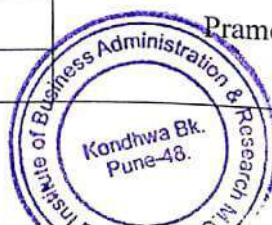


Master of Computer Applications

MCA-III Semester -VI Project Mentor Allocation

Roll No	Name of Students	Name of Mentor
1	Abhijit Tukaram Aglawe	Dr. Sharada Patil
2	Abrar Babar Khan	
3	Aditya Pramod Hanchate	
4	Akshay Tukaram Kaste	
5	Ambadas Sanjay Raje	
6	Amol Nagesh Mungale	
7	Ankita Milind Thul	
8	Ankitkumar Arunkumar Pandey	
10	Asadullah Zainnulah Shaikh	
11	Ashrubha Bhausahab Bhise	Archana Nair
12	Bhagyashree Hanamant Chincholi	
13	Bilal Arif Aga	
14	Chetan Purushottam Borkar	
15	Danish Shakil Tamboli	
16	Faraz Wahid Sayyed	
17	Fazila Abdul Kadar Shaikh	
18	Harish Rajendra Sharma	
19	Iram Kudarat Sayyad	
20	Juveriya Shaukat Ali Sayed	Snehal Dhane
21	Karan Karbhari Salve	
22	Kavita Savata Dake	
23	Lalit Laxman Mahale	
24	Mangesh Ganesh Patole	
25	Misbah Salim Shaikh	
26	Monika Kumari	
27	Muskan Madar Shaikh	
28	Nikhil Ram Murkunde	
29	Nisarg Manojkumar Shah	Pramodini Dange
30	Nujib Yunus Atar	
31	Ojaswee Prakash Vidhale	





Sinhgad Institutes

Sinhgad Technical Education Society's
Sinhgad Institute of Business Administration and Research
Kondhwa(Bk), Pune - 411048



Master of Computer Applications

32	Poonam Ganesh Kshirsagar	
33	Prasanna Pramod Kulkarni	
35	Pujangi Rajendra Darekar	
37	Renuka Kishor Gaikwad	
38	Rimsha Akhtar Ahmed Shaikh	
39	Rushikesh Rahul Sarvagod	
40	Rushikesh Ramesh Sulakhe	
41	Sagar Shriniwas Battul	Archana Shinde
42	Sahil Ekbal Shaikh	
43	Saiylee Gorkhnath Wadkar	
44	Saurabh Sudhir Saravate	
45	Shahid Shafi Pathan	
46	Shaziya Zakir Shaikh	
47	Shehroze Shaukat Sundke	
48	Shifa Muzaffar Shaikh	
49	Shitij Navin Jaiswal	
50	Shridhar Mishra	
51	Sudhamati Dhanaji Patil	Dr. Farhana Desai
52	Sujata Murali Talkokul	
54	Tanmay Arjun Ladkat	
55	Tanzeela Ashfaque Shaikh	
56	Tarun Tapan Kundu	
57	Tausif Alauddin Ustad	
58	Tejaswini Bharat Gaikwad	
59	Tousief Shahid Nadaf	
60	Usman Anwar Shaikh	
61	Vivian Michael Fernandes	





Sinhgad Institutes

Sinhgad Technical Education Society's
Sinhgad Institute of Business Administration and Research
Kondhwa(Bk), Pune - 411048



Master of Computer Applications

MCA-III Semester -VI Project Details

Roll No.	Student Name	Project Name	Company Name
1	Abhijit Tukaram Aglawe	Dairy Products	Web Soft IT Solution
2	Abrar Babar Khan	FOOD ORDERING [WEB APPLICATION]	Transperfect Pvt Ltd
3	Aditya Pramod Hanchate	iMedOne	T-Systems
4	Akshay Tukaram Kaste	Local Grofers	Web Crypt Technology
5	Ambadas Sanjay Raje	High -Inn(Digital Menu Card System)	Web Crypt Technology
6	Amol Nagesh Mungale	TEXTTILE HUB INDUSTRY	Vertex Technosys PVT LTD
7	Ankita Milind Thul		
8	Ankitkumar Arunkumar Pandey	<u>CineTalentHunt.com</u>	VALIANT MEDIA AND WEB INT
10	Asadullah Zainnulah Shaikh	Forensic Management System	Cravita Technologies
11	Ashrubha Bhausaheb Bhise	Student Attendance System	Web Soft IT Solution
12	Bhagyashree Hanamant Chincholi	pharmacy management system	Cwd limited
13	Bilal Arif Aga	Palette CAD Quotation Software	Cinetch India Enterprises
14	Chetan Purushottam Borkar	Real Estate Solutions	Web Soft IT Solution
15	Danish Shakil Tamboli	Channels Middleware	Rootware technologies
16	Faraz Wahid Sayyed	Digital Payment Platform(DPP)	Rootware technologies
18	Harish Rajendra Sharma		
19	Iram Kudarat Sayyad	Marketing Store System	Web Soft IT Solution
20	Juveriya Shaukat Ali Sayed	MountBrica Web-Based Application	Keyword Technology
21	Karan Karbhari Salve		
22	Kavita Savata Dake	Payroll Management System	Elite Softwares
23	Lalit Laxman Mahale	Big Basket Application	Websoft IT Solution
24	Mangesh Ganesh Patole		
25	Misbah Salim Shaikh		
26	Monika Kumari	Online Quiz System	Web Soft IT Solution
27	Muskan Madar Shaikh	Campus Recruitment	V3 Data Solution
28	Nikhil Ram Murkunde	Online Grocery Shop	GTL Software Pvt Ltd
29	Nisarg Manojkumar Shah	Non Financial Banking Company (NBFC)	Cravita Technologies



Sinhgad Institutes

Sinhgad Technical Education Society's
Sinhgad Institute of Business Administration and Research
Kondhwa(Bk), Pune - 411048



Master of Computer Applications

30	Nujib Yunus Atar	online food order	Homehustle technologies Pvt Ltd.
31	Ojaswee Prakash Vidhale	Maha E-Tender	Web Soft IT Solution
32	Poonam Ganesh Kshirsagar	HonestBizz(buy, rent and sell properties)	TechMahajan
33	Prasanna Pramod Kulkarni	Wooden street furniture shop	Happy coding
35	Pujangi Rajendra Darekar	Report Desk	Prometteur solutions Pvt. Ltd.
37	Renuka Kishor Gaikwad	Adhi Jevan (online food & catering service)	
38	Rimsha Akhtar Ahmed Shaikh	Fishmart.com	Keyword Technology
39	Rushikesh Rahul Sarvagod	e library System	Web Soft IT Solution
40	Rushikesh Ramesh Sulakhe		
41	Sagar Shriniwas Battul	Annapurna Integrated System	AY Connects
42	Sahil Ekbal Shaikh	STCC Channels Middelware	Rootware technologies
43	Saiylee Gorkhnath Wadkar		
44	Saurabh Sudhir Saravate	HMS(Hotel Management System)	Indiatech Soft.Pvt.Ltd
45	Shahid Shafi Pathan	Restopedia(Restaurant Management System)	GTL Software Pvt Ltd
46	Shaziya Zakir Shaikh	Digital Payment Platform	Rootware Technologies Pvt Ltd
47	Shehroze Shaukat Sundke	Online grocery shop (Saiddo Shop/User/Driver)	Ameliorate Solutions,Pashan
48	Shifa Muzaffar Shaikh	omniCon	Incubxperts TechnoConsulting Pvt Ltd
49	Shitij Navin Jaiswal	Sales supplement	Websoft IT Solution
50	Shridhar Mishra	Logistics Management System	Web Soft IT Solution
51	Sudhamati Dhanaji Patil	Hospital ERP	WebSoft IT Solution
52	Sujata Murali Talkokul	Training Management System	Comsense Technologies Pvt Ltd
54	Tanmay Arjun Ladkat	"Online Voting System"	Phoenix Corporate Services
55	Tanzeela Ashfaq Shaikh	Digital Payment Platform	Rootware Technologies Pvt Ltd
57	Tausif Alauddin Ustad	employee management system	Zimetrics Technologies Pvt Ltd
58	Tejaswini Bharat Gaikwad		
59	Tousief Shahid Nadaf	Online Jewellery Shopping	Indiatech Soft
60	Usman Anwar Shaikh	Project Management System	HRM Solutions Pvt Ltd
61	Vivian Michael Fernandes	"NeoDX - Android application for COVID Antigen test"	LATICE INNOVATION Pvt
62	Hussain Bhungra (batch 2017-2020)	Warehouse Management System	Delivery Express

Master of Computer Applications

NOTICE

Date: 18th May 2022

Dear students,

This is to inform you all MCA- III 2019-22 batch students that the First Project Presentation is scheduled on **30th May, 2022**. The students are requested to inform respective mentors and should be report offline for the presentation on that date.

