

Prof. M. N. Navale

M.E. (Elect), MIE, MBA
Founder President

Dr. (Mrs.) Sunanda M. Navale

B.A., M.P.M., Ph.D.
Founder Secretary

Dr. Prachi Pargaonkar

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Director



STUDENT TRAINING PROGRAM

IDENTIFICATION OF PROBLEM:

The students tend to have poor communication skills and had little contact with the industry. Since there was no proper guidance at family level, they were not exposed to corporate culture and expectations. Lack of knowledge and opportunity were main hurdles in making them employable. It was hence needed to groom them to increase their employability by guiding them to overcome their weaknesses and also helping them to highlight their strengths.

OBJECTIVES:

- To enhance the communication skills.
- To enable the students with less exposure to gain confidence.
- To improve students' skills according to their chosen specialization.
- Holistic development of the students.

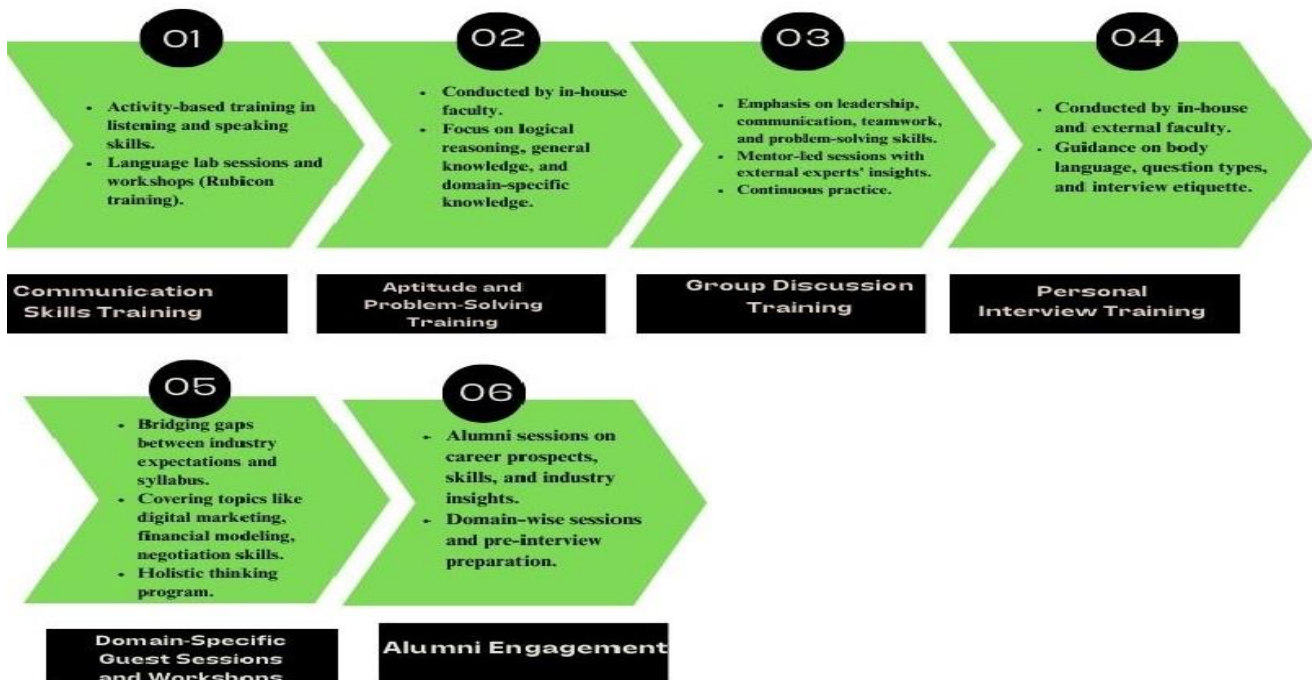
→ Process Start With : Measuring cognitive intelligence.

- Students categorized based on reasoning and communication skills.

→ Rigorous training process.

- Communication Skills Training
- Aptitude and Problem-Solving Training
- Group Discussion and Training
- Personal Interview Training
- Domain-Specific Guest Sessions and Workshops
- Alumni Engagement

Rigorous Training Process.



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Best Practices: I

1. Title of the program: Student Training Program

STES's SKN Sinhgad School of Business Management has been practicing "Student Training Program" for achieving better employability for its students. It is divided into two parts. Firstly, it consists of mapping student progression and second is that of formal and well-structured training process.

2. Objectives:

- To enhance the communication skills.
- To enable the students with less exposure to gain confidence.
- To improve students' skills according to their chosen specialization.
- Holistic development of the students.

3. The Context:

It has been observed that SKN Sinhgad School of Business Management predominantly enrolls students from rural backgrounds, resulting in limited exposure to corporate culture and expectations. According to the survey conducted by the Institute, approximately 61% of the students have minimal familiarity with corporate culture and expectations. In response to this challenge, the Institute has developed a comprehensive Student Progression manual. This manual not only maps the students' progression but also incorporates well-structured training programs aimed at enhancing their readiness for corporate placements. These initiatives are implemented consistently throughout the academic journey, ensuring that students are adequately prepared by the time the placement season commences.

Analysis of data collected from students who underwent cognitive intelligence tests yielded the following observations. Students admitted to the Institute hail from various regions across Maharashtra, with a majority (61%) originating from rural areas. The educational background of parents was noted to be moderate, as nearly 47% of students' parents had not completed a graduate degree. Additionally, when surveyed, 68% of students expressed the recognition of the

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need for some form of guidance. Consequently, the student profile indicates weaknesses in communication skills, limited exposure to the industry, and a lack of prior career guidance.

Identification of problem: *The students tend to have poor communication skills and had little contact with the industry. Since there was no proper guidance at family level, they were not exposed to corporate culture and expectations. Lack of knowledge and opportunity were main hurdles in making them employable. It was hence needed to groom them to increase their employability by guiding them to overcome their weaknesses and also helping them to highlight their strengths.*

4. The Practice:

To overcome the problem stated above, Institute decided to focus on giving the students rigorous training. For this, from academic year 21-22, the Institute started a structured process. Prior to this, the Institute had the training but since the above year, it was made more structured. The process was divided into two parts, first was to measure their cognitive intelligence followed by rigorous training on developing their aptitude, then focusing on group discussion and finally the interview.

a. Charting Student Progression (ANNEXURE I)

Students' cognitive intelligence was measured at the time of induction by administering an aptitude test. Data so collected was then analyzed and students were categorized into the ones who have average or above average reasoning ability but are low in communication skills. This data was then passed on to the mentors. Mentors were expected to maintain a slip for each student who is below average and also for the ones who is above average along with their basic details. A systematic process was designed with specific training on communication through the semester. At the end of the semester, a test was re-taken and progress of these students was mapped.

Communication skills: (ANNEXURE II)

During the semester, an activity-based training was taken as part of normal time-table and students were exposed to listening and speaking skills through language lab. A structured outcome-based syllabus that was designed and executed for improving communication skills of the students. All these efforts enabled the students to put up their thoughts effectively and in a crisp manner. Workshops and special training programs like Rubicon training too were undertaken that served dual purpose of verbal as well as non-verbal communication.

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b. The Training Process

As a second part of the process, the students in general were given enough practice on developing their aptitude through series of practice aptitude tests, confidence through regular conduct of group discussion and finally a mock interview to make them industry ready. The students were also exposed to domain specific training by arranging guest session, guidance sessions, by arranging industrial visits and workshops and also facilitating them with the alumni talks. The process started with mentors talking to their mentees about SWOT and making them do their own SWOT analysis. After this, they were given a pep talk on goal setting. This is done so that they make use of their Strengths and create opportunities for themselves. During Induction program, games on team building, leadership were also taken and emphasis if also given on time management.

Problem Solving and Aptitude training: (ANNEXURE II)

Aptitude tests focusing on logical reasoning, general knowledge, Current affairs, Domain knowledge, were conducted by the Institute to enhance the knowledge of the students in the different areas. Special training was conducted on improving their quantitative techniques immediately after induction by an in-house faculty member.

Group Discussion and training: (ANNEXURE II)

It is the most important activity as it tests the candidate's skills, such as leadership skills, communication skills, behaviour, politeness, teamwork, listening ability, General awareness, confidence, problem-solving skills to name a few. This activity started with a pep talk by the mentor one year and an expert in the following year. They explained to students the purpose and context of a group discussion as also on the behavioral and marking scheme for a group discussion. They also touched upon how to discuss an abstract topic in a group. The importance of building up the discussion was highlighted. This was a continuous activity was taken frequently by the mentors. Links to few sample reports is given in Annexure II

Personal interview

In this the in-house and external faculty members conducted personal interviews of the students and accordingly they guide the students regarding body language, how to face it, which types of questions are normally asked, how to answer these questions etc. and does and don'ts of interviews.

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Domain Specific Guest sessions and Workshops (ANNEXURE III)

Apart from the behavioral traits expected at the time of placements, domain knowledge is a must. Institute identified the gaps from what the company expects and the syllabus and tried to cover them up with a series of guest lectures and workshops. Students were exposed to variety of topics like application and scope of digital marketing, financial modelling, risk transfer through insurance and product development, negotiation skills, decoding salary structure, cash flow analysis, advanced competency mapping to name a few. An in-house program on holistic thinking was taken for 15 hours for the students so as to have a different outlook towards a problem. Links to few sample reports are uploaded in Annexure III

Alumni Engagement (ANNEXURE IV)

The services of alumni were taken time and again by the Institute with an objective of having interaction with the students on career prospects, on specific skill sets required for a particular profile, experience sharing for preparation of the interview. This garnered huge excitement among the students and received overwhelming response. During the Alumni Meet 2024, a special domain wise session was kept for the interaction among the students. Also, before the interview process of prominent companies, the alumni working in the same industry were invited for a session to help the students prepare for the interview process. This was over and above normal guest sessions where alumni were invited by the Institute. Links of few sample sessions taken by Alumni have been given in Annexure IV.

Thus, this structured process established by the Institute is an end-to-end process that starts with knowing self, one's own skill sets, knowing how a goal should be set, to final interviews with expert intervention on the way has helped the students to be confident about their own self and be prepared for the interview. Thus, the lack of exposure to the corporate culture and expectations is reduced to a great extent through this activity.

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5. Evidence of Success:

- a. Impact of Student Progression:** Impact of Communication skills lecture series: Student Progression test taken at the end of the semester found that 65% of the students had shown improvement in their communication skills. Above average students did exceptionally well during their summer internships and also in their examination. They developed models alongside the teacher in especially in the field of human resources. (**Annexure II**)

Table : Progress Result Analysis			
Sr. No	Improvement of Candidates	Count	Percent
1	Improved	97	65%
2	Not Improved	53	35%
	Total	150	100%

In **Annexure V**, sample case studies of students who have undergone the Student Training Program are attached.

- b. Impact of Training:** Students were extremely happy with the training sessions. Almost 90% of the students talked positive impact of the training program. It not only taught them how to right resume but also highlighted on business etiquettes. They highlighted that with the training program, their leadership skills have improved, also it has impacted their overall personality positively, they have now become more confident about themselves and have also overcome the fear of facing the interview process.



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Sample Feedback for Aptitude Training

03.04.2023

Sinhgad Technical Education Society's
S.K.N. Sinhgad School of Business Management, Pune

Student Feedback Form about session

Name of the Guest Speaker and Topic: Quant (Tushar Pandit)
(Rate following parameters on a scale of 1 to 5 where 1 is minimum and 5 is maximum)

Parameter	1-Min	2	3	4	5-Max
Contents					✓
Usefulness of session					✓
Relevance to management studies					✓

Name of Student (Optional): Mahesh MBA.SEM: I

What did you learn from this session?
How to do fast calculation in Quant.

Sinhgad Technical Education Society's
S.K.N. Sinhgad School of Business Management, Pune

Student Feedback Form about session

Name of the Guest Speaker and Topic: Tushar pandit sir - Quantitative Aptitude
(Rate following parameters on a scale of 1 to 5 where 1 is minimum and 5 is maximum)

Parameter	1-Min	2	3	4	5-Max
Contents					✓
Usefulness of session					✓
Relevance to management studies					✓

Name of Student (Optional): Tejas S Waghmare MBA.SEM: II

What did you learn from this session? all about aptitude questions like ratio, blood relation problems, logical Reasoning.

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Sample Feedback for Soft Skills and Personal Interview Training

31.08.2023

Sinhgad Technical Education Society's
S.K.N. Sinhgad School of Business Management, Pune
Student Feedback Form about session

Name of the Guest Speaker and Topic: Amol Munje Sir
 (Rate following parameters on a scale of 1 to 5 where 1 is minimum and 5 is maximum)

Parameter	1-Min	2	3	4	5-Max
Contents					✓
Usefulness of session					✓
Relevance to management studies					✓

Name of Student (Optional): Shubham Pawar MBA.SEM: I

What did you learn from this session? learnings from personal interview sessions, confidence building.

