movement and Its Impact on India’s Exports of Engineering Goods with Special Reference to Engineering Companies in The Area of The Pune Region”
6.	31 Dec. ,2020	University of Mumbai	Arts Management Studies	“An Empirical Study on Human Resource Challenges Faced By Social Enterprises In India”
7.	30 June, 2021	University of Mumbai	Commerce and Management	“A Study on Consumer Perception Towards Organic Product in Nasik City”
8.	30 Aug, 2021	University of Mumbai	Commerce Business Economics	“Parameters In Personal Financial Planning and Its Impact on Financial Decision Making With Respect To” Urban Individuals
9.	7 Feb., 2023	University Of Mumbai	Commerce and Management	“A Study of Leadership Styles and its Impact on Higher Educational Institutions of Navi Mumbai City”
10	23 Feb., 2023	University Of Mumbai	Commerce & Mgt Business Policy & Administration	“A Study of Financial Planning for Retirement Amongst Teachers in Higher Education in Mumbai City”

Sr. No.	Date	University	Faculty and Subject	Title of the Thesis
11.	11 Mar., 2024	University of Mumbai	Commerce & Management/ Trade, Transport & Industry	"A Study on Impact of Tourism on Regional Development of South Konkan Region" submitted by Priya R. Yeole for Ph.D
12.	18 Jul., 2024	SNDT Women's University, Mumbai	Management Studies	"An Analytical Study of the Drivers and Barriers for the Adoption of Industry 4.0 Technologies in MSMEs in the State of Maharashtra"

ANNEXURE X: Research work by students

Sr. No.	Year	Name of student	Research Details
1.	25 Nov 2023	Ms. Payal Bora Ms. Divyani Bharvirkar	Participated in 10 th Inter-Collegiate Research Competition on Digital Banking: Prospects and Constraints by Indsearch Institute of Management Studies & Research, Pune & Prof. Pramod Parkhi Centre for Banking, Finance & Insurance and presented a research paper on the topic 'UPI: Banking At Your Fingertips'
2.	20 July 2023	Ms. Apeksha Dube Ms. Ketaki Chikerur	Submitted a research paper on 'An empirical study on perception of teachers and students towards holistic development of management graduates' under the guidance of Dr. Sapna Patil for AIMS Best Student Paper award. Paper was presented online on 31 July 2023 and was shortlisted for presentation at the 34 th AIMS Annual Management Education Convention 2023 at PSGIM, Coimbatore
3.	2022-2023	Soham Joshi Yuvraj Pagar	Participated in 9 th Inter-Collegiate Research Competition on Digital Banking: Prospects and Constraints by Indsearch Institute of Management Studies & Research, Pune & Prof. Pramod Parkhi Centre for Banking, Finance & Insurance and presented a research paper on the topic 'A Study on Constraints in Digital Banking in India'

Sr. No.	Year	Name of student	Research Details
4.	2022-2023	1. Ms. Khan Afrin Firdos Pathan Kalim, Mr. Chopade Atharva Devidas 2. Mr. Vaishampayan Aditya Jayant, Mr. Pardeshi Ritesh Sunil,	Participation in Aavishkar Zonal Level Competition by SPPU at KBT COE Team 1. Title: Is spider of Marketing tanglinghuman in its web? Team 2. Title A study on online, offline andBlended learning Modes
5.	2021-2022	Krushna Marapally Sonia Datta	Published a paper titled ‘ Students perspective on challenges faced during the on-boarding process inthe new normal’ in National Institute of Personnel Management’s journal – Personnel Today (ISSN: 0970-8405)
6.	2020-2021	Ms. Prachiti Dandagawhane Ms. Shivani Chavan	Published a paper titled ‘COVID 19 Pandemic & its effects on mental health’ in Swayamprakash Vol III Issue IV in Feb 2021 (ISSN: 2249-9016 pp.9-19)
7.	2019-20	Mr. Pranav Kshatriya Mr. Hemant Jahangid	Participated in 7 th Inter Collegiate Research Paper Competition on ‘Bank Mergers, a boon to banking and economy?’organized by Indian Institute of Cost and Management Studies & Research, Pune and presented a research paper on the topic ‘Issues and Challenges of merger of PSB’s with special reference to Bank of Baroda, Dena Bank and Vijaya Bank
8.	2019-20	Mr. Aditya Khodke	Awarded 2 nd prize in the FROLIC 2019 – Research paper/Project intercollegiate competition organized by Ashoka Business School, Nashik
9.	2018-2019	Manasi Jadhav	Selected for AYUSH Center of Excellence Student Fellowship Program 2018-19 and received fellowship of Rs. 25,000/- and submitted report
10.	2018 - 2019	Aniket Gaikwad Samruddhi Shrishrimal	Shortlisted & presented a paper titled ‘Design thinking Methods as Innovative Practice in Business Schools’ in the AIMS Best Student Paper Award Competition 2018
11.	2018-2019	Prajakta Nikam Siddharth Torane	Shortlisted & presented a paper titled ‘A comparative study of traditional learning and e- learning to find the best solution for learning’ in the AIMS Best Student Paper Award Competition 2018