The project work may be carried out by identifying Research/System oriented application problem/Web resources/Tools in any one of the business/services information technology organizations.


Also mail your offer letters (placement/internship) to snehal.dhane@sinhgad.edu

The project undertaken may be of various types viz:

- * System software / tool development
- * Application software development
- * Computer networks performance analysis
- * Web source development (Client-Server)
- * Middle ware technology development
- * Mobile computing /data base Applications
- * Multimedia development
- * Data mining
- * Network security
- * E-Governance, E-Learning applications

Check for: "Mentor allocation sheet" and "project plan" as attached with this.

Please take serious note - students missing out on presentations won't be considered for the subsequent presentations.



Dr. Netra Patil
Director
SIBAR-MCA



Master of Computer Applications

NOTICE

Date: 8th June 2022

This is to inform all the MCA III (Sem-VI) students that the second Project Presentation is scheduled on 15th June, 2022.

PPT should contain the following from analysis and design phase:

Analysis and Design

- Analysis Phase
 - Object Diagram
 - Class Diagram
 - Use Case Diagrams
- Design Phase
 - Sequence Diagram
 - Collaboration Diagram
 - Activity Diagram
 - State Chart Diagram
- Interface Diagram (in case of Embedded Systems)
- Module Specifications
- Web Site Map Diagram (in case of Web Application)

Back End Specifications

- ERD
- Normalization Database Design (With 25 good records in each database)
- Data Dictionary
- Triggers, Constraints, Cursors etc.

Front End Specifications

- Menu Tree
- Menu Screens
- Input Screens
- Validation Controls

Please take serious note -

All presentations are mandatory. Students missing out on presentations won't be considered for the subsequent presentations.


Dr. Nefra Patil
Director
SIBAR-MCA



Master of Computer Applications


NOTICE

Date: 13th August 2022

All MCA-III (Sem-VI) students must follow the below instructions for Final Presentation

Instructions:-

1. Kindly check your Project Reports (soft copy) with your respective mentor and get it corrected.
2. Project Reports that are Not Approved by mentors will NOT be allowed for Final External Presentation.
3. Report to your Mentor with the final project report on or before 2nd Sep. 2022 (No Extension)
4. You may come to college or create an online meeting with your mentor (Student will communicate and create the link and share it with mentor)
5. Print and Binding to be done ONLY after consent from the Mentors.
6. Company Certificate and College Certificate copies must be attached in a Project Report.



Dr. Netra Patil
Director
SIBAR-MCA



Master of Computer Applications

Notice

Date: 7th September 2022

Dear Students,

This is to inform you all that MCA III year Final University project viva will be conducted tentatively in the next week as per SPPU examination schedule.

Submit the following things on or before 19th September 2022

1. **Final project report** black bound with golden emboss- 2 copies (1 for College + 1 for Student) after verification with respective mentors.
2. CD containing Executable/Deployable application, Final Presentation PPT & Final Project Report soft copy.

Please find an attachment for Project Report Title Page, Index Page, Certificate of Originality, and Certificate of Approval & Presentation Questions.

Index can be modified slightly according to your project. (Certificate of Originality must be printed on college letterhead)

Bring soft copy of Presentation questions & answers along with PPT.

Regards.



Dr. Netra Patil
Director
SIBAR-MCA



Sem -IV Project List and Mentor Allocation

2020-2022 Batch

Coordinator: Archana Nair

Roll no.	Student name	Project Name	Mentor
1	AAMRAPALI SATISH BIRADAR	Resto Pedia	Dr. Sharada Patil
2	AAQUIBE RAFIQUE SHAIKH	X-Logist	
3	AAYUSH HARISH INGLE	Pune Food Order	
4	ABHIJEET MAROTI SHINDE	1- click Job	
6	ADITYA HARISH BAKARE	E-Farm Market.co	
7	ADITYA RAWAT	Field Service Application	
8	ADNAN BASHIR SHAIKH	Bakery Management System	
9	ADNAN RAHIM KHAN	Event Booking Platform	
10	AFNAN FARID SHAIKH	Bakery Management System	
12	AJIT MADHUSUDAN PATIL	Training and Placement cell management system	
13	AKASH ARUN POLEKAR	Travel and torism managment system	
14	AKHIL PULLATTUKUZHILYIL LALU	Image and text encryption and Decryption	
16	AKSHAY EKNATH SASTE	Fernishing Management System	
17	AKSHAY HANUMANT VASAV	Company Billing Tool	
18	ALIK PRADIP KUMAR SARKAR	Ecommerce Website	
19	AMAR AGNIHOTRI	Banking Management System	
20	AMAR KALMESHWAR FUNDIPALLE	Online Eshoping	Rubina Sheikh
21	ANKIT MAHIPAL BHANDARI	Mouse control using facial guestures	
22	ANKIT VIRENBHAI MISTRY	Tution- Genie	
23	ATTAR FARDEEN RIYAZ	modon	
24	AVCHITE EDWIN SUDHAKAR	Brand for less	
26	AYUR RAVICHAND DESHPANDE	Gym Mart	
27	BALLARY JOEL JAMES	Bhojanam.com	
28	BELE MANGESH TULSHIRAM	Will report back with module	
29	BHAVESH RAJENDRAKUMAR JAIN		
30	BHAWANE AMRUTA GAJANAN		
31	CHAITANYA LOHAR	RIICO ERP	Dr. Netra Patil
32	CHANDRASING GANESH PATIL	Multiservices manegement system	
33	CHRISTINA JOSEPH KAMBLE	Online foor Ordering System-Bhojnum.com	
34	FAIZAN ANSAR SHAIKH	Lenskart.com	
35	FAIZAN ANWAR TAJMOHAMMAD	Gym Fitness Application	
36	FURQAN ANWAR TAJMOHAMMED	Naklat-Petrol Pump Management	
37	GANORE PRATHMESHI VIJAYKUMAR	Electronic Mall-e-commerce website	
38	HUSSAIN ISMAIL NAFFAR	Ecode / Online Learning Academy	
39	JAGTAP VAIBHAV BAPU	Retailer Furnishing Management system	
40	JANAK RAMKISHAN CHAMLA	Cosaps	
41	JEETENDRA LALJI YADAV	Inventory Management System (Reported)	

42	KAJAL ANIL SAHA	Staff/MNC Management System
43	KATKE GOVIND SHAMBHU	Royal Paying Guest
44	KAUSTUBH ARVIND DEO	Solid Waste Management
45	KHANDALE APOORVA ASHOK	Tattoo Studio System
46	KHEDIKAR KIMISH PRAMOD	Online Job Portal
47	KISHAN ARUN SHETTY	Hasttar Dapp Blockchain
48	KULKARNI PRACHI VIVEK	
49	KUNDAN TANAJI PISE	Online Furniture Shop
51	MANGESH KISHOR PAWAR	
53	MANSI MADHUKAR GADGIL	Online Medical Store(Drodo)
54	MAYUR ARVIND MESHRAM	Exchange HUB
55	MEGHA VIJAY PATEKAR	Online Tatto System
56	MISLAH WAIZUL HAQUE KHAN	My Digital Elixir
57	MOHAMMAD SAIFYASIN M. ASHRAF PATEL	Campus Recriritment EDA
58	MOHAMMAD TASADDUQ ABID BURNEY	H&M Fashion -Online Shopping System
59	MOHD OSAMA ASLAM KHAN	Carrier Integrations
60	MUBIN KHUTBUDDIN MUJAHID	Xlogistic (Logistics) HTML, JSc, My Sql
61	NAGAYYA TIPAYYA SWAMI	SMART SHAKING SECURITY SYSTEM
62	NIKHIL RAJENDRA GORDE	Library Mngy System
63	NILESH HARIBHAU KASBE	Donation Managemnt System
64	NISHANT SANJAY MIRKALE	Hospital Mngt System
65	NITESH BANDU KUDMETHE	Ecode / Online Learning Academy
67	OJAS ABHIJIT HIWALE	
68	PAVITHRA S RAMAN	
70	PRANAV PRASAD NAIR	PVPIT
71	PRANAV RAVIKIRAN YADAV	PVPIT
72	PRANIT SHIVAJI SAWANT	Genere8 Techno Solutions
73	PRANJALI RAJENDRA CHAVAN	
74	PRASANNA SANJAY JANGAM	Inventory Management System
75	PRASHANT VIJAYSING PATIL	Inventory Management System
76	PRATAP PANDURANG SHIRAME	Partner innovation experience
77	PRATIK MAHAVIR KALEGORE	Pearl Clean Dhobighat ERP
78	PRATIKSHA NANDKUMAR KHESE	E-Property
79	PRATIKSHA SUBHASHA PADAVALKAR	Mouse Control Using Facial Gestures
80	PRAVIN APPASAHEB SUPEKAR	Enterprise resource planning (ERP)
81	PRAVIN SHRIMANT BANSODE	Human Resource Management Software
82	PREMKUMAR DEVDAS ELARI	Real Estate Web Application
83	PRITHVIRAJ ANANDRAO SURYAWANSHI	Mineral View
84	RAHIL ARIF SHAIKH	Online Examination System
85	RAJ SURAJLAL BORKAR	Online job portal
86	RUSHIKESH ANIL GHADAGE	Infloosens Loan Management
87	RUSHIKESH RAJENDRA BHADIRGE	Annapurna Integrated System
88	SAGAR DEVIDAS DHADE	Online Job Portal
89	SAHIL SAMEER SHAIKH	Modon support
90	SAIKUMAR SHRINIVAS BHANDARI	Vertex Technosys