Sinhgad Technical Education Society's
S.K.N. Sinhgad School of Business Management, Pune
Student Feedback Form about session

Name of the Guest Speaker and Topic: Ritu Mam, Topic- Rubicon Training
 (Rate following parameters on a scale of 1 to 5 where 1 is minimum and 5 is maximum)

Parameter	1-Min	2	3	4	5-Max
Contents					✓
Usefulness of session					✓
Relevance to management studies					✓

Name of Student (Optional): Bari Komal Sanjay MBA.SEM: MBA-Ist Sem

What did you learn from this session? How to develop a life skill which is useful for placement, job and whole life.

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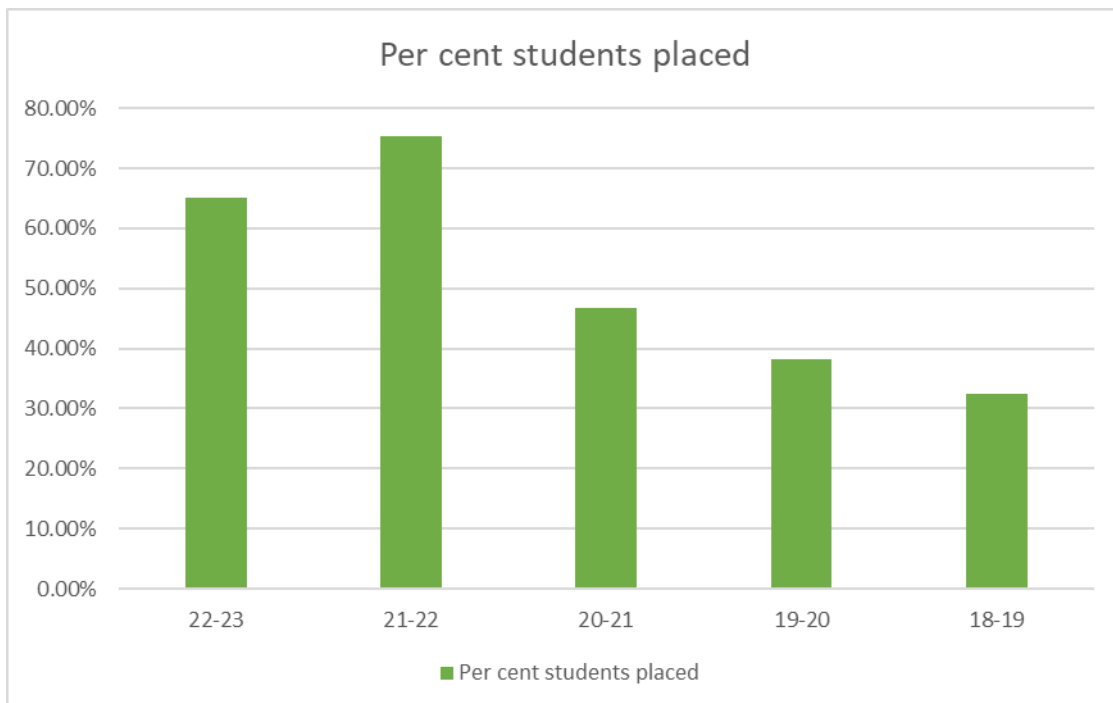
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- c. **Impact of Guest sessions and Workshops:** Students were certified for workshops on financial modelling and risk transfer through insurance. Many students from Finance specialization got placed with a profile of financial analysts, credit analysts. Few of the students got placed in insurance sector. In Marketing many of them aspired to be in the field of digital marketing and got the role. Majority of the students with human resources got placed with recruitment profile, and few of them in competency mapping.
- d. **Overall impact on placements:** The Institute saw increase in number of placements against the registered students. The job profile they got too improved.



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6. Problems encountered and Resources Required:

The major problem that was encountered was counselling the students to come out of their shell and open up. As mentioned in the problem statement, most of the students have come from rural background. The major task for them is to get along with an urban life. motivating the students. They are shy and are hesitant to come forward and speak in front of the class. Mentors play a crucial role in this regard. Data collected showed 35% student have not shown any improvement. When the students who did not perform were asked as the feedback, main reason that stood out was that they were very apprehensive about participating in various activities. The teachers who taught them also shared the feedback about they being shy in the class and not coming forward for discussion. Mentors were asked to look into the matter and counsel these students.

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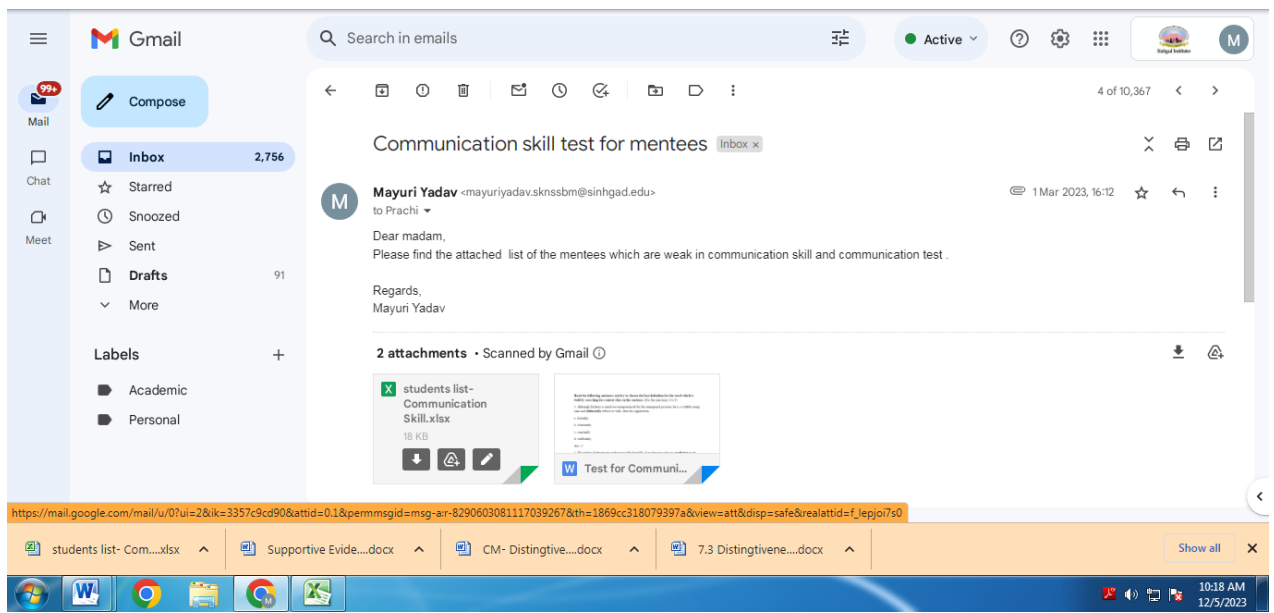
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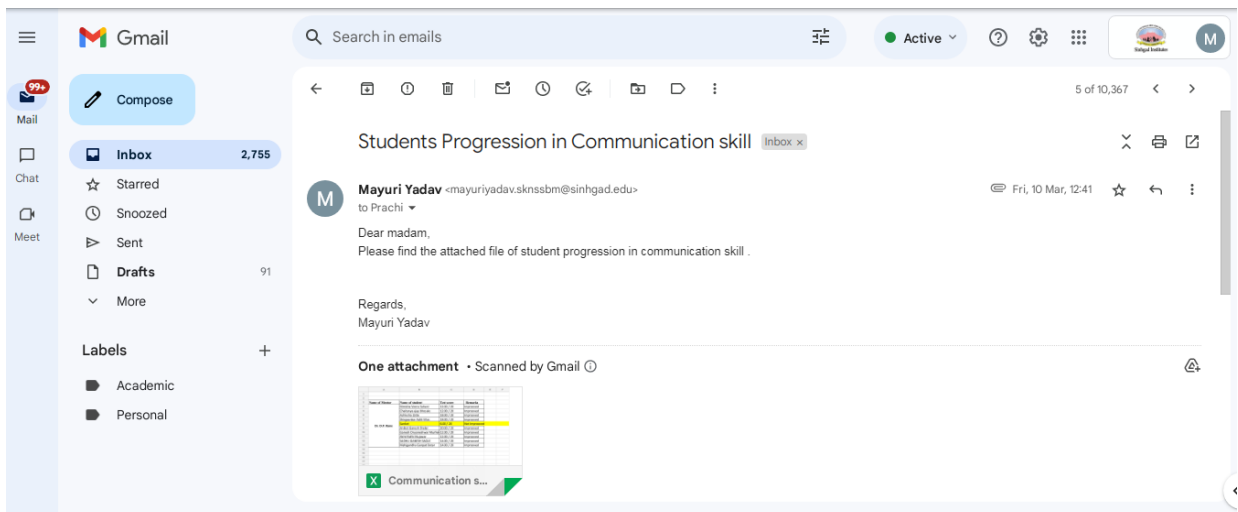
ANNEXURE I

Identification of major Skill Gaps and Supporting Evidence for Improvement:

Mail:



Mail: Student’s Improvement in Communication Skill after Semester



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ANNEXURE II

A) Outcome Based Internally Designed Syllabus

For approval of Respected Rashna Madam.

**STUDENT TRAINING PROGRAM (STP) FOR SINHGAD
MANAGEMENT INSTITUTES
(2022-2023)**

MBA I: SEMESTER I

The Student Training Program focuses on the practical orientation of the students towards enhancing their communication skills. It will also focus on the necessary skills/etiquettes expected from an MBA student to get through the interview and sustain in the corporate environment.

Course Outcomes: On successful Completion of the course the learner will be able to:

<u>CO#</u>	<u>COGNITIVE ABILITIES</u>	<u>COURSE OUTCOMES</u>
1	Remembering	Exhibit memory of learned material by recalling basic concepts.
2	Understanding	Demonstrate understanding of basic concepts by organizing, comparing, interpreting given descriptions & stating main ideas.
3	Applying	Able to solve problems by applying acquired knowledge.
4	Analysing	Examine acquired knowledge/concepts to draw inferences and evidence.
5	Evaluating	Successfully present and defend opinions by making judgments about information validity of ideas.
6	Creating	Compile information together in a different way by combining concepts in a new pattern or proposing alternative solutions.

Signature

↓



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SYLLABUS (SEMESTER I)

1. Listening Skills (6 Lectures + 1 Test)
 - a. Importance, Finding Errors, Summarising what you heard, Pick out the main ideas, listen and spell (use a dictionary to identify the meaning), key details, and inferred meanings from short.
(Involvement of only listening skills)

2. Reading / Speaking Skills (8 Lectures + 1 Test)
 - a. Reading Comprehension, pronunciation, Essential English Vocabulary, Elevator pitch, Self Introduction, Basics of GD, Speech, Voice Modulations, Answer framing to basic interview questions,

3. Basics of Communication (Speaking & Writing) (6 Lectures + 1 Test)
 - a. **Verbal:** Fundamentals of effective speaking, Jargon, short talks, impromptu speaking, introducing others.
 - b. **Written:** Introduction to different Written Communication skills, Greetings, sentence framing, forbidden words, Presentation Skills, Book/Movie Review.

4. Soft Skills/ Basic Etiquettes & Manners (10 Lectures + 1 Test)
 - a. Email & Messaging etiquettes, Proxemics, Haptics, Body language, Confidence Building, imagine worst case scenarios, Leadership skills, Dressing, Resume & CV Writing.

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5. Computer Aided Personal Productivity

Enhancing Tools

(10 Lectures + 1

Test)

- a. Computer Functionality, Keyboard shortcuts, and commands.
Microsoft Word, Microsoft Powerpoint, Current Trends.

Total: 40 Lectures + 5 Tests

OUTCOMES OF THIS COURSE (SEMESTER I):

1. To provide students with *Effective Communication Skills* to improve their confidence.
2. To enhance the *Listening Skills* of the students.
3. Improve *Problem Solving Skills* of the students.
4. To induce students with basic *Social Etiquettes and Ethics*.
5. To inculcate students with *Leadership skills and Teamwork*.

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SYLLABUS (SEMESTER II)

1. Interview & Group Discussion Skills (10 Lectures + 1 Test)¹
 - a. Abstract topics, Current Affairs, Debate, Discussion Groups, Important Interview Questions, Mock Interviews, and Current Market Trends.
 - b. General Awareness (Test Based): India & Other Countries, Sports, Awards, Books, Important Days, First in India/World (Male And Female), Eminent organizations and their headquarters.

2. Analytical & Creative Skills (6 Lectures + 1 Test)
 - a. Situational & Problem-based questions,
 - b. Caselets/Cases: General & Specialisation based

3. General & Advanced Aptitude (6 Lectures + 4 Test)
 - a. Coding-Decoding, missing number series, What will come next?, Floor Puzzle, Sitting arrangement.
 - b. Percentage, Profit & Loss, Simple & Compound Interest, Time Speed & Distance, Data Interpretation,

4. Domain Knowledge (Test Based) (2 Lectures + 2 Tests)²
 - a. In-depth Knowledge about their respective specialization

¹ (Number of Lectures + Test)
² For each specialization



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B) Training Sessions on Group Discussion and Personality Grooming

Name of the activity	Year	Link
Group Discussion Workshop “Gateway to Corporate” by Daniel Penkar	2021-22	View Document
Fuel Training Program by Mr. Ashutosh Kulkarni, Mr. Tushar Pandit for Aptitude Tests	2022-23	View Document
"GTT Soft Skill Training " by Mr. Imran Shareef and Mr. Chinmay for overall grooming	2022-23	View Document
Group Discussion Training by GTT by Ms. Shalini Hathiramani, Senior Trainer	2022-23	View Document
Rubicon Training	2021-22	View Document
Barclays Life Skills	2021-22	View Document

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ANNEXURE III

Sample Domain Specific Training Sessions

Name of the activity	Year	Specialization	Link
Financial Modelling Workshop by Hrishikesh Kale	2022-23	Finance and Business Analytics	View Document
Risk transfer through Insurance and Product Development by Rohit Warman	2021-22	Finance and Marketing	View Document
Introduction to Stock Market by Bombay Stock Exchange for Financial Awareness	2022-23	All specialization	View Document
Digital Marketing by Harshit Gupta and Excel R	2022-23	For Marketing	View Document
Negotiation skills through Dramatics by Soham Dadarkar	2021-222	For Marketing	View Document
How to Decode Salary Structure by CA Dr. Priya Agashe	2021-22	For Human Resources	View Document
Cash Flow Analysis by CA Dr. Prachi Pargaonkar	2021-22	For Finance	View Document
GTT Domain Specific Training Module 2 BFSI TOC by Ms. Shama, Senior Trainer	2021-22	For Finance and Marketing	View Document
Training on Python by Excel R	2021-22	For Business Analytics	View Document
Report Guest session - Data Science- Backbone of Business	2019-20	For Business Analytics	View Document

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ANNEXURE IV

Sample Alumni Engagements

Name of the activity	Year	Specialization	Link
Experience sharing of Entrepreneur from Agro Industry Session by Mr. Suhas Bali from “Rudrayani Agro India (Vidarbha)” Exotic & Indian Organic Vegetable Grower	2021-22	All specialization	View Document
Orientation of E Cell, registration and Industry interaction Session by Mr. Viral Patel	2021-22	All specialization	View Document
Entrepreneurship Journey, Placement Orientation Session by Mr. Anup Sharma	2021-22	All specialization	View Document
Placement Orientation Session by Mr. Nilesh Patil	2021-22	All specialization	View Document
Cracking the Interview at Deloitte Session by Mr. Yashvardhan Vyas and Ms. Nikita Kapse	2022-23	For Finance	View Document
Skill sets and future career in Finance by Mr. Niranjani Soni	2022-23	For Finance	View Document
Skill sets and future career in Marketing by Mr. Anup Soni	2022-23	For Marketing	View Document
Skill sets and future career in Human Resources by Ms. Manashi Phadtare	2022-23	For Human Resources	View Document
Skill sets and future career in Operations by Mr. Suhas Rasal	22-23	For Operations	View Document
Skill sets and future career in Business Analytics by Mr. Akanksha Bargaje	22-23	For Business Analytics	View Document

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ANNEXURE V

Case Studies of Students who have undergone Student Training Program

Sample of students who have undergone student training program are given below.

1. Name of the Student: Shubham Shitole

Batch: 22-24, Currently in IV semester

Initial Communication Skills Performance:


Sr.No	Name of the Student	Name of the Mentor	Communication skill (Attribution test marks -Out of 4 Marks)	Communication skill (Interview marks - Out of 4 Marks)	Creativity and Problem-Solving (Problem Solving & Innovation (Attribution Test Score) out of 4	Creativity and Problem-Solving (Problem Solving & Innovation (Interview score) out of 4	Analytical Skill (Marks out of 4)	Data Visualization (Marks out of 4)	Total (out of 24)	Type of Learner
1	VAIBHAV SANJAY NIMSATKAR	Mrs. Mayuri Yadav	2	1	4	3	3	3	16	Fast Learner
2	Gaurav Sitaram Chavan	Mrs. Mayuri Yadav	0	0	2	2	2	2	8	Slow Learner
3	Abhishek Vinayak Gawande	Mrs. Mayuri Yadav	0	1	2	1	1	1	6	Slow Learner
4	Anuja Prabhakar Pachpor	Mrs. Mayuri Yadav	1	2	2	2	3	3	13	Fast learner
5	Akshay Bansi Khade	Mrs. Mayuri Yadav	3	2	4	2	2	2	15	Fast learner
6	Rutuja Ravindrao Kotalwar	Mrs. Mayuri Yadav	2	3	3	2	2	2	14	Fast learner
7	Shubham Rajendra Shitole	Mrs. Mayuri Yadav	2	2	2	1	1	1	9	Slow learner
8	Saurabh Ramrao Kolhe	Mrs. Mayuri Yadav	0	4	3	4	4	4	19	Fast learner
9	Abhijeet J. Palasagar	Mrs. Mayuri Yadav	0	0	3	1	1	0	5	Slow learner
10	Tejal Dinkar Pachpute	Mrs. Mayuri Yadav	3	2	2	1	1	1	10	Slow learner

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Student Progression during the semester



SINHGAD TECHNICAL EDUCATION SOCIETY'S
S.K.N. Sinhgad School of Business Management, Pune – 411041
STUDENT COUNSELING FORM A

Name: <u>Chitole Shubhom Rajendra</u>	Class: <u>MBA I</u> Major specialization: <u>Marketing</u> Minor: _____
Email: _____	Native Hometown Address: <u>Ashthi (Tal. Mohol, Dist Solapur)</u>
Mobile: <u>7498722702</u>	Whatsapp no: <u>72198722702</u>
Family Background	Academics
Occupation & Age: Father/Guardian: <u>B.A.</u>	% Marks obtained: SSC: <u>78.4%</u> HSC: <u>55%</u>
Contact no: <u>9881427182</u>	Graduation: <u>81%</u>
Email: _____	Name & Place of College: _____
Mother: <u>Sunita HSC</u>	Ist Semester: _____
Sister: _____	IInd Semester: _____
Brother: <u>Nikhil BCA</u>	IIIrd Semester: _____
	IVth Semester: _____ (if applicable)
Social Life	Personal Traits (SWOC Analysis)
Friends: <u>Many / Some / Few</u>	Your Strengths: (What do you do well?) What unique resources can you draw on? What do others see as your strengths? <u>obedient, like to follow rules.</u>
Good Things about your best friend: <u>Every time they talk about carrier.</u>	Your Weakness: (What could you improve at?) Where do you have fewer resources than others? What are others likely to see as your weaknesses? <u>communication in english, taking to much stress</u>
Bad Thing about your best friend: _____	Opportunities What opportunities are open to you? What trends could you take advantage of?
Career Planning	Challenges (What key challenges do you find?) What difficulties do you find to overcome these challenges? <u>communication in english</u>
Your Academic goal in life: <u>To get distinction in MBA degree.</u>	
Your immediate career plan (next 3 yrs.): <u>To get placement in good company.</u>	
Your long term career plan: <u>I will appear for competitive exam.</u>	
Something more about you which defines your personality: <u>straight forward thinker, obedient.</u>	
How do you look towards any failure: <u>it is a first step to get success.</u>	
Hobbies: <u>reading news related to politics.</u>	
Student Signature: <u>[Signature]</u>	Name & Sign of Mentor: <u>Prof. Mayuri Yadav</u>
Date: _____	



Sinhgad Institutes

SINHGAD TECHNICAL EDUCATION SOCIETY'S

S.K.N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

(Approved by AICTE, recognized by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University, Accredited by NAAC) S. No. 10/1, Ambegaon (Bk.), Pune – 411041. Phone: + 91 20 24354036

E-mail: director_sksbm@sinhgad.edu, website: www.sinhgad.edu

Prof. M. N. Navale
M.E. (Elect), MIE, MBA
Founder President

Dr. (Mrs.) Sunanda M. Navale
B.A., M.P.M., Ph.D.
Founder Secretary

Dr. Prachi Pargaonkar
M.Com., Ph.D., FCA
Director

S.K.N. Sinhgad School of Business Management, Pune – 411041
STUDENT COUNSELING FORM B

Name of the Mentee: <u>Shobham Ghole</u>		Minor: <u>HR</u>	
Class & Specialization: <u>Major: Marketing</u>			

Date of Meeting	Comments / Problems / Academic or Personal Issues of Mentee	Action / Solution to be taken to solve problem by Mentor
<u>5/11/2023</u>	<u>communication in English.</u>	<u>Read newspaper like economic times, & write own writeup of it.</u>
<u>11/2/2023</u>	<u>class of examination.</u>	<u>study planning done.</u>
<u>27/4/23</u>	<u>Little improvement in communication but still need to improve</u>	<u>Participate in presentation daily daily writing, in next visit repeat on 1 topic</u>
<u>20/06/23</u>	<u>Scored good marks in sem I Observed improvement in communication</u>	<u>Participate in extra curricular activities, present on topics to improve public speaking.</u>
<u>2/10/23</u>	<u>Scored good marks in sem II got campus placement for ssp</u>	<u>discussed about ssp topics</u>

Students SIP, Dissertation and Placement details			
SIP	Name of the Company	Topic name	Date started From
	<u>SNA Milk & Milk products Pvt. Ltd.</u>	<u>A study of consumer preferences</u>	<u>4th Aug 2023</u>
Placement			

Placement (Tick in Appropriate Block)	Self-placed	Through Campus	Start Up	Family Business

Overall Remarks about mentee:

He has demonstrated exceptional improvement in both communication & skills & academic performance. He only Prof. Mayures Yadav because of his hard work & dedication.

Name and Signature of Mentor: Prof. Mayures Yadav

Signature of Mentee: Shobham Ghole

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MPSC aspirants' protest enters third day, Sharad Pawar extends support

EXPRESS NEWS SERVICE
PUNE, FEBRUARY 22

THE PROTEST by scores of students against the change in pattern of the Maharashtra Public Service Commission (MPSC) exams continued on Wednesday, the third day of the agitation, at Balgandharva auditorium at Jangli Maharaj Road.

The protesting students have been demanding an official notification over the postponement of the proposed UPSC-like exam pattern in the scheme of examination.

Nationalist Congress Party supremo Sharad Pawar met the protestors at the auditorium late on Tuesday night.

While extending his support to the agitation, Pawar said that he has received a letter from the Vice-Chancellor of Mahatma Phule Krishi Vidyapeeth urging him to intervene and help students get their "just demand" met.

Pawar said that he had spoken to Chief Minister Eknath Shinde and the latter has agreed to call a meeting of officials from the commission, state government and student representatives within two days.

"Give a list name of the five representatives among the protesters who will go to Mumbai for the meeting. Hopefully, the issue will be resolved in that meeting," Pawar told the students.

The protesting students however agreed to send the representatives but will not end the protest till the demand is met.

"We have confidence that Sharad Pawar will live up to his promise and make all efforts to



NCP supremo Sharad Pawar met the protesters on Tuesday night. Express

Pawar said that he had spoken to Chief Minister Eknath Shinde and the latter has agreed to call a meeting

resolve the issue. However, in last few months the government made many promises but hasn't fulfilled any. Hence we will continue with the sit-in until the MPSC brings out a notification," said a protester.

On Tuesday, Deputy Chief Minister Devendra Fadnavis said the MPSC is against delaying the implementation of the new pattern despite the state government advising it to delay it till 2025.

"As we know, MPSC is an autonomous body. Very proactively the state government had requested that the new pattern should be effected from 2025. But the MPSC reverted saying that the suggestion was put before the full quorum of MPSC

where it was decided that the new pattern must be implemented from the current year," Fadnavis said in Pune while campaigning for the BJP candidates in the upcoming bypolls.

Compared to the existing one, the new examination pattern is more descriptive in nature, having a total of nine papers, instead of six. The exam will be held for a total of 1,750 marks instead of 800. As per the new pattern, marks obtained in two language papers of 300 marks each will no longer be included in the merit score. A candidate will have to score 25 per cent marks in each of these papers to qualify for the merit score.