Dr. Pramodini Dange

Archana Nair

Snehal Dhane



91	SANKET SANJAY THALKAR	Nursery management System	Dr. Farhana Desai
92	SANSKRUTI ASHOK GHODAKE	E-Commerce	
93	SANYOGITA RAMESH INGAWALE	Second hand car sale	
94	SAURABH PRAMOD SHINDE	Online Shopping System	
95	SAURAV SAHADEV MAJI	Online Shopping System	
96	SHAIKH USAMA AHMED NOOR		
97	SHIVAJI PANDURANG DURGUDE		
98	SHIVAM ANANT GANDHI	Active City Administration	
99	SHIVANI RAMDAS BANKHELE	Hospital Management System	
100	SHIVKUMAR PAPAIAH KANDULU		
101	SHIVSHANKAR DATTATRAY VATTE	Intershala Job Portal	
102	SHRIKANT BHARAT LANDE	Online Shopping for Hardware equipments & Tools	
103	SHUBHAM BHARAT GONDE		
104	SHUBHAM PANDIT CHAVAN		
105	SHUBHAM SANJAY JADHAV	Infloones India private limited	Rubina Sheikh
106	SHUBHAM SURESH MANURE	Online food order	
107	SHUBHANGI RAJENDRA YADAV	Smart Shaking Security System	
108	SOHEL RASHID SHAIKH	Restopedia	
109	SOURABH VIVEK CHOUGULE	Tutor	
110	SURESH LAXMAN PIMPARKAR	Intercom application in Peshawai Food	
111	SWAPNIL NAMADEV ROKADE	CAFFE POS	
112	SWARALI ANANDA MAGARE	PuneOrders	Kalyani
113	SYED SAJJAD ABBAS ZAIDI		
114	TEJAL SURESH PAWAR		
115	TEJAS YOGESH CHAUDHARI	Online Job Portal	
116	TILAK PRAKASH PADOLE	Exchange HUB	
117	TUSHAR ANIL MALI	Ngage	
118	TUSHAR BALASO ANPAT	Data Scrapping Using JS	Kalyani
119	TUSHAR GAHININATH DAUND	Big data Analytics	
120	UBED ABDUL SAMAD BAGWAN	AI AWAII	
121	VAIBHAV BHAUSAHEB KISAVE	Tattoo Studio system	
122	VAIBHAV NATHU DIGHE	Inventory Mngt System	
123	VAISHNAVI WASUDEO DESHPANDE	Solid waste management	
124	VARSHA RAMESH KAJAVE	Visit Report Management sys	
125	VIDHYA SURESH MARKAD	Online Tattoo System	
126	VIKRANT	Bank Management System	
127	VIPUL CHANDRAKANT SONAR		
128	VIRESH MALLINATH BOLSHETTE	Hospital Mngt System	
129	VISHAL DINKAR DUBULE	HR Mngt System	
130	VISHAL THAKUR		
131	YASH UMAKANT MAHANKALE		
132	YERUNKAR PRATHAMESH PRABHAKAR		
133	YOGITA SHAMSUNDAR DESHMUKH	Tourism Mngt Sytsem	
134	ZAID SAMEER SAYYED	Traffic Sign Recognition in Python	
135	ZAIN ALTAF SHAIKH	Vehicle Parking Mngt System	



Sinhgad Technical Education Society's



Sinhgad Institute of Business Administration and Research, Kondhwa

S. No 40/4A+4B/1, Near PMC Octroi Post, Kondhwa-Saswad Road, Kondhwa (BK.), Pune - 411048

Academic Year 2021-22

Mentor - Mentee List

Batch 2021-23

Sr. No.	Student Name	Contact No.	Faculty Name
1	Anand Priya Kimtilal	9822143408	Dr. Vijay Dhole
2	Bamne Apurva Atul	8830868516	
3	Bhawane Sujata Gajanan	8805111221	
4	Bibwe Shivani Anand	9765087287	
5	Bichare Snehal Suresh	7757856380	
6	Borwar Vaishnavi	7507130320	
7	Chatarkar Vaishnavi Sharad	9307969896	
8	Kale Vivek Ankush	9370994051	
9	Kashid Amit Chandrakant	9623707265	
10	Shinde Aniket Gajendra	9604017187	
11	Shivani Sunil Gurav	9595265853	
12	Borkar Aditya Mangesh	7350555221	
13	Dabke Prasad Shivnath	8600328418	
14	Dagale Vaibhav Kalu	9356873014	
15	Shirke Parinita Dhaval	8308529979	



Sinhgad Technical Education Society's



Sinhgad Institute of Business Administration and Research, Kondhwa

S. No 40/4A+4B/1, Near PMC Octroi Post, Kondhwa-Saswad Road, Kondhwa (BK.), Pune - 411048

Academic Year 2021-22

Mentor - Mentee List

Batch 2021-23

Sr. No.	Student Name	Contact No.	Faculty Name
1	Agarwal Divya	9763658796	Dr. Zamarrud Ansari
2	Shaikh Fiza Shabbir	8669831367	
3	Shaikh Zaara	9834592250	
4	Inamdar Noorhalima Faiya	7057933688	
5	Rathod Kalpana Tarachand	8108098081	
6	Jadhav Tejal Sanjay	9284771621	
7	Pratibha Prakash pawar	7447883433	
8	Mulani Sohail Aji	8070323001	
9	Shaikh Hasnain Asif	7350578642	
10	Devang Bharat Kadu	9146035472	
11	Abdul Rahman Shakeel Ahmed	9673938952	
12	Adhav Dhanraj Prakash	8308371584	
13	Alhat Prajwal Devidas	8530805878	
14	Awari Raja Subhash	8766449503	
15	Tiwari Shivani Sanjay	7387379558	



Sinhgad Technical Education Society's



Sinhgad Institute of Business Administration and Research, Kondhwa

S. No 40/4A+4B/1, Near PMC Octroi Post, Kondhwa-Saswad Road, Kondhwa (BK.), Pune - 411048

Academic Year 2021-22

Mentor - Mentee List

Batch 2021-23

Sr. No.	Student Name	Contact No.	Faculty Name
1	Chothave Trushna	7378404555	Dr. Prachi Murkute
2	Gaikwad Sayali Pradeep	9960587793	
3	Ghadge Prajakta Balkrishna	9325427206	
4	Ghewade Dhanashree Vishnu	8897456153	
5	Ghumatakar Anagha Atul	9112642561	
6	Gujar Pratiksha Anil	7507883726	
7	Gundecha Prapti Deepak	7030571545	
8	Dinkar Kumar	9006778345 /0070822107	
9	Dave Shivam Anil	7775859299	
10	Badole Yash Govind	8668612537	
11	Bhagat Adesh Satish	8669127607	
12	Bhakad Shubham Tukaram	8329338141	
13	Bhosale Dnyaneshwar Prabhakar	8459061244	
14	Borannavar Rahul Gundappa	7558578303	
15	Hire Aditi Ganesh	8999247047	



Sinhgad Technical Education Society's



Sinhgad Institute of Business Administration and Research, Kondhwa

S. No 40/4A+4B/1, Near PMC Octroi Post, Kondhwa-Saswad Road, Kondhwa (BK.), Pune - 411048

Academic Year 2021-22

Mentor - Mentee List

Batch 2021-23

Sr. No.	Student Name	Contact No.	Faculty Name
1	Ogale Gargi Dattaprasad	9561995597	Prof. Urmila Nikam
2	Pawar Gargi Anand	9850395921	
3	Kharade Sakshi Hirachand	7745056635	
4	Kashish Manesh Pashamallu	8766997306	
5	Sneha Bhau Sable	8693074096	
6	Dhende Aishwarya Vikas	7249503964	
7	Muskan Hussain Shaikh	8605231331	
8	More Akash Vitthal	7745854554	
9	More Pradeep Madhukar	7721936534	
10	Gaikwad Rushabh Rajendra	9370940711	
11	Veer Laxman Ashok	7447299935	
12	Wagh Sachin Gajanan	9503648980	
13	Waghmare Anil Namdev	9921535047	
14	Waghmare Dattatray Namdeo	7263993022	
15	Agale Neha Ravindra	9146407991	



Sinhgad Technical Education Society's



Sinhgad Institute of Business Administration and Research, Kondhwa

S. No 40/4A+4B/1, Near PMC Octroi Post, Kondhwa-Saswad Road, Kondhwa (BK.), Pune - 411048

Academic Year 2021-22

Mentor - Mentee List

Batch 2021-23

Sr. No.	Student Name	Contact No.	Faculty Name
1	Manali Parthe	9762633010	Prof. Pramod Sasane
2	Sanas Aishwarya Prakash	9021739839	
3	Sasane Mitali Mukund	7020557864	
4	Kumbhalkar Priyanka Raju	9763951337	
5	Kumbhar Shivani Vasant	9850667003	
6	Lade Krutika Pravin	8788523265	
7	Ingale Prajakta Sunil	9613199711	
8	Chavan Sanket Raosaheb	7721089598	
9	Chavan Swapnil Raosaheb	8793342049	
10	Chaudhari Vaibhav Bhagwan	9373065907	
11	Dangode Mahesh Manik	8788708249	
12	Dcruz Joel Anthony	7620151867	
13	Shivsharan Ajay Vivek	9766694678	
14	Sonawane Himanshu Pratap	8237414186	
15	Sharma Pooja Sanjay	9307054092	



Sinhgad Technical Education Society's



Sinhgad Institute of Business Administration and Research, Kondhwa

S. No 40/4A+4B/1, Near PMC Octroi Post, Kondhwa-Saswad Road, Kondhwa (BK.), Pune - 411048

Academic Year 2021-22

Mentor - Mentee List

Batch 2021-23

Sr. No.	Student Name	Contact No.	Faculty Name
1	Mogare Kirti Umesh	9284232583	Prof. Seema Navale
2	Mohabey Aarya Manoj	9284232583	
3	Dave Sampada Anilrao	9766137172	
4	Chaudhari Neha Dnyandeo	9423179813	
5	Dighekar Tejasvini Prakash	7887335196	
6	Fuldeore Tejashree Ramesh	7249676784	
7	Mulla Khadija Shoukat	7498340584	
8	Bhalerao Akshay Sharad	9604920107	
9	Bajare Pranay Sanjay	8237552246	
10	Bangale Omkar Subhash	9579605245	
11	Naiknaware Yash Sanjay	7350565125	
12	Meshram Pushpak Pramendra	7744990370	
13	More Rutuparn Sanket	7517967070	
14	Battewar Rushikesh Battewar	8485080942	
15	Bhansali Unnati Balkrushna	9970696212	



Sinhgad Technical Education Society's



Sinhgad Institute of Business Administration and Research, Kondhwa

S. No 40/4A+4B/1, Near PMC Octroi Post, Kondhwa-Saswad Road, Kondhwa (BK.), Pune - 411048

Academic Year 2021-22

Mentor - Mentee List

Batch 2021-23

Sr. No.	Student Name	Contact No.	Faculty Name
1	Rangari Rasika Ganeshrao	9518736867	Prof. Shraddha Kakade
2	Raut Ritika Vidyasagar	7057291321	
3	Sakat Tejaswini Laxman	7875181783	
4	Salve Maheshwari Dattu	8308060798	
5	Sarkate Daya Rajendra	8329426181	
6	Sarvaiya Jinal Ashok	9423867980	
7	Sathe Harshada Laxman	8459120399	
8	Gedam Sandesh Subhash	8180842131	
9	Ghodke Rahul Ramesh	9860593797	
10	Ghule Hrishikesh Anand	7271030303	
11	Gundwade Vinod Anil	9373452636	
12	Gurjar Vrushabh Sanjay	7887624897	
13	Hukkeri Parag Anil	7276669778	
14	Jadhav Brijesh Mahesh	7743885961	
15	Lonkar Ajinkya	8975371212	
16	Choutmal Soniya	8605884919	



Sinhgad Technical Education Society's



Sinhgad Institute of Business Administration and Research, Kondhwa

S. No 40/4A+4B/1, Near PMC Octroi Post, Kondhwa-Saswad Road, Kondhwa (BK.), Pune - 411048

Academic Year 2021-22

Mentor - Mentee List

Batch 2021-23

Sr. No.	Student Name	Contact No.	Faculty Name
1	Jagtap Mrunal Sunil	9075589267	Prof. Rutuja Pakhare
2	Kamble Anjalee Tulshidas	9511212157	
3	Kamble Simran Gautam	8669769030	
4	Madur Srushti Sanjay	8605705755	
5	Maske Harshada Bharat	7350871268	
6	Meshram Aanchal Fattesingh	8208103680	
7	Petkar Pallavi Anilrao	8766981663	
8	Umtekar Mayuri Prabhakar	8766984281	
9	Wakale Snehal Narayan	9765613306	
10	Wani Rachana Dipak	9373928214	
11	Randive Vaibhav Dada	9011740667	
12	Gavit Ajay Mahadu	9049938634	
13	Gaund Shubham Nivrutti	9075507210	
14	Prajwal Pandey	9921738287	
15	Khawale Kiran	9112156794	



Sinhgad Technical Education Society's



Sinhgad Institute of Business Administration and Research, Kondhwa

S. No 40/4A+4B/1, Near PMC Octroi Post, Kondhwa-Saswad Road, Kondhwa (BK.), Pune - 411048

Academic Year 2021-22

Mentor - Mentee List

Batch 2021-23

Sr. No.	Student Name	Contact No.	Faculty Name
1	Sawat Shweta Manik	8669332612	Prof. Shwetlana Katkar
2	Shinde Aarti Shashikant	8766581371	
3	Shinde Gauri Vijay	9768238158	
4	Shingewar Sanjana Vikas	9175900105	
5	Sonkamble Sheetal Vijaykumar	7066096581	
6	Survase Sonal Chandrakant	7387971578	
7	Tharwani Roshni Parmanand	7999802182	
8	Jadhav Nishad Rajendra	7387201216	
9	Jagdale Harshal Atul	9595265853	
10	Jambhulkar Nachiket Rajendraprasad	8805626189	
11	Janba Apurv Raghunath	8999323397	
12	Kakade Ankush Anil	7774087436	
13	Kale Gajanan Vasant	7226931883	
14	Kamble Prajwal Deepak	8788393412	
15	Navale Pushkaraj Sunil	9325933996	
16	Unawane Shubham Sanjay	9850269605	



Sinhgad Technical Education Society's



Sinhgad Institute of Business Administration and Research, Kondhwa

S. No 40/4A+4B/1, Near PMC Octroi Post, Kondhwa-Saswad Road, Kondhwa (BK.), Pune - 411048

Academic Year 2021-22

Mentor - Mentee List

Batch 2021-23

Sr. No.	Student Name	Contact No.	Faculty Name
1	Maske Kaustubh Balasaheb	9763618391	Prof. Kaustubh Virkar
2	Mavale Sanket Jyotiram	9011038567	
3	Mendke Gopikishan Sitaram	9356624126	
4	Mundada Nikunj Sanjay	7972647278	
5	Musale Akash Fulchand	9552461195	
6	Narute Ganesh Bhima	9423327967	
7	Kamble Tejas Gorakh	8308168468	
8	Kamble Vishvadeep Sandeep	7083395360	
9	Kankate Shubham Bhaskar	8793700619	
10	Khadkiwala Mustafa Mohammad Ali	8796348025	
11	Landge Parimal Sunil	9404953811	
12	Mahale Rushikesh Somnath	8830562024	
13	Mane Vidhyandri Sachchidanand	7385616005	
14	Shedge Shridhara Navanath	7030986206	
15	Pal Jaihind	7021080388	



Sinhgad Technical Education Society's



Sinhgad Institute of Business Administration and Research, Kondhwa

S. No 40/4A+4B/1, Near PMC Octroi Post, Kondhwa-Saswad Road, Kondhwa (BK.), Pune - 411048

Academic Year 2021-22

Mentor - Mentee List

Batch 2021-23

Sr. No.	Student Name	Contact No.	Faculty Name
1	Ulhare Shrikant Balu	9890333772	Prof. Kritika Sinha
2	Patange Ravi Vasant	8551918157	
3	Yadav Krishna Mahendra	9158580111	
4	Satav Hrushikesh Nandkumar	9762761238	
5	Shaikh Awais Sadique	9607054093	
6	Yallal Dipak Bapurao	8975308939	
7	Zalte Asawari Suraj	7972796443	
8	Zanzad Isha Nareshrao	7666835243	
9	Deshmukh Rushikesh Subhashrao	9284954645	
10	Dhakne Ganesh Arun	9561401838	
11	Dhantole Sandeep Kanhaiyalal	8668387417	
12	Dhaygude Shreyas Jalindar	7770077722	
13	Ayagole Pratik Vishnu	8600392062	
14	Dalvi Yousef	9665883374	
15	Khushbu Uttam Bagde		
16	Tirpude Ankur Ramu	8806999714	