There will be seven compulsory papers – one for essay writing, four for general studies and two papers on any topic selected by the candidate from the list of 26 optional subjects. All these papers will be descriptive in nature and will have 250 marks each.

Marks obtained here will be considered for the merit score.

No.

Name of the student:
Shilole Shubham

Recently MPSC changed pattern of exam. They decide or choose the UPSC like pattern, which is effected on next exam. Againes of these MPSC aspirants profers on it will going on last 3 day.

Therefore for the support M Sharad pawar meet MPSC aspirant on 22 Feb night And talk to ACM.

on call. Then CM said These pattern will effected from 2025. *effective*

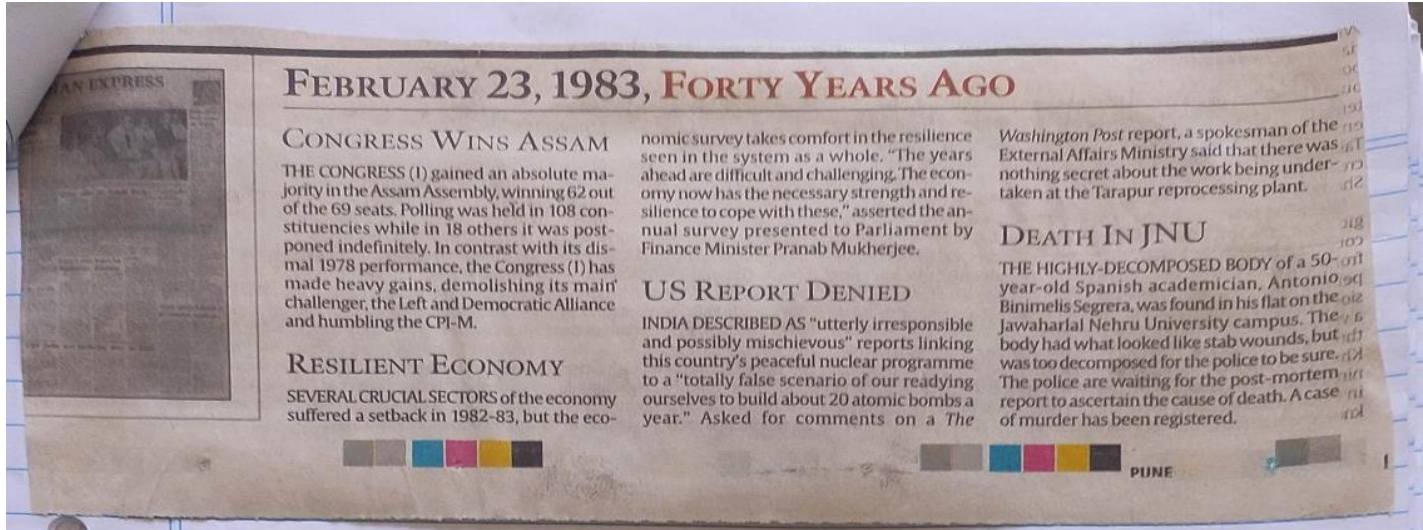
spelling mistakes, poor sentence building, not concluded the topic.

(For Educational Use)

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Founder President

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Dr. Prachi Pargaonkar
M.Com., Ph.D., FCA
Director



This news was 50 year ago.
In the assembly election congress winning 62 out of 69 seats.
In this day economic survey ~~says~~ States that current economy is good, but ahead time is challenging.

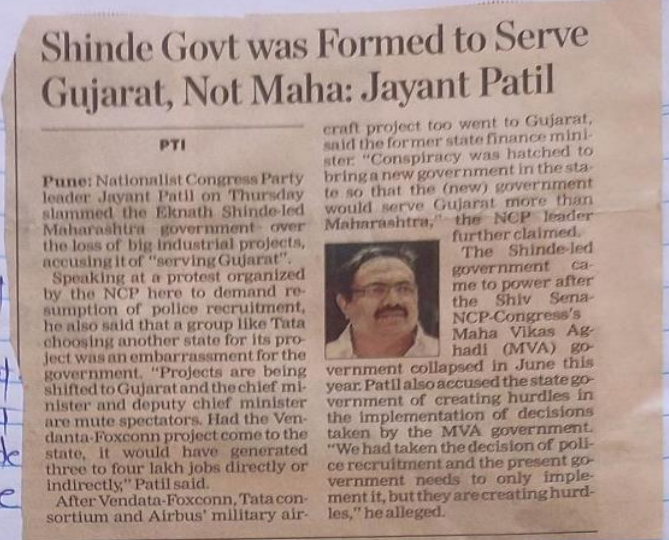
*grammatical errors
poor sentence building
Not properly concluded
topic*

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Vedanta foxconn
project shifted in gujrat but
our CM & chief CM do not
take intrest in stop this
project going toward the gujrat
therefor NCP leader jayant
patil said that this Shinde
government formed to serve
Gujrat Not Maharashtra.



Shinde Govt was Formed to Serve Gujarat, Not Maha: Jayant Patil


PTI

Pune: Nationalist Congress Party leader Jayant Patil on Thursday slammed the Eknath Shinde-led Maharashtra government over the loss of big industrial projects, accusing it of "serving Gujarat".

Speaking at a protest organized by the NCP here to demand resumption of police recruitment, he also said that a group like Tata choosing another state for its project was an embarrassment for the government. "Projects are being shifted to Gujarat and the chief minister and deputy chief minister are mute spectators. Had the Vendanta-Foxconn project come to the state, it would have generated three to four lakh jobs directly or indirectly," Patil said.

After Vendanta-Foxconn, Tata consortium and Airbus' military air-
craft project too went to Gujarat, said the former state finance minister. "Conspiracy was hatched to bring a new government in the state so that the (new) government would serve Gujarat more than Maharashtra," the NCP leader further claimed.

The Shinde-led government came to power after the Shiv Sena-NCP-Congress's Maha Vikas Aghadi (MVA) government collapsed in June this year. Patil also accused the state government of creating hurdles in the implementation of decisions taken by the MVA government. "We had taken the decision of police recruitment and the present government needs to only implement it, but they are creating hurdles," he alleged.



BAL GOVIND
Noida

The Digital Rupee: Ethereal But Real

This refers to the Edit, 'Taking the Digipee For a Test Drive' (Nov 2). The digipee will be more efficient and economic, and a safe medium for payments and settlements for domestic and cross-border transactions. The central bank digital currency should be account-based to follow KYC norms. The digipee can change the money supply through the money multiplier and even the fiscal multiplier effect, which can destabilise the financial system and can be a challenge for the monetary policy. Though it's not clear the amount of digipee one can hold, once it settles down, it will hopefully work smoothly.

RBI lonched the digital rupee.
which can be more efficient &
economic and a safe medium for
payments for contry and also globally.
There is not clear that how many
or amount of digipee one can hold.

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Page No. _____
 Date / / _____

'INPUT COSTS, PRICING HIT FY22 SHOW'

India Profits of Samsung, LG & Apple Under Stress

Writankar.Mukherjee@timesgroup.com

Kolkata: Three of the world's largest consumer electronics brands – Apple, Samsung and LG – have reported pressure in profit of the India business in financial year 2021-22 (FY22), which industry executives said is due to all-time high component and commodity costs while ensuring competitive pricing to continue their pace of revenue growth in the country. As per the latest regulatory disclosures to the Registrar of Companies (RoC), LG Electronics' net profit in India declined by 23% to ₹1,174 crore in 2021-22 and that of Samsung Electronics fell 4.9% to ₹3,844 crore. Apple, which has been growing its net profit in India at a high double-digit pace, saw an almost flat year in FY22 – net profit rose 3% to ₹1,263 crore. Apple's net profit here had soared 32% in FY21 on a revenue growth of 68%.

Apple, Samsung and LG India did not give any reason in their regulatory disclosures behind their slower profitability for the India business. LG India's sales crossed the \$2-billion mark in FY22 at ₹17,171 crore, a 10% surge over the previous year, while that of rival Samsung rose 8.6% to ₹62,451 crore, touching the \$10-billion milestone. Apple's India sales jumped 45% to ₹38,381 crore, crossing the \$4-billion mark.

Mohit Yadav, founder at business intelligence firm Altinfo, said the increase in the cost of inputs along with relatively slower pace of growth has led to lower-than-expected profitability. "Since these are macro factors with companies having limited control over them, companies will need to come up with innovation in both product and outreach to increase growth," he said.

Tarun Pathak, research director at market tracker Counterpoint Research, said profitability took a hit in India due to the high base effect of previous year when pent-up demand was super high, high component costs amidst shortages and overall macroeconomic challenges.

The overall demand environment in India has continued to remain stressful last fiscal due to repeated Covid waves and inflationary pressure on consumer wallets.

Samsung – the second largest foreign consumer goods manufacturer in India after carmaker Maruti Suzuki – is the largest mobile phone brand in India by sales and leads the overall television market. LG is the country's largest home-appliance maker by revenue. Apple leads the premium smartphone segment in India and there has been no impact on its revenue growth, unlike competitors, during the pandemic as consumers shifted to premium devices expecting them to last longer. India financials of other global consumer electronics manufacturers like Xiaomi, Oppo, Vivo and Panasonic are still not yet declared in the RoC. The global electronics industry has been battling a shortage and resultant price hike of semiconductor chips ever since the onset of the pandemic, apart from the fact that logistics cost and prices of several commodities like steel, aluminium, copper and chemicals have surged to all-time highs.

By the survey Mohit Yadav he is the founder of Altinfo firm, which describes the india profit of Samsung, LG & Apple in FY22. In the above news mentioned that the covid waves and inflationary pressure on consumer wallets

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Director



Dr Ram Kolhe <ramkolhe.sknsbm@sinhgad.edu>

Fwd: Remarkable Progress of Student in Communication and Academic Performance

1 message

Mayuri Yadav <mayuriyadav.sknsbm@sinhgad.edu>
To: Dr Ram Kolhe <ramkolhe.sknsbm@sinhgad.edu>

19 January 2024 at 10:57

----- Forwarded message -----

From: **Mayuri Yadav** <mayuriyadav.sknsbm@sinhgad.edu>
Date: Sun, 14 Jan 2024 at 11:41
Subject: Remarkable Progress of Student in Communication and Academic Performance
To: Dr. Prachi Pargaonkar <director_sknbsm@sinhgad.edu>

Dear madam

I am writing to bring to your attention the remarkable progress of one of my mentee, Shubham Shitole, who was initially identified as weak in communication and categorized as a slow learner.

I am pleased to inform you that shubham has demonstrated exceptional improvement in both communication skills and academic performance. In Semester I and II, he achieved commendable marks, showcasing his dedication and hard work & It is a evidence to the positive impact of our student training program.

Moreover, he has secured a prestigious campus placement for the Summer Internship Project.

For your convenience, I have attached a list of slow learners with name of this student highlighted for reference.

Thank you for your continued leadership and support in creating an environment that enables our students to thrive and excel.

Thank you for your time and consideration.