Sinhgad Technical Education Society's



Sinhgad Institute of Business Administration and Research, Kondhwa

S. No 40/4A+4B/1, Near PMC Octroi Post, Kondhwa-Saswad Road, Kondhwa (BK.), Pune - 411048

Academic Year 2021-22

Mentor - Mentee List

Batch 2021-23

Sr. No.	Student Name	Contact No.	Faculty Name
1	Narwade Sitaram Gorakshnath	9373211427	Prof. Nilesh Deshpande
2	Nirbhavane Sumit Madhukar	9890436099	
3	Ohal Suraj Bhaskar	7447625759	
4	Ohol Digambar Ramchandra	9921932656	
5	Patil Hansraj Purushottam	7972088163	
6	Patingrao Kuldip Pralhad	8080002976	
7	Pawar Aditya Anil	8355847664	
8	Pawar Ganesh Nanaji	7263076895	
9	Phate Nikhil Sadashiv	8766728398	
10	pujari hanumant mallappa	9689031510	
11	Qazi Noman Imdad Ali Imdad Ali	7972295129	
12	Ramteke Harshal Manoj	8999825074	
13	Ramteke Yash Milind	9075966456	
14	Roy Lalit Vikas	9284667500	
15	Salunke Saurabh Sanjay	9370709332	



Sinhgad Technical Education Society's



Sinhgad Institute of Business Administration and Research, Kondhwa

S. No 40/4A+4B/1, Near PMC Octroi Post, Kondhwa-Saswad Road, Kondhwa (BK.), Pune - 411048

Academic Year 2021-22

Mentor - Mentee List

Batch 2021-23

Sr. No.	Student Name	Contact No.	Faculty Name
1	Gaikwad Swapnil Shahaji	7666377069	Dr. Ashwini Bade
2	Dheple Abhishek Haribhau	9765911939	
3	Dhiwar Prasad Umesh	7821098183	
4	Dias Ivan Dias Marian Dias	9834089392	
5	Domade Kalpesh Annasaheb	8390573386	
6	Gawli Akash Naresh	9527487868	
7	Shete Pratik Hemraj	7066585305	
8	Shinde Mangesh Devidas	9763167974	
9	Shinde Nilesch Balaso	8698774649	
10	Shinde Vilas Bhanudas	9975560280	
11	Shivsharan Karan Dilip	7038659499	
12	Sonawane Abhijit Vijay	9834977815	
13	Supekar Dhiraj Rajendra	8830899796	
14	Taware Sourabh Santosh	7276149660	
15	Thapa Sahil Tekbahadur	9075554816	



Sinhgad Technical Education Society's



Sinhgad Institute of Business Administration and Research, Kondhwa

S. No 40/4A+4B/1, Near PMC Octroi Post, Kondhwa-Saswad Road, Kondhwa (BK.), Pune - 411048

Academic Year 2021-22

Mentor - Mentee List

Batch 2021-23

Sr. No.	Student Name	Contact No.	Faculty Name
1	Sidrah Shaikh	9004366888	Prof. Jyoti Howale
2	Menka Indal Yadav	8412972587	
3	Mohini Singh	9284516482	
4	Jadhav Aishwariya Arun	7028772080	
5	Neha Rakesh Supadia	9767417119	
6	Gaigawal Ankita Anil	9923804149	
7	Gaikwad Bhagyashri Bajrang	7057478145	
8	Gaikwad Tanaji Uttam	8007037431	
9	Nandakumar Nikhil	6262707080	
10	Naik Dileswar Trinath	7796850273	
11	Bansode Rushikesh Nanasaheb	9503596974	
12	Borade Satish Madhukar	8421556792	
13	Samant Prathamesh Vinayak	7218326742	
14	Bhosale Ritesh Vasant Bhosale	7767064623	
15	Dhumal Avaduth	7249761995	
16	Sadavarte Nachiket Sanjay	8390786665	



SINHGAD TECHNICAL EDUCATION SOCIETY'S

SINHGAD INSTITUTE OF BUSINESS ADMINISTRATION AND RESEARCH



Sinhgad Institutes

(Approved by AICTE, Recognized by Government of Maharashtra, Affiliated to Savitribai Phule Pune University)

Near PMC Octroi Post, Kondhwa - Saswad Road, Kondhwa (Bk), Pune - 411048

Phone : +91 20 26933635 / 26934543 Email: director_sibar@sinhgad.edu Web: www.sinhgad.edu



IADR

Presentations

Students complied the data of Industries by doing Desk Research and Presented the findings in infographics.

Diganta

Prof. Dr. Dhananjay Mandlik
DIRECTOR

Sinhgad Institute of Business
Administration & Research

Kondhwa-Saswad Road, Kondhwa(Bk.),
Pune - 411048.

Celebrating 29 Years

OF ACADEMIC EXCELLENCE





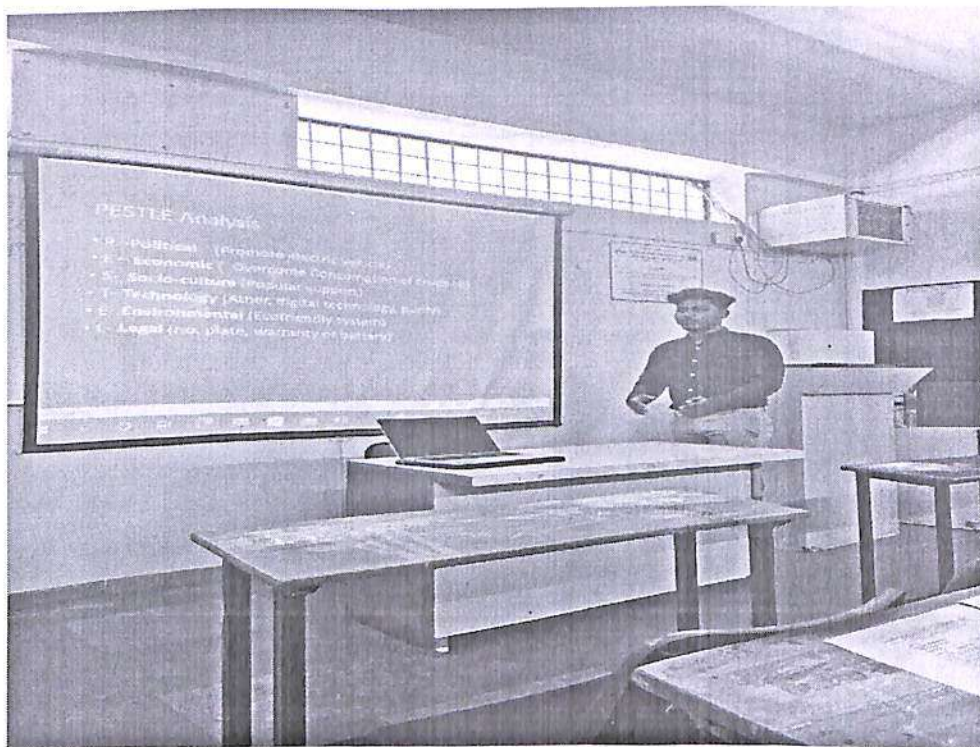
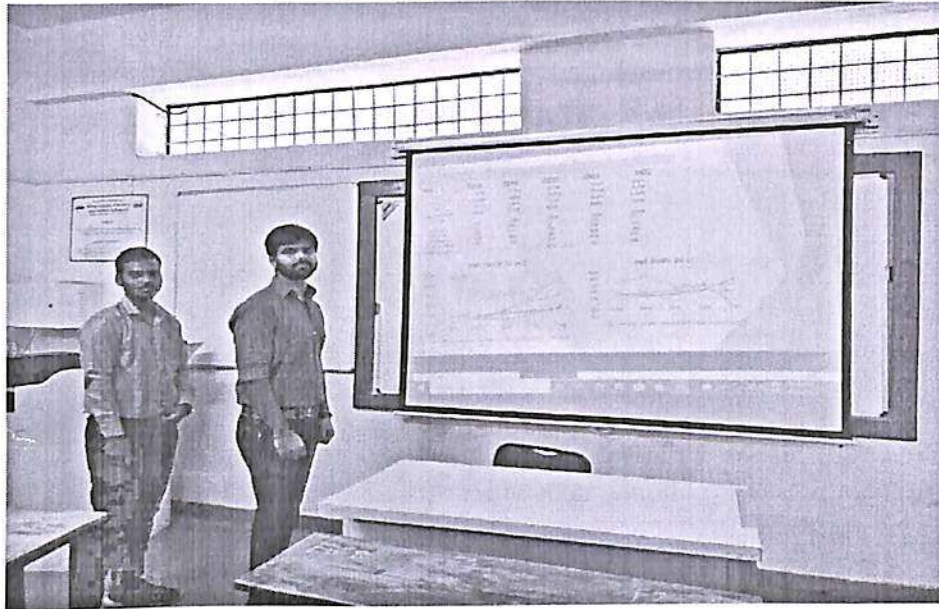
SINHGAD TECHNICAL EDUCATION SOCIETY'S
**SINHGAD INSTITUTE OF BUSINESS
ADMINISTRATION AND RESEARCH**