Best regards,

Prof.Mayuri Yadav

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Director

Communication Skills Progress and Overall Result:



SAVITRIBAI PHULE PUNE UNIVERSITY
(formerly University of Pune)
GANESHKHIND,PUNE 411007

Branch/Course: MASTER OF BUSINESS ADMINISTRATION (2019 REVISED) - APRIL 2023

Seat No: 15098

Center: 1241

Perm Reg No(PRN): 2052212406

Student Name: SHITOLE SHUBHAM RAJENDRA

Mother Name: SUNITA

Inst.Name: 1241 SMT.KASHIBAI NAVALE SINHGAD SCHOOL OF BUSINESS MANAGEMENT PUNE

SUB.: MARKETING MANAGEMENT

Sem	SubCode	Subject Name	INT	UEX	TOT	Crd	Grd	GP
1	101	GC-01 MANAGERIAL ACCOUNTING	43	30	73P	03	B	024
	102	GC-02 ORGANIZATIONAL BEHAVIOUR	35	22	57P	03	D	018
	103	GC-03 ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	36	23	59P	03	D	018
	104	GC-04 BUSINESS RESEARCH METHODS	44	38	82P	03	A	027
	105	GC-05 BASICS OF MARKETING	42	29	71P	03	B	024
	106	GC-06 DIGITAL BUSINESS	38	25	63P	03	C	021
	107	GE-UL-01 MANAGEMENT FUNDAMENTALS	-	25	25P	02	D	012
	108	GE-UL-02 INDIAN ECONOMY	-	26	26P	02	D	012
	109	GE-UL-03 ENTREPRENEURSHIP DEVELOPMENT	-	32	32P	02	C	014
	113	GE-IL-01 VERBAL COMMUNICATION LAB	44	-	44P	02	A	018
	115	GE-IL-03 SELLING & NEGOTIATION SKILLS LAB	45	-	45P	02	O	020
	116	GE-IL-04 MS EXCEL	45	-	45P	02	O	020
	191	HUMAN RIGHTS - I	23	-	23P	01	O	!
	192	INTRODUCTION TO CYBER SECURITY - I	23	-	23P	01	O	!
2	201	GC-07 MARKETING MANAGEMENT	33	20	53*	03	D	018
	202	GC-08 FINANCIAL MANAGEMENT	33	20	53*	03	D	018
	203	GC-09 HUMAN RESOURCES MANAGEMENT	41	28	69*	03	C	021
	204	GC-10 OPERATIONS & SUPPLY CHAIN MANAGEMENT	33	20	53*	03	D	018
	205 MKT	SC-MKT-01 MARKETING RESEARCH	38	25	63*	03	C	021
	206 MKT	SC-MKT-02 CONSUMER BEHAVIOUR	40	27	67*	03	C	021
	208	GE-UL-08 GEOPOLITICS & WORLD ECONOMIC SYSTEMS	-	32	32*	02	C	014
	209	GE-UL-09 START UP AND NEW VENTURE MANAGEMENT	-	24	24*	02	E	010
	210	GE-UL-10 QUALITATIVE RESEARCH METHODS	-	20#	20*	02	P	008#
	214	GE-IL-09 INDUSTRY ANALYSIS & DESK RESEARCH	45	-	45*	02	O	020
	217 MKT	SE-IL-MKT-01 INTEGRATED MARKETING COMMUNICATIONS	45	-	45*	02	O	020
	220 MKT	SE-IL-MKT-04 DIGITAL MARKETING - I	44	-	44*	02	A	018
	291	HUMAN RIGHTS - II	23	-	23*	01	O	!

1 of 2

Savitribai Phule Pune University,Online Result

Download Date:30/09/2023

2 292 INTRODUCTION TO CYBER SECURITY - 23 - 23* 01 O !

SGPA : (1) 7.60 (2) 6.90
TOTAL : CREDITS 60 GRADE POINTS 435
0.4
RESULT DATE: 28 September 2023

The results published online are for immediate information only. These cannot be treated as original statement of marks,Please verify the information from original statement of marks issued by the Savitribai Phule Pune University separately.

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Director

Summer Internship Offer Letter:



To,
Name: Shubham Rajendra Shitole
Mobile No: 7498722702
Email Id: shitoleshubhamrajendra@gmail.com
Subject: Offer Letter for Internship

Date: 22/08/2023

Dear Shubham,

This is in reference to our discussions for the role in SNA Milk and Milk Products Pvt. Ltd. We are pleased to communicate your appointment. Please find details of your Offer

Designation: Sales Intern
Date of Joining: 4th Aug'2023
Location: Pune

Total Compensation: You will get a monthly stipend **INR. 7500/- (Seven Thousand Five Hundred Only)**, During your internship. Your Internship tenure will be for 2 months

Please refer to **Annexure A** for a detailed salary break up.

This offer is subject to the submission of the following documents on the date of joining.

- | | |
|---------------------------------|---|
| 1) Education Certificates (ALL) | 2) Proof of permanent address |
| 3) Salary Certificate/Slips | 4) Relieving Letter of the previous company |
| 5) Pan Number (Mandatory) | 6) 3 Passport size photographs & Updated CV |

We look forward to the pleasure of having you on board for a long and fruitful association. Kindly accept the offer and confirm the date of your joining over an email within 48 hours after receiving this mail. Failure to which, the offer will be deemed invalid.

Notes:

1. The attached Compensation sheet (ANNEXURE A) includes your total compensation including Gross Salary, Variable Incentive & Retrials.
2. Total Compensation, however, does not include any indirect benefits, which are over and above, as per policy. Please feel free to reach the HR Manager for any questions on the same. We look forward to the pleasure of having you on board for a long and fruitful association.

For SNA Milk and Milk Products Pvt. Ltd.



Pratiksha Pandey
Head- HR & Online Sales

Factory Add. : Plot M-25, MIDC, Ahmednagar - 414 111. Ph.(O) : +91 9260605353.

Pune Office Address: Plot no 79, 501, 5th floor, Lalwani House, Sakore Nagar, Viman Nagar, Pune, Maharashtra 411014 Website : www.desifarmsindia.com | Email : info@desifarmsindia.com | CIN No.: U74999PN2016PTC164715.

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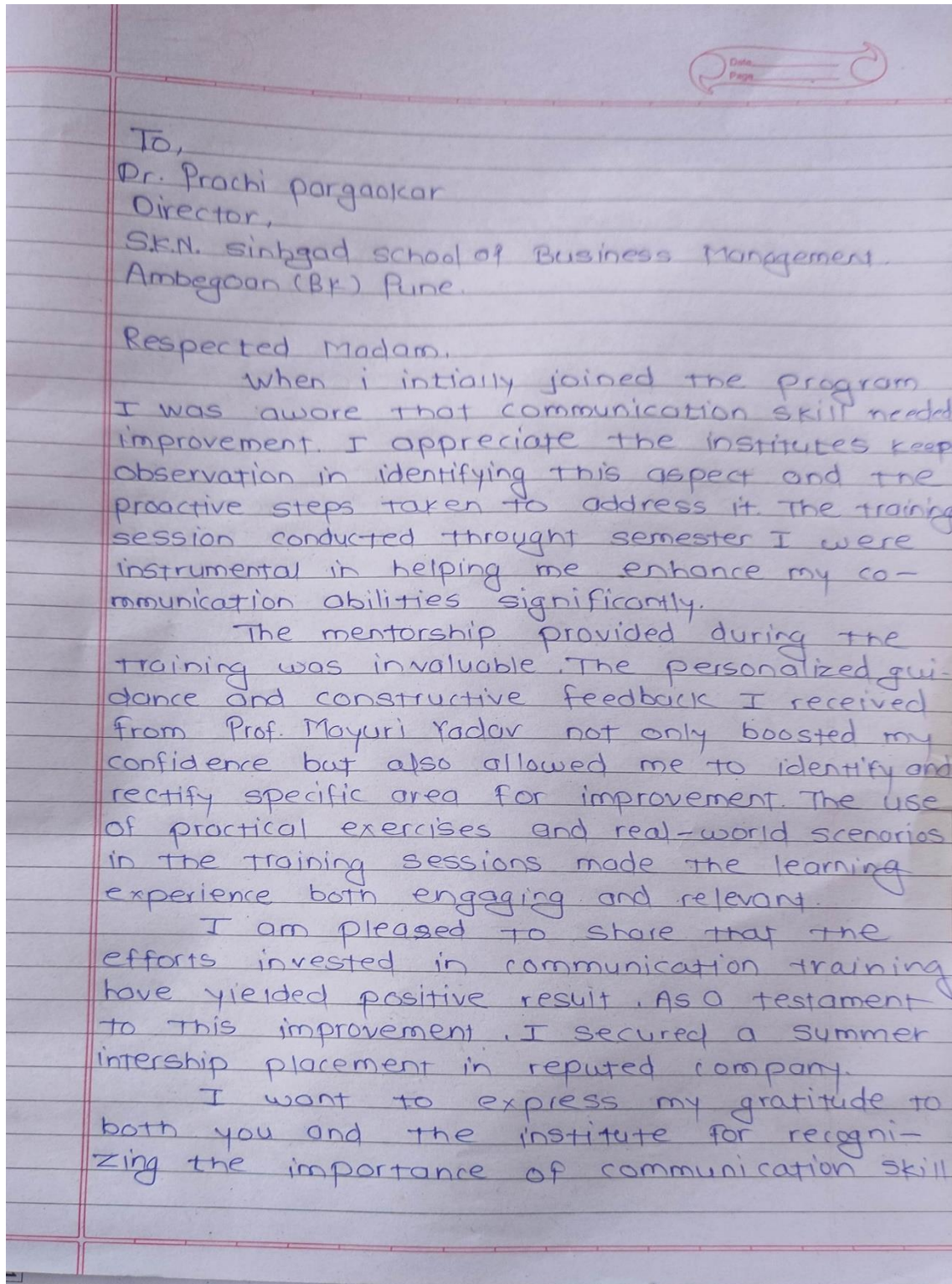
Founder Secretary

Dr. Prachi Pargaonkar

M.Com., Ph.D., FCA

Director

Feedback of the student:



Prof. M. N. Navale

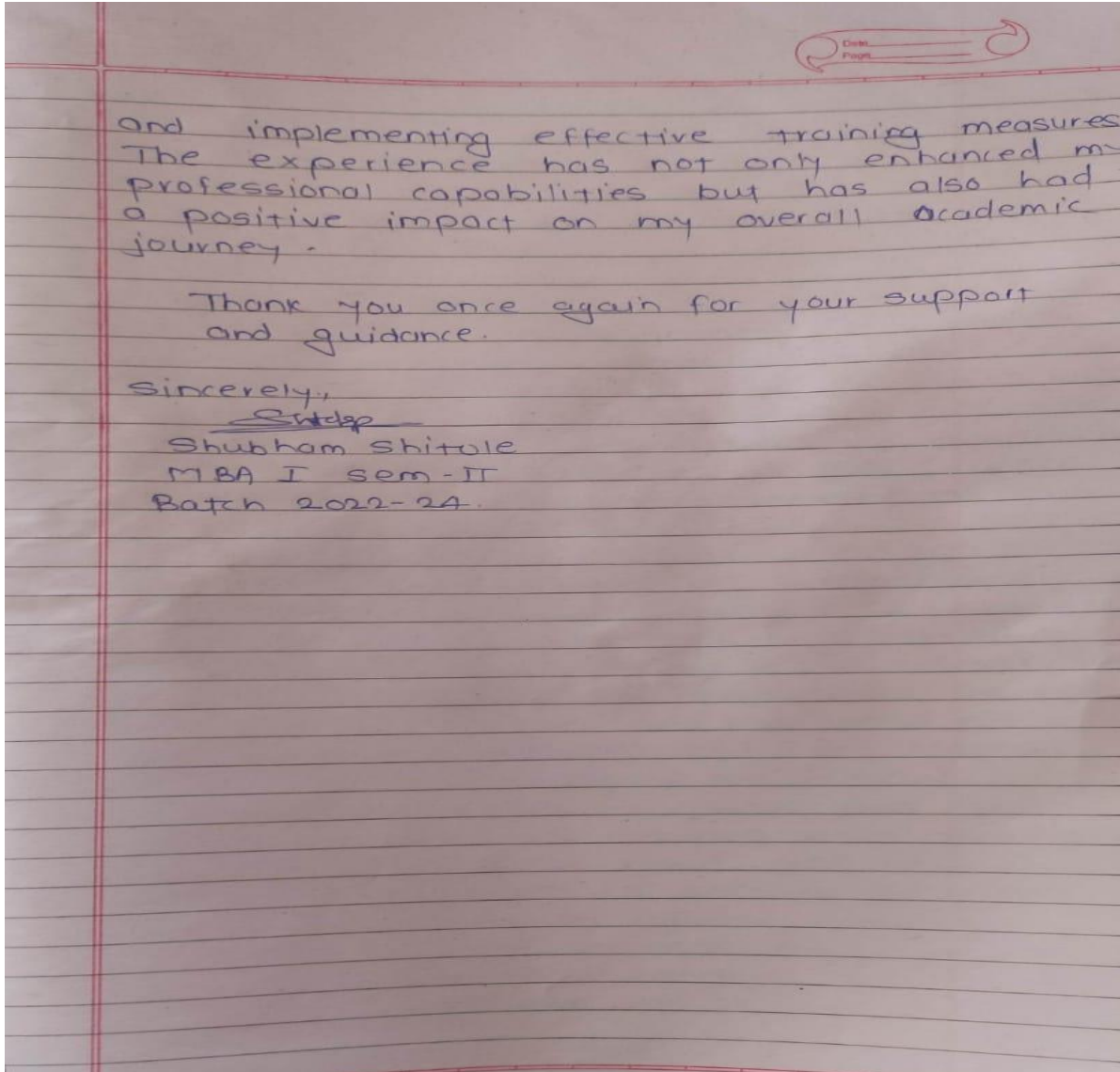
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 Founder Secretary

Dr. Prachi Pargaonkar
 M.Com., Ph.D., FCA
 Director

2. Name of the Student: Prasad Yadav

Batch: 21-23

Initial Communication Skills Performance:



SINHGAD TECHNICAL EDUCATION SOCIETY'S
S.K.N. Sinhgad School of Business Management, Pune – 411041
STUDENT COUNSELING FORM A