(Approved by AICTE, Recognized by Government of Maharashtra, Affiliated to Savitribai Phule Pune University)

Near PMC Octroi Post, Kondhwa - Saswad Road, Kondhwa (Bk), Pune - 411048

Phone : +91 20 26933635 / 26934543 Email: director_sibar@sinhgad.edu Web: www.sinhgad.edu



Dipta

Prof. Dr. Dharmajay Mandlik
DIRECTOR

Celebrating 29 Years

OF ACADEMIC EXCELLENCE

Sinhgad Institute of Business
Administration & Research
Kondhwa-Saswad Road, Kondhwa(Bk.),
Pune - 411048.





SINHGAD TECHNICAL EDUCATION SOCIETY'S
**SINHGAD INSTITUTE OF BUSINESS
ADMINISTRATION AND RESEARCH**



Sinhgad Institutes

(Approved by AICTE, Recognized by Government of Maharashtra, Affiliated to Savitribai Phule Pune University)

Near PMC Octroi Post, Kondhwa - Saswad Road, Kondhwa (Bk), Pune - 411048

Phone : +91 20 26933635 / 26934543 Email: director_sibar@sinhgad.edu Web: www.sinhgad.edu

FROM ACADEMIA TO CORPORATE: Attendance : More than 150 students

SIBAR TALK
Presents a Workshop for MBA students
Academia to Corporate - the roadmap ahead
Dr. Daniel Penkar
Director SIOM
Tuesday, 15 March 2022
Seminar Hall - SIBAR @ 10:30 am
SINHGAD TECHNICAL EDUCATION SOCIETY'S
**SINHGAD INSTITUTE OF BUSINESS
ADMINISTRATION AND RESEARCH**
(Approved by AICTE, Recognized by Government of Maharashtra, Affiliated to Savitribai Phule Pune University)
Near PMC Octroi Post, Kondhwa - Saswad Road, Kondhwa (Bk), Pune - 411048
Phone : +91 20 26933635 / 26934543 Email: director_sibar@sinhgad.edu Web: www.sinhgad.edu



Dr. Dhananjay Mandlik
Prof. Dr. Dhananjay Mandlik
DIRECTOR
Sinhgad Institute of Business
Administration & Research
Kondhwa-Saswad Road, Kondhwa(Bk.),
Pune - 411048.



Celebrating 29 Years
OF ACADEMIC EXCELLENCE



SINHGAD TECHNICAL EDUCATION SOCIETY'S
**SINHGAD INSTITUTE OF BUSINESS
ADMINISTRATION AND RESEARCH**



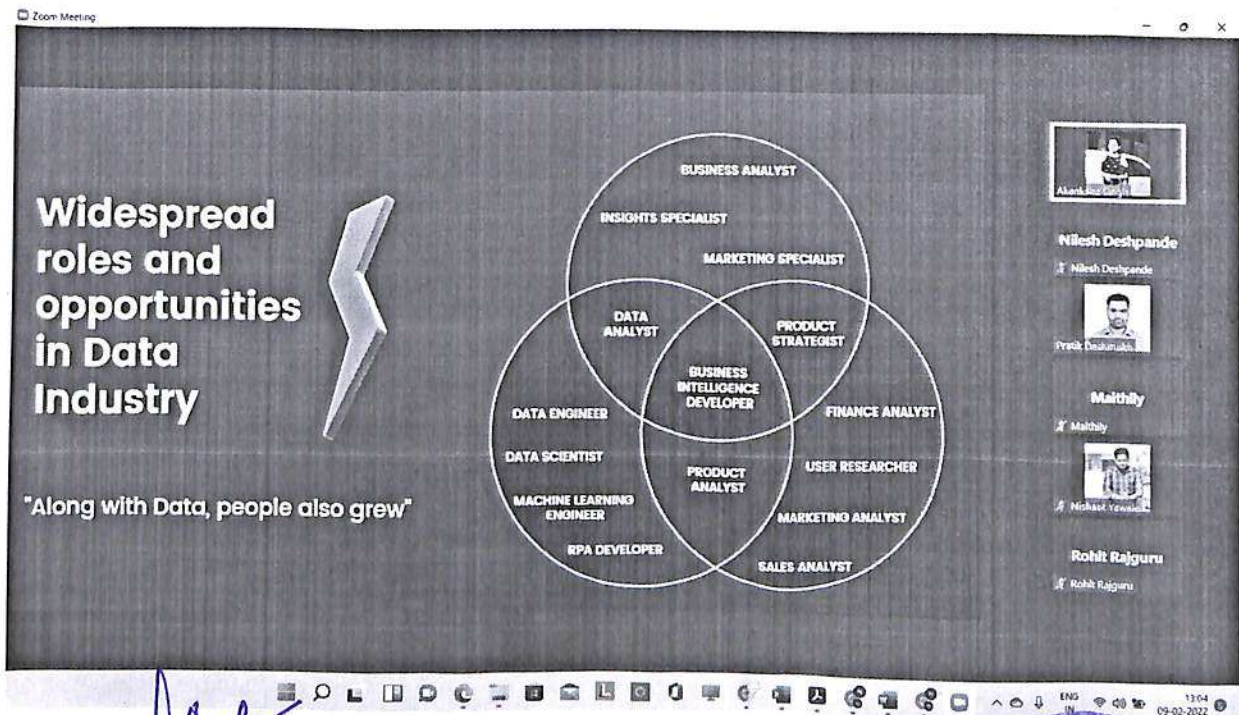
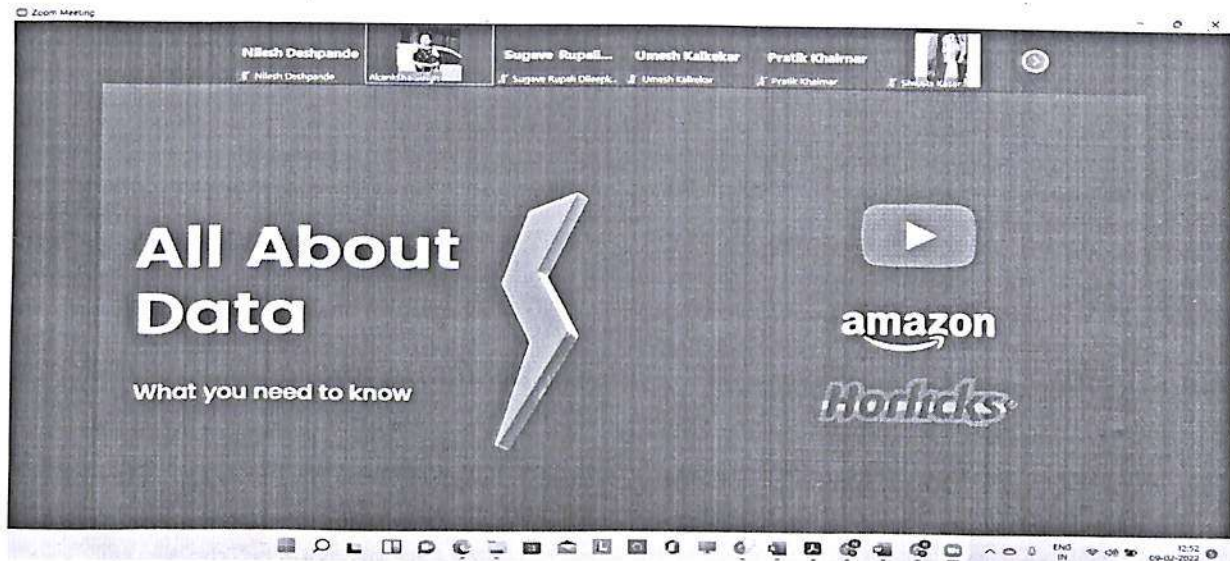
Sinhgad Institutes

(Approved by AICTE, Recognized by Government of Maharashtra, Affiliated to Savitribai Phule Pune University)

Near PMC Octroi Post, Kondhwa - Saswad Road, Kondhwa (Bk), Pune - 411048

Phone : +91 20 26933635 / 26934543 Email: director_sibar@sinhgad.edu Web: www.sinhgad.edu

Data Science is for everyone: Zoom Meeting Attendance more than 700



Dipta
Prof. Dr. Dhananjay Mandlik
DIRECTOR
Sinhgad Institute of Business
Administration & Research
Kondhwa-Saswad Road, Kondhwa(Bk.),
Pune - 411048.