Name: Yadav Prasad Narayan	Class: MBA - I Major specialization: HR Minor: Digital Marketing
Email: prasadyadav4201@gmail.com	Native / Hometown Address: A/P. Shirgaon Tal Karad Dist Solapur
Mobile:	Whatsapp no: 8793280203
Family Background	Academics
Occupation & Age: 60, Farmer Father/Guardian: Narayan Bhiku Yadav Contact no: 9850332719 Email: Mother: Namita Narayan Yadav Sister: Brother:	% Marks obtained: SSC: 77.1% HSC: 54.46 % Graduation: 67.42 % Name & Place of College: S.G.M. Karad Ist Semester: IInd Semester: IIIrd Semester: IVth Semester: (if applicable)
Social Life	Personal Traits(SWOC Analysis)
Friends: Many / Some / Few Good Things about your best friend: Always encourages me Bad Thing about your best friend: He trusts anyone suddenly	Your Strengths: (What do you do well? What unique resources can you draw on? What do others see as your strengths?) I can adopt anything easily Your Weakness: (What could you improve at? Where do you have fewer resources than others? What are others likely to see as your weaknesses?) I think more about what people will think about me Opportunities What opportunities are open to you? What trends could you take advantage of? lots of opportunities are there in corporate. I want to Challenges go with IT trend (What key challenges do you find? What difficulties do you find to overcome these challenges? Basically communication in English is the challenge By communicating with friends in english I can overcome
Career Planning	
Your Academic goal in life: To get placed in campus selection process Your immediate career plan (next 3 yrs.) To get a job in a reputed company Your long term career plan: Fulfill my dreams and make my parents happy Something more about you which defines your personality: I'm little bit introvert and quite polite How do you look towards any failure: as a lesson Hobbies: Photography	
Student Signature: Prasad Date:	Name & Sign of Mentor:

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Director

STP Activity Record Batch 2021-2023									
MBA-1				**Enter Marks					
Roll No	Name of the student	Specialization Preference	Division	Counseling Form Received (Y/N)	Reading Skill (20)	Writing Skill (20)	GK & CA (20)	Aptitude (20)	GD (20)
16	POOJA KAILASRAO	Finance	D	yes	19	18	19	12	
17	Pooja santoshkumar	Finance	D	yes	18	18	18		
18	Pooja Shivaji Daingade	Finance	D	yes	18	19	19		
19	PRACHI SANJAY	Finance	D	yes	18	19	16		
20	Pradumn Kisan Wakale	Finance	D		17	18	17		
21	Pragati Satish Babar	Finance	D	yes	19	17	19	19	
23	Prathamesh Shetty	Finance	D	yes	18	18	17		
25	Rahul Chandrakant sul	Finance	D	yes	16	19	19	14	15
26	RAJESH SINGH	Finance	D	yes	18	18	20	19	15
27	Ram Rameshwar Shukla	Finance	D	yes	17	17	17	15	15
64	Vaibhav Suresh Trivedi	Not	B	Y	16		17		18
65	VAISHANAVI VILAS	Not	B	Y	15	17	17	13	16
66	Rohit Kumar	Not	B	Y	16	16	18	15	15
67	Durga Zanzane	Not	B	Y	15	17		17	17
64	Pratiksha Pramod Ghodake	Not	C	Y	14	16	19	18	18
66	Ankit Sakhare	Not	C	Y				15	
67	Ruchita Sahebrao Deshmukh	Not	C	Y		17	18	16	
68	Nikhil Khatmode	Not	C	Y		16	18	10	
55	Shraddha Sidramappa Patil	Finance	D	Y	16	16	18	18	16
56	Shruti Anilkumar Dasare	Finance	D	Y	14	16	18	11	17
57	Shubham Narendra Kende	Finance	D	Y			17	13	15
61	Tanmay Rajesh Kshirsagar	Not	D	Y	13		17		
22	Maithily Sanjay Dhume	HR	E	Y	17	17	18	12	11
23	Manali Dilip patil	HR	E	Y	13	16	18		
24	Mansi Arvind Bele	HR	E	Y	18	17	18	9	
25	Mansi bhalchandra thakare	HR	E	Y		16	18		
26	Minal Prakash Chaudhari	HR	E	Y		16	18		
27	Mrunal Prashant Patil	HR	E	Y	15	17	18		
28	Nandini Bandopant Rajurkar	HR	E	Y		16	18	18	
29	Neha Santosh Sartape	HR	E	Y	16	15	17	10	
30	Nikita Ravindra Gullapelli	HR	E	Y	18	18	18	19	
31	Payal Pankaj Maisheri	HR	E	Y	17		18		16
32	Piva Vinod Mankar	HR	E	Y			18		
33	Prasad Narayan Yadav	HR	E	Y		18	18	19	
53	SHIVANI SUDHAKAR	Finance	D	Yes			15	12	
54	Shraddha Shriram Dumbre	Finance	D	Yes	15	16	14	13	15
62	Shruti Sakshi	Not	D	Yes	17	18	18	13	
63	Sanjana Suryakant Ghag	Not	D	Yes	13	12	20	15	



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S.K.N. Sinhgad School of Business Management, Pune - 411041
STUDENT COUNSELING FORM B

Name of the Mentee:	Prasad Narayan Yadav		Minor:	-
Class & Specialization :	MBA	Major: B A		

Date of Meeting	Comments / Problems / Academic or Personal Issues of Mentee	Action / Solution to be taken to solve problem by Mentor
25/2/22	We had a discussion on his strengths and weaknesses etc. No Personal Issues as such to discuss.	Given suggestions to handle the situations and overcoming the challenges.
25/4/22	He has doubts about internal marks procedure.	Clarified the doubts.
8/9/22	Came to discuss about STP.	Guidelines given to him.
28/12/22	Having doubts on GD participation & Interview process in Companies.	Discussed all those issues clearly.

	Name of the Company	Topic name	Date started From
SIP	Seven Mentor Pvt. Ltd.	Analysis of Digital Banking Practices for JPC Bank	2nd Oct 2022
Placement	Crave Infotech Pvt. Ltd.		23rd May 2023

Placement (Tick in Appropriate Block)	Self-placed	Through Campus	Start Up	Family Business
	Self-placed	✓		

Overall Remarks: (Remarks)
 Mr. Prasad is ambitious & doesn't like to give up. He is sensitive at the same time & interested also. Once all, he has shown continuous improvement.

Name and Signature of Mentor
 Manjula Dhulipala

Signature of Mentee
 Prasad

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Student Progression during the semester

Sinhgad Technical Education Society's
S.K.N. Sinhgad School of Business Management, Pune
Student Training Programme (STP) Writing Skills January 2022

Name of the student: Yadav Prasad Narayan
Class: MBA - I Div: E Roll no: 33

Activity I – Essay Writing [12 Marks]

Write an essay on any one of the following topics in about 250 words. (Half an Hour)

India: A Superpower
 Crime against women on the rise

Assessment Parameters:

- i. Presentation of essay through well defined paragraphs.
- ii. Use of proper grammar and punctuations.
- iii. Effective use of idioms and phrases.

Crime against women on the rise

Crime against women could be physical or mental. The force committed against women, mostly by men, takes various forms - sexual assault, molestation, marital abuse or naturally household abuse. Whatever be the shape and extent, it is a punishable crime. However owing to the country's crooked and lagging judiciary system, often, such crimes go unaddressed. The rates of violence against women keep on increasing.

The crime against woman in India take several forms. Mostly, these crimes result in lifelong trauma or death. Dowry death are one such example of a crime committed against Indian women. According to the age, old Indian tradition, the bride's family is supposed to reward the groom with a considerable sum of money; this is the concept of dowry.



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Rapes and nonconsensual sexual activities form a large portion of the violence committed against Indian women. Statistics reveal that women are the most prone to rape in the Indian subcontinent; it is the most dangerous country as far as the number of rape cases is concerned. Rape is typically the sexual intercourse carried on with the women without her consent.

Nowadays the girl child is killed even before the birth. This has become easy due to improvements in science and technology e.g., amniocentesis i.e., sex determination tests. The discrimination towards development of girl child is the greatest crime against women. The cause for increasing crime against women can be attributed to low status of women in our society. The attitudes towards women have not changed much. They are treated as burden and hence denied education.

Education of women is the foremost priority of today's parents. By educating women we help families and not only women. Two pronged strategy can be adopted. First, men have to change their attitudes so that women have enough space to develop themselves. Secondly, women themselves have to unite and spread consciousness which will help in real social development. Then only we will be in a position to eradicate the social ills prevalent in our society. We should provide conditions to make them 'better half' which can help effectively to solve the problem of violence or crime against women.

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Activity 2 – Sentence Making

Make two sentences using each: (total 8 sentences) (15 minutes) (8 Marks)

2 different conjunctions

- 1) I like painting and singing, but I don't like to dance.
- 2) I can stay out until the clock strikes nine.

2 different prepositions

- 1) She lost her ring at the bench.
- 2) I was unable to get out of the appointment.

2 different adjectives

- 1) Snoopy is an adorable bitch.
- 2) They live in a beautiful house.

2 different adverbs

- 1) She looked for wildflowers yesterday afternoon.
- 2) It moves so slowly in the morning.