Celebrating 29 Years
OF ACADEMIC EXCELLENCE



Academic Year 2021-22

EXECUTION PLAN FOR CASE STUDY (MBA I & II)

Week	MBA-I		MBA-II	
	Case Study	Faculty Incharge	Case Study	Faculty Incharge
16 May - 20 May, 2022	HR Case 1	Prof. Kritika Sinha Dr.Prachi Murkute Prof.Seema Navale	Case Study Pedagogy	Prof. Kritika Sinha Dr.Prachi Murkute Prof.Seema Navale
23 May - 27 May, 2022	MM Case 1	Dr.Zamarrud Ansari Dr.Vijay Dhole Prof. Nilesh Deshpande	IEBE Case 1	Prof.Pramod Sasane Prof.Shraddha Kakade Prof.Gaurav Gawade
30 May - 3 June, 2022	OSCM Case 1	Prof.Kaustubh Virkar Prof.Rutuja Pakhare	GSM Case 1	Prof.Shwetlana Katkar Dr.Zamarrud Ansari
6 June - 10 June, 2022	FM Case 1	Prof.Urmila Nikam Prof.Shwetlana Katkar Prof.Shraddha Kakade	CSR&S Case 1	Prof.Rutuja Pakhare Prof.Kritika Sinha
13 June - 17 June, 2022	SNVM Case 1	Prof.Kaustubh Virkar Prof.Seema Navale	EPM Case 1	Dr.Ashwini Bhagwat Prof.Urmila Nikam
20 June - 24 June, 2022	CFM Case 1	Dr.Zamarrud Ansari Prof.Kritika Sinha	Marketing Case 1 Finance Case 1 Case 1 OSCM Case 1 BA Case 1	Prof.Pramod Sasane Prof.Shraddha Kakade Dr.Prachi Murkute Prof.Rutuja Pakhare Prof.Nilesh Deshpande
27 June - 1 July, 2022	QRM Case 1	Dr.Ashwini Bhagwat Dr.Prachi Murkute	Marketing Case 2 Finance Case 2 Case 2 OSCM Case 2 BA Case 2	Dr.Zamarrud Ansari Prof.Urmila Nikam Dr. Vijay Dhole Prof.Pramod Sasane Prof.Archana Nair
4 July - 8 July, 2022	Marketing Case 1 Finance Case 1 HR Case 1 OSCM Case 1 BA Case 1	Prof.Nilesh Deshpande Prof.Urmila Nikam Prof.Seema Navale Prof.Kaustubh Virkar Dr.Ashwini Bhagwat	Marketing Case 3 Finance Case 3 Case 3 OSCM Case 3 BA Case 3	Prof.Gaurav Gawade Prof.Shwetlana Katkar Dr.Prachi Murkute Prof.Kaustubh Virkar Prof.Nilesh Deshpande
11 July - 15 July, 2022	Marketing Case 2 Finance Case 2 HR Case 2 OSCM Case 2 BA Case 2	Prof.Gaurav Gawade Prof.Shwetlana Katkar Prof.Kritika Sinha Prof.Nilesh Deshpande Prof.Archana Nair	Marketing Case 4 Finance Case 4 Case 4 OSCM Case 4 BA Case 4	Prof.Pramod Sasane Prof.Shraddha Kakade Prof.Seema Navale Prof.Rutuja Pakhare Dr.Ashwini Bhagwat
18 July - 22 July, 2022	Remaining Cases	Dr.Vijay Dhole (Overall Co-ordinator)	Remaining Cases	Dr.Ashwini Bhagwat (Overall Co-ordinator)

Prof.Urmila Nikam
Case Study Incharge



Dr.Dhananjay Mandlik
Director

Case Study



Abhishek Goel is an assistant professor of organizational behavior at the Indian Institute of Management Calcutta, in India.

The regional head of business contemplates the best way to handle the hotheaded but highly effective leader of the India office.
by Abhishek Goel



The Experts



Ishan Raina,
CEO of OOH Media



Eric Olson, global
managing partner,
Heidrick & Struggles

The Unmanageable Star Performer

Did you see the report from the India office?"

"I'm just opening it now," Caroline said on the other end of the line.

Stefan Konrad and Caroline Dougherty went way back. They had started at Leman Highlander & Company together more than 20 years before, as fresh graduates from business school. Now Stefan was the head of the consultancy's South Asia and Middle East business, and Caroline was its global human resources director. Their offices at Leman's New York headquarters were just a few doors away from each other.

Caroline continued, "The numbers look good. Three new accounts, including NMM Technology—impressive. Vijay's working his magic as usual."

"For sure—keep reading," Stefan said. He waited, and then Caroline's tone changed: "Again!"

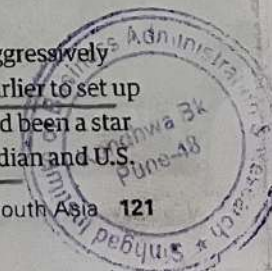
"That's right," he said. "Turnover went up again—fourth quarter in a row. We're hitting 32%, way over the industry average. And those employee survey results are abysmal."

"He's never been one to care about the people side of things—much to my chagrin," Caroline said.

Stefan had been worried about the Mumbai office for a while. So far it had grown faster than any of the others; business was booming. And yet every time he visited, he sensed that people weren't happy. Vijay Kumar, the managing partner in Mumbai, and Aparna Nayak, his second in command, always assured Stefan that things were fine and reminded him of their growth figures.

Leman Highlander had aggressively recruited Vijay eight years earlier to set up its operation in Mumbai. He'd been a star at McKinsey, with perfect Indian and U.S.

HBR's fictionalized case studies present dilemmas faced by leaders in real companies and offer solutions from experts. This one is based on the case study "Superstar Leaders," by Abhishek Goel and Neharika Vohra (Indian Institute of Management, 2007).



credentials and a sharp business sense. Everyone agreed he was the right person to build the firm's presence in India, and two of the partners made it their mission to get him to sign on. Three years later, Vijay had more than proved his worth. The numbers coming out of Mumbai were fantastic, and big clients flocked to him. Companies had deserted McKinsey, Bain, and BCG for Vijay. The partners were thrilled. Only Caroline and Stefan seemed to have taken notice of the ongoing personnel troubles.

"We need to do something," Caroline said.

"I'm going to be there next week. Let me see what's going on."

"I guess you should have a conversation with Vijay."

"I'm not sure."

"You a little scared of him?" she teased.

Stefan laughed. "Maybe, yes," he admitted. "A little."

Out of the Question

Stefan's suitcase was open on the bed.

"You always amaze me with how little you take," his wife, Clara, said, watching him lay two suits neatly into the carry-on. He was on the road close to 200 days of the year, so he had packing down to a science.

"Where first this time?" she asked.

"Mumbai. I've got that meeting with Vijay."

"Oh, right. What did his assistant say?"

"Aparna's not his assistant, honey. I told you that."

"From what you said, it sounds like he treats everybody like one."

"Yes, that may be part of the problem," Stefan replied. Aparna had been pretty tight-lipped on the phone. She'd said that she and Vijay were concerned about the turnover too, but it was typical for the industry right now, and Stefan shouldn't be overly worried.

"She couldn't tell you what's wrong?"

"No, but she said she'd set up a meeting with some of the consultants." That had actually been his suggestion, but Aparna hadn't resisted.

"I need to be careful," he said. "You remember what happened last time."

Two years earlier, during one of Stefan's regular visits to Mumbai, he'd asked Vijay about two consultants who had abruptly quit, claiming that Vijay was too difficult to work for. Vijay had stormed out of the office and immediately sent a resignation e-mail to Thomas Leman, the firm's managing partner. Thomas managed to talk Vijay down, but he gave Stefan clear orders: Going forward, he should do whatever he could to keep Vijay happy. India was now the brightest star in the region, and number two in revenue for Leman Highlander. No one on the leadership team wanted the man responsible for that to go anywhere.

"Plus," Stefan continued, "I don't technically have authority over him, because we're all equal as partners. I'd need to get approval to take any formal action."

"Like firing him?"

"That's completely out of the question."

Not Everyone Is Dissatisfied

As Stefan walked into the office building on Nariman Point, his phone rang. Seeing Vijay's number, he took the call.

"I wanted to welcome you," Vijay said. "Unfortunately, I won't see you until dinner tonight. I'll be with the team at NMM all day."

Stefan couldn't say that he was disappointed.

"I hear you're checking up on me," Vijay said with a chuckle, but there was an edge to his voice.

"I'm here for the meeting with Kerimer Engineering tomorrow," Stefan replied. "You said having a non-Indian there would help." Then, casually, he added, "And yes, I'll talk with your staff today. The usual skip-level."

Vijay was silent.

"You still there?" Stefan asked.

"Yes, you go ahead with the meeting. I just got to NMM. I'll see you at dinner." He hung up before Stefan could say good-bye.

Aparna met Stefan at the elevator. They stopped to talk with a few people in the of-

fice, and then she led him to a conference room at the back of the floor.

"I set up a meeting at 3:00," she said. "Some of our best consultants, some new people, and some who have been around for a while."

"I'd love to hear what you think before I meet with them," he said.

"I think we're doing our best here," Aparna said. "Results are even better than before, and the pipeline is very strong. We're thought of as the premier training ground for new consultants in the industry. Some people complain, yes. But not everyone. Anyway, I will send the group in when it's time."

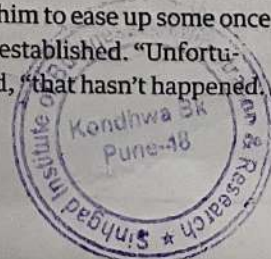
Stefan took out his laptop and looked at the office floor beyond the large glass window. Everyone seemed busy but relaxed. It was different from the previous times he'd visited, when people had been rushing around, ducking in and out of boisterous meetings in conference rooms, obviously trying to anticipate the boss's movements, moods, and demands. He realized that he'd never before been in the office when Vijay wasn't there.

"He's the Master"

Stefan opened the meeting by saying, "We're concerned at headquarters about turnover. We can't run this office without a strong team. I need to understand what we can do better."

When no one responded, he asked Amal, the most junior guy in the room, for his opinion. Amal leaned forward and told Stefan how happy he and his colleagues were that he'd asked to see them. But then he looked around and didn't say anything else.

After a very long pause, a senior consultant named Rehan cleared his throat. He spoke with great deliberation: "We're all dedicated to Leman Highlander. But things have been a little difficult here." He explained that Vijay had always been a demanding boss, but Rehan and others had expected him to ease up some once the office was established. "Unfortunately," he said, "that hasn't happened."





HBR.ORG
Tell us what you'd do.
Go to hbr.org.

If anything, it's gotten worse. He seems impossible to please."

Then several others spoke. At first they were diplomatic, emphasizing how much they loved their jobs and the firm. But then they launched into complaints that all centered on Vijay: He was never satisfied. No one could work as hard as he did. His creative genius was intimidating. People tried to be like him, but there was only one Vijay. It felt as if he didn't trust or respect anyone but Aparna and the consultants who worked around the clock.

"Don't get us wrong—we're learning tons from him," said a younger senior consultant. "There's no one in the whole industry who can develop and run a consulting business the way he does. He's

because she seems to be close to him," he said. "But we don't know. Maybe she is also afraid for her job. She doesn't want to upset him. And we don't blame her. He's made comments about how those who complain are just not up to the standards of the consulting industry."

Another woman spoke: "He says, 'Consulting is all about hard work. First you have to get clients, and then you have to give results.' We agree, but we can't be perfect all the time. You know, Stefan, this place is starting to get a reputation."

This was what he had feared. Not only were they losing people, but those people were bad-mouthing Leman Highlander, making it more difficult to recruit replacements. Vijay's reputation had helped

our strongest consultants will remain, and new blood will come in. He thinks this is just a typical pain of a growing organization. It will soon subside."

"That seems rather optimistic of him," Stefan said.

Aparna shrugged. "You should also know that Vijay is very sensitive about it." She told Stefan that Vijay had called her at 11:00 one night after reading the employee survey results. The firm required each office to conduct an annual survey, and the feedback had included several negative comments about Vijay's management style. Aparna said that Vijay had gone on a tirade about how he wasn't appreciated and there were other firms that would value his talents.

"Is he talking with other firms?" Stefan asked.

"I know he's had offers," she replied.

Stefan pursed his lips. That wasn't what he wanted to hear.

After a moment, Aparna spoke: "I know you didn't ask for my advice, and this may be out of line, but if I were you, I wouldn't bring this up at dinner tonight. He will not like it. Focus on the client meeting tomorrow."

"How can I not address this? You sent me a report with some startling figures. It's my job to get answers and report back to the leadership team."

"You've got your answers already, though—right?"

Her phone rang, and she glanced at the number.

"It looks like your car is here," she said. "Are you ready to go?"

"Actually," Stefan said, "I'm going to take a walk first. I'll be with the driver in a few minutes."

The consultants launched into complaints about Vijay: He was never satisfied. No one could work as hard as he did. His creative genius was intimidating.

the master. But I'm asking myself whether working for him is costing me more than I gain. I never see my family anymore, especially if I try to keep up with his hours. I'm answering e-mails at four in the morning."

"That's right," said a woman at the back of the room. "No one leaves the office if he's here, because they're afraid of retribution. If he sees you leave early, he's on you the next day, giving you more and more work to do."

People went on to explain that even the highest achievers felt inadequate next to Vijay, and many had left. Those who stayed wanted to be part of the success story but were confused about how to contribute. Vijay made all the decisions.

As the grievances piled up, Stefan started to sweat. This was worse than he'd thought. He tried to move the conversation in a more constructive direction: "What have you done so far? Has anyone spoken to him?"

Everyone looked to Rehan. "Well, several of us have spoken to Aparna,

attract the best hires in the past, but now it sounded like a hindrance.

Growing Pains?

Later that evening, Stefan found Aparna in her office.

"Was that meeting helpful, I hope?" she asked. He wasn't sure how to answer.

"They must've said the usual," she went on, lowering her voice. "But he's brilliant as well as tough. And he's the heart and soul of this place. Without Vijay, there is no Mumbai office."

Stefan knew she was right. Vijay had built the office, and he spent every waking hour thinking about how to make it better.

"Does Vijay know how unhappy people are?" he asked.

"He's seen the employee survey results," Aparna said. "So of course he knows. But he thinks the consultants need to grow up, and he has a point. It's become a pastime here to complain about him instead of just focusing on the work. He says that if we give it time, the real complainers will leave,

What should
Stefan say to
Vijay over dinner?

See commentaries on the next page.

R. Patil 08
10



Date

Name - Shweta Manik Saccat

Roll no - 84

Organisational Behaviour - Case Study I

Title : The Unmanageable Star Performer

Steps : 1) Key facts

2) Problem Identification

3) Probable Alternatives

4) Assumptions (If any) 5) Evolution & alternative

6) MFS (Most Feasible Solutions)

7) Mapping.

1 Key facts :

- Stefan montal and caroline dough are business partners from last 20 years.
- Started leman highlander & company together
- Stefan was head of the consultancy
- Caroline was global human resources director. before 8
- Vijay was Managing there company in India (Mumbai)
- Company was at pick of profit, about 87% hitted
- Employee survey was abysmal.
- Vijay has sharp business sense & was heart, soul & off
- Stefan don't have any technical authority over vijay.
- Aparna was in favour of vijay and his working pattern
- Behan was youngest one who stood up and highlighted the actual situation of employee.
- Employee's where somehow frustrated with working
- Vijay disrespected stefan by not meeting him.



2) Problem Identification :

- Vijay was behaving rudely with employee.
- He was short-temper person
- If any employee tried to finish work and go out he used to catch and give more work next day.
- Aparna at didn't stayed rational instead was with Vijay.
- Everyone was under threat of vijay.
- There was no positive / happy env. in office.

3) Probable Alternatives :

- Vijay should do yoga, meditation to control anger.
- Should go for Consultancy.
- Can conduct trips with employee's so that stress will relief
- Vijay should make friends to employee in office.
- Should conduct some enthusiastic activities in office.
- If he's dealing with emotional trauma then speak up with loving one's.

4) Assumptions :

- He became calm after meditation & other activities.
- Employee's became stress free and worked even more.
- Company was making unexpectedly more profit.
- Aparna became rational and understood employee's point of view.
- Relation's between Stefan & vijay became good.
- Now the env. in office was full of positivity.



3) Evolution of alternatives :

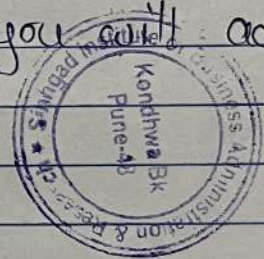
- Planning trips.
- Taking sessions on mental health.
- Meditation session.
- Conducting motivational sessions
- Discussion on emotional trauma & there solutions.

2) MFS -

- Playing games, continuing with hobbies with employees
- Conducting morning rituals in office.
- Appreciating your colleagues and giving surprise gifts to them.

1) Mapping -

- Your behaviour affects other's so you should work on your mental health so that you can achieve more success



R. Rakhare