Respective mentor

Manjula Dhulipala

Dr. Roza Parashar

STP Coordinator

Dr. Prachi Pargaonkar

Director

Prof. M. N. Navale

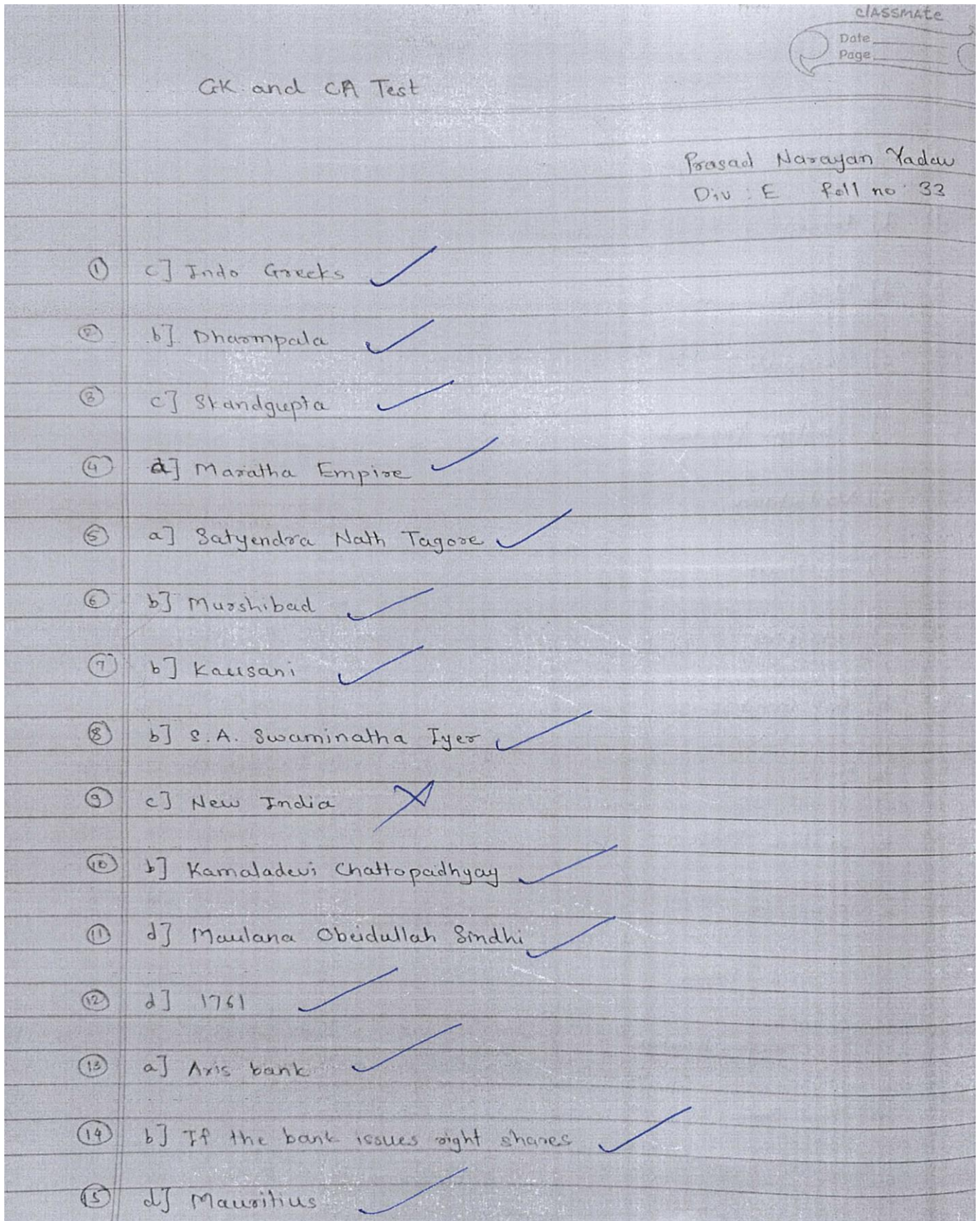
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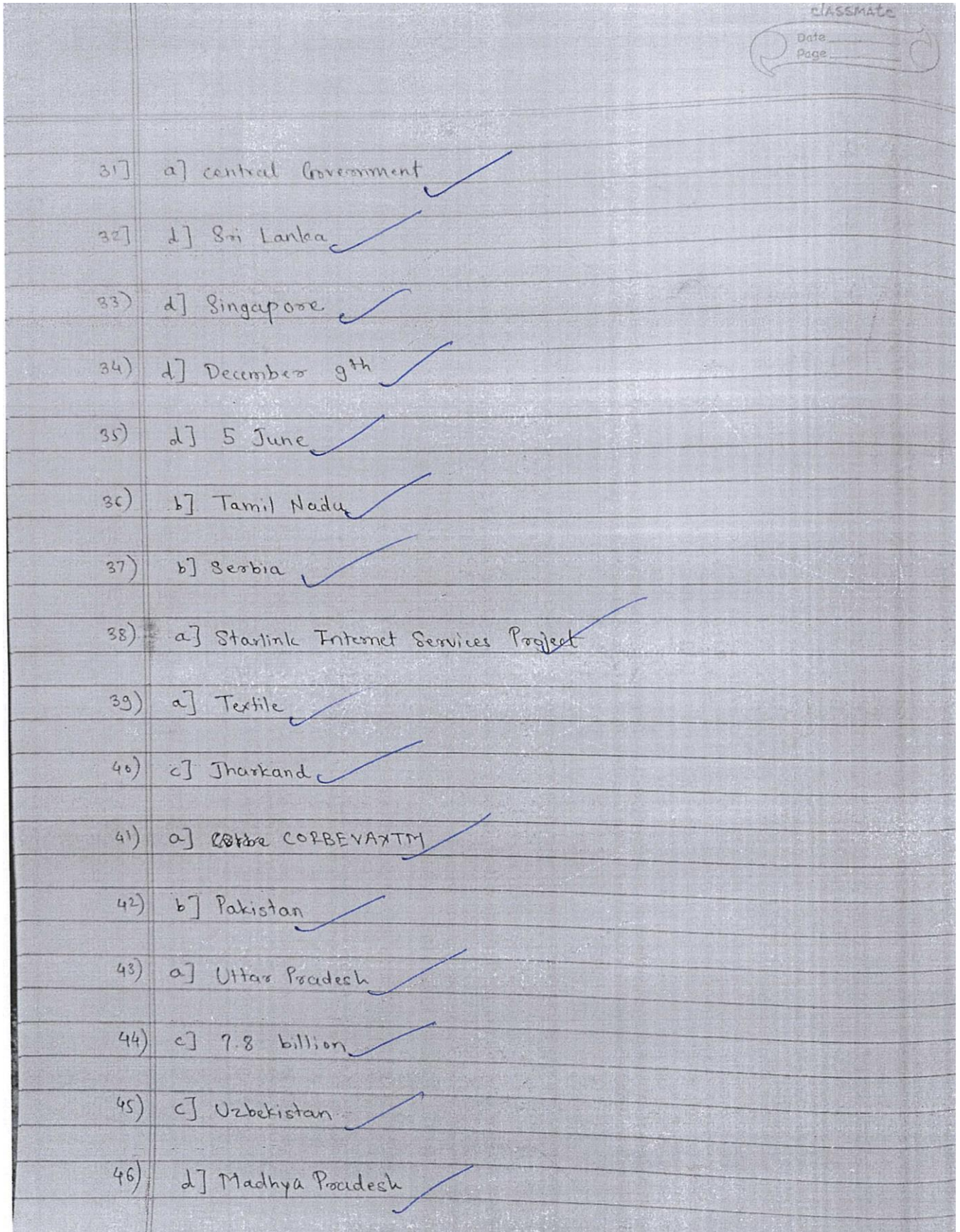
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- 16) c] Central Government ✓
- 17) d] Foreign Indirect Investment ✓
- 18) d] 1900's ✓
- 19) c] Saraswati ✓
- 20) c] Madhya Pradesh ✓
- 21) c] Vadodara ✓
- 22) c] Rajasthan ✓
- 23) c] Dehradun ✓
- 24) b] Gol Gumbaz ✓
- 25) b] Field ✓
- 26) a] United States ✓
- 27) a] 8848.86 ✓
- 28) b] ICICI Bank ✓
- 29) c] Bangladesh, Bhutan ✓
- 30) d] Anil Soni ✓

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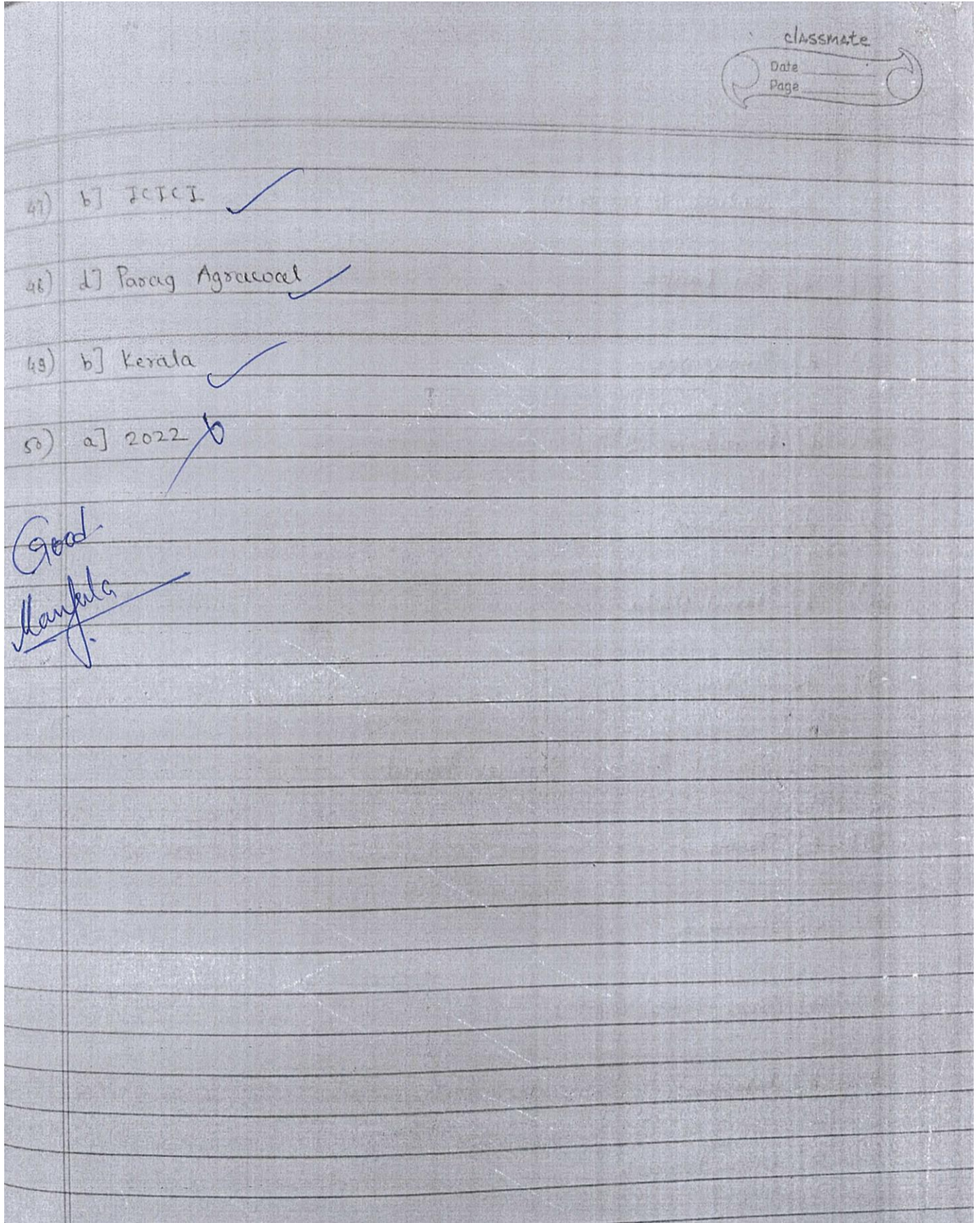
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SKNSSBM

STUDENT TRAINING PROGRAMME STP - APTITUDE TEST 1 scheduled on 19th May 2022

Username	Total score	Name of the student (Format : First Name Last Name)	Name of the mentor:
mansithak0703@gmail.com	40.00 / 40	Mansi Bhalchandra Thakare	Prof.Manjula Dhulipala
mansi.vsurw21@sinhgad.edu	38.00 / 40	Mansi Arvind Bele	Prof.Manjula Dhulipala
nikitargullapelli@gmail.com	38.00 / 40	Nikita Ravindra Gullapelli	Prof.Manjula Dhulipala
payalmaisheri@gmail.com	40.00 / 40	Payal Pankaj Maisheri	Prof.Manjula Dhulipala
pratikshaghodke802@gmail.com	40.00 / 40	Pratiksha Pramod Ghodke	Prof.Manjula Dhulipala
vaishnavibhalke421@gmail.com	40.00 / 40	Vaishnavi vilas bhalke	Prof.Manjula Dhulipala
manalipatil231999@gmail.com	40.00 / 40	Manali Dilip patil	Prof.Manjula Dhulipala
mrunalp.0509@gmail.com	40.00 / 40	Mrunal Prashant Patil	Prof.Manjula Dhulipala
zanzanedurga7990@gmail.com	40.00 / 40	Durga Jaywant Zanzae	Prof.Manjula Dhulipala
maithilydhume@gmail.com	26.00 / 40	Maithily Sanjay Dhume	Prof.Manjula Dhulipala
nandinirajurkar111@gmail.com	38.00 / 40	Nandini Bandopant Rajurkar	Prof.Manjula Dhulipala
3036ruchitadeshmukh@gmail.com	38.00 / 40	Ruchita sahebrao Deshmukh	Prof.Manjula Dhulipala
vaibhav.tvwru21@sinhgad.edu	40.00 / 40	Vaibhav Suresh Trivedi	Prof.Manjula Dhulipala
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sahilgawade61@gmail.com	40.00 / 40	Sahil Sunil Gawade	Prof.Mayuri Yadav
prashalibhosale0499@gmail.com	40.00 / 40	Prashali Gajanan Bhosale	Prof.Mayuri Yadav
rutujapatil1372000@gmail.com	40.00 / 40	Rutuja Rajendra Patil	Prof.Mayuri Yadav
shraddhadumbre1198@gmail.com	40.00 / 40	Shraddha Shriram Dumbre	Prof.Mayuri Yadav

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STUDENT TRAINING PROGRAMME- APTITUDE TEST SERIES 1 MBA I Div A,B,C,D,E

Sr.no	Timestamp	Total score	MBA	Name Of the student	Contact Number	Give your sinhgad	Give your sinhgad	Mentor Name	Division
155	2022/07/01 5:03:29 pm GMT+5:30	78.00 / 100	I	Kartik rajesh Choudhari	8329503286	kartik.syztv21@sinhgad.edu		Prof.Kalpana Sayankar	C
156	2022/07/04 9:25:56 am GMT+5:30	72.00 / 100	I	SHUBHAM VILAS DUB	9172427157	shubham.rtwsv21@sinhgad.edu		Prof.Kalpana Sayankar	B
157	2022/06/23 10:32:25 am GMT+5:30	84.00 / 100	I	ruchita deshmkh	9657672493	ruchita.ypzv21@sinhgad.edu		Prof.Manjula Dhulipala	A
158	2022/06/23 10:36:21 am GMT+5:30	84.00 / 100	I	shraddha sidramappa patil	9175941717	shraddha.qrtw21@sinhgad.edu		Prof.Manjula Dhulipala	A
159	2022/06/23 11:26:46 am GMT+5:30	76.00 / 100	I	Prasad Narayan Yadav	8793250203	prasad.vvwsu21@sinhgad.edu		Prof.Manjula Dhulipala	A
160	2022/06/23 11:29:54 am GMT+5:30	52.00 / 100	I	Mansi Arvind Bele	+91 7722083483	mansi.vsurv21@sinhgad.edu		Prof.Manjula Dhulipala	B
161	2022/06/23 11:51:54 am GMT+5:30	84.00 / 100	I	shruti anilkumar Dasare	8087535295	shruti.zrusv21@sinhgad.edu		Prof.Manjula Dhulipala	B
162	2022/06/23 12:11:41 pm GMT+5:30	96.00 / 100	I	Mrunal Prashant Patil	9112438395	mrunal.utsrv21@sinhgad.edu		Prof.Manjula Dhulipala	A
163	2022/06/23 12:23:26 pm GMT+5:30	98.00 / 100	I	manali dilip patil	7249757323	manali.tusrw21.@sinhgad.edu		Prof.Manjula Dhulipala	E
164	2022/06/23 12:27:19 pm GMT+5:30	82.00 / 100	I	mansi bhalchandra thakare	7620523778	mansi.usvrw21@sinhgad.edu00000000		Prof.Manjula Dhulipala	E
165	2022/06/23 12:33:24 pm GMT+5:30	84.00 / 100	I	Tanmay Rajesh Kshirsagar	7378777676	tanmay.zvurt21@sinhgad.edu12		Prof.Manjula Dhulipala	B
166	2022/06/23 12:37:18 pm GMT+5:30	70.00 / 100	I	Nandini Rajurkar	7620391572	nandini.zyvsu21@sinhgad.edu		Prof.Manjula Dhulipala	E
167	2022/06/23 12:49:54 pm GMT+5:30	58.00 / 100	I	nikhil ganpat khatmode	9697639696	nikhil.upzsu21@sinhgad.edu		Prof.Manjula Dhulipala	A
168	2022/06/23 12:57:12 pm GMT+5:30	78.00 / 100	I	Maithily Dhume	7709862201	maithily.rzusv.21@sinhgad.edu		Prof.Manjula Dhulipala	E
169	2022/06/23 1:00:58 pm GMT+5:30	80.00 / 100	I	Piya Mankar	9022750330	piya.tzsv21@sinhgad.edu		Prof.Manjula Dhulipala	E
170	2022/06/23 1:04:18 pm GMT+5:30	74.00 / 100	I	Durga Zanzane	7840939903	durga.vpzsu21@sinhgad.edu		Prof.Manjula Dhulipala	E
171	2022/07/01 4:20:38 pm GMT+5:30	68.00 / 100	I	Ankit sakhare	9767075526	ankit.zwurt21@sinhgad.edu		Prof.Manjula Dhulipala	A
172	2022/07/01 4:25:41 pm GMT+5:30	82.00 / 100	I	Vaibhav Trivedi	9527107738	vaibhav.tvvrw21@sinhgad.edu		Prof.Manjula Dhulipala	D
173	2022/07/01 4:34:33 pm GMT+5:30	76.00 / 100	I	Vaishnavi Vilas bhalke	9356645699	vaishnavi.uvwrt21@sinhgad.edu		Prof.Manjula Dhulipala	D
174	2022/07/01 4:43:41 pm GMT+5:30	92.00 / 100	I	Payal Pankaj Maisheri	9028474554	Payal.wrtsv21@sinhgad.edu		Prof.Manjula Dhulipala	E
175	2022/07/01 4:44:09 pm GMT+5:30	80.00 / 100	I	Shubham kende	9075750479	shubhamkende9@gmail.com		Prof.Manjula Dhulipala	D

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Aptitude Test Result (Conducted in Induction)

40.00 / 56	Rutuja Charandas Javanjal	1.00 / 1	1.00 / 1	0.00 / 1	1.00 / 1	0.00 / 1	0.00 / 1
55.00 / 56	Vaibhav Misal	1.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1
49.00 / 56	Samiksha Prakash More	1.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1
14.00 / 56	Jadhav Abhijeet Shahaji	0.00 / 1	1.00 / 1	0.00 / 1	0.00 / 1	0.00 / 1	0.00 / 1
32.00 / 56	Prasad Narayan Yadav	0.00 / 1	0.00 / 1	1.00 / 1	0.00 / 1	1.00 / 1	1.00 / 1
15.00 / 56	Ingole Manoj	0.00 / 1	1.00 / 1	0.00 / 1	0.00 / 1	0.00 / 1	0.00 / 1
40.00 / 56	Sachin Kunke	1.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1	0.00 / 1
26.00 / 56	Payal Kharmale	0.00 / 1	1.00 / 1	0.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1
37.00 / 56	Sanket Kirankumar Mule	0.00 / 1	0.00 / 1	0.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1

Highlighted students weak in Communication skill

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Communication Skills Progress and Overall Result:



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)
GANESHKHIND,PUNE 411007

Branch/Course: **MASTER OF BUSINESS ADMINISTRATION (REV.2019) - APRIL 2023**

Seat No: 35039

Center: 1241

Perm Reg No(PRN): 2052112588

Student Name: YADAV PRASAD NARAYAN

Mother Name: VANITA

Inst.Name: 1241 SMT.KASHIBAI NAVALE SINHGAD SCHOOL OF BUSINESS MANAGEMENT PUNE

SUB.: BUSINESS ANALYTICS

Sem	SubCode	Subject Name	INT	UEX	TOT	Crđ	Grđ	GP
1	101	GC-01 MANAGERIAL ACCOUNTING	44	41	85P	03	A	027
	102	GC-02 ORGANIZATIONAL BEHAVIOUR	43	49	92P	03	O	030
	103	GC-03 ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	45	45	90P	03	O	030
	104	GC-04 BUSINESS RESEARCH METHODS	45	40	85P	03	A	027
	105	GC-05 BASICS OF MARKETING	45	50	95P	03	O	030
	106	GC-06 DIGITAL BUSINESS	45	49	94P	03	O	030
	107	GE-UL-01 MANAGEMENT FUNDAMENTALS	-	43	43P	02	A	018
	109	GE-UL-03 ENTREPRENEURSHIP DEVELOPMENT	-	46	46P	02	O	020
	110	GE-UL-04 ESSENTIALS OF PSYCHOLOGY FOR MANAGERS	-	41	41P	02	A	018
		113	GE-IL-01 VERBAL COMMUNICATION LAB	43	-	43P	02	A
	114	GE-IL-02 ENTERPRISE ANALYSIS & DESK RESEARCH	41	-	41P	02	A	018
	116	GE-IL-04 MS EXCEL	44	-	44P	02	A	018
	191	HUMAN RIGHTS - I	23	-	23P	01	O	!
	192	INTRODUCTION TO CYBER SECURITY - I	23	-	23P	01	O	!
2	201	GC-07 MARKETING MANAGEMENT	35	22	57P	03	D	018
	202	GC-08 FINANCIAL MANAGEMENT	40	28	68P	03	C	021
	203	GC-09 HUMAN RESOURCES MANAGEMENT	30	17	47P	03	E	015
	204	GC-10 OPERATIONS & SUPPLY CHAIN MANAGEMENT	43	30	73P	03	B	024
	205 BA	SC-BA-01 BASIC BUSINESS ANALYTICS USING R	38	25	63P	03	C	021
	206 BA	SC-BA-02 DATA MINING	40	27	67P	03	C	021
	208	GE-UL-08 GEOPOLITICS & WORLD ECONOMIC SYSTEMS	-	21	21P	02	P	008
	209	GE-UL-09 START UP AND NEW VENTURE MANAGEMENT	-	24	24P	02	E	010
	210	GE-UL-10 QUALITATIVE RESEARCH METHODS	-	22	22P	02	P	008
	214	GE-IL-09 INDUSTRY ANALYSIS & DESK RESEARCH	41	-	41P	02	A	018
217 BA	SE-IL-BA-01 MARKETING ANALYTICS	45	-	45P	02	O	020	
221 BA	SE-IL-BA-05 DATA WAREHOUSING PROJECT LIFE CYCLE MA	45	-	45P	02	O	020	
	291	HUMAN RIGHTS - II	21	-	21P	01	A	!

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2	292	INTRODUCTION TO CYBER SECURITY - II	20	-	20P	01	A	!
3	301	GC-11 STRATEGIC MANAGEMENT	40	31	71P	03	B	024
	302	GC-12 DECISION SCIENCE	43	31	74P	03	B	024
	303	GC-13 SUMMER INTERNSHIP PROJECT	45	42	87P	06	A	054
	304 BA	SC-BA-03 ADVANCED STATISTICAL METHODS USING R	38	25	63P	03	C	021
	305 BA	SC-BA-04 MACHINE LEARNING & COGNITIVE INTELLIGENCE	40	27	67P	03	C	021
	306	GE-UL-13 INTERNATIONAL BUSINESS ECONOMICS	-	29	29P	02	D	012
	308	GE-UL-15 PROJECT MANAGEMENT	-	29	29P	02	D	012
	309	GE-UL-16 KNOWLEDGE MANAGEMENT	-	27	27P	02	D	012
	313 BA	SE-IL-BA-07 INDUSTRIAL INTERNET OF THINGS	46	-	46P	02	O	020
	315 BA	SE-IL-BA-09 COGNOS ANALYTICS	44	-	44P	02	A	018
	317 BA	SE-IL-BA-11 E-COMMERCE ANALYTICS - I	44	-	44P	02	A	018
	392	INTRODUCTION TO CYBER SECURITY - III	24	-	24P	01	O	!
	394	SKILL DEVELOPMENT - I	45	-	45P	02	O	!
	395	INTRODUCTION TO CONSTITUTION	42	-	42P	02	A	!
4	401	GC-14 ENTERPRISE PERFORMANCE MANAGEMENT	40	27	67*	03	C	021
	402	GC-15 INDIAN ETHOS & BUSINESS ETHICS	43	33	76*	03	B	024
	403 BA	SC-BA-05 ECONOMICS OF NETWORK INDUSTRIES	46	33	79*	03	B	024
	404 BA	SC-BA-06 ARTIFICIAL INTELLIGENCE IN BUSINESS APPLI	44	31	75*	03	B	024
	405	GE-UL-19 GLOBAL STRATEGIC MANAGEMENT	-	31	31*	02	C	014
	408	GE-UL-22 CORPORATE SOCIAL RESPONSIBILITY & SUSTAINA	-	25	25*	02	D	012
	409 BA	SE-IL-BA-13 E-COMMERCE ANALYTICS - II	43	-	43*	02	A	018
	410 BA	SE-IL-BA-14 HEALTHCARE ANALYTICS	44	-	44*	02	A	018
	492	INTRODUCTION TO CYBER SECURITY - IV	22	-	22*	01	A	!
	494	SKILL DEVELOPMENT - II	46	-	46*	02	O	!

SGPA : (1) 9.47 (2) 6.80 (3) 7.87 (4) 7.75

TOTAL : CREDITS 110 GRADE POINTS 879

TOT.MARKS: 2393/3200 (74.78%) CGPA: 7.99 RESULT: FIRST CLASS WITH DISTINCTION

RESULT DATE: 30 September 2023

The results published online are for immediate information only. These cannot be treated as original statement of marks, Please verify the information from original statement of marks issued by the Savitribai Phule Pune University separately.

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Founder Secretary

Dr. Prachi Pargaonkar
M.Com., Ph.D., FCA
Director

Feedback of the Student

1/20/24, 3:34 PM

Sinhgad Technical Education Society Mail - Fwd: Feedback on the Student Training Programme



Dr Ram Kolhe <ramkolhe.sknsbm@sinhgad.edu>

Fwd: Feedback on the Student Training Programme

1 message

Dr. Prachi Pargaonkar <director_sknbsm@sinhgad.edu>
To: Dr Ram Kolhe <ramkolhe.sknsbm@sinhgad.edu>

16 January 2024 at 18:12

Thanks and Regards,
Dr. Prachi Pargaonkar
Director,
S.K.N. Sinhgad School of Business Management
S.No.10, Ambegaon (Bk.), Pune-411041
Ph. (020)24354036 Cell No.+91-8975769599
E-Mail-director_sknbsm@sinhgad.edu

Before printing, think of its impact on the Environment/ Please do not print this email unless it is absolutely necessary. Save paper- Save Environment.

----- Forwarded message -----

From: Prasad Yadav <prasadyadav4201@gmail.com>
Date: Sun, Jan 14, 2024 at 11:27 AM
Subject: Feedback on the Student Training Programme
To: director_sknbsm@sinhgad.edu <director_sknbsm@sinhgad.edu>

Dear Prachi Pargaonkar Ma'am,

I am writing to express my sincere gratitude for the Student Training Program offered by our college.

When I started the program, my communication skills were an area that needed attention. I am immensely grateful for the institute's proactive approach in identifying and addressing this gap. The training sessions were not just informative but also transformative.

The training program's structure, with a blend of theoretical concepts and practical exercises, proved to be highly effective. Your personalized feedback and guidance were instrumental in helping me traverse through my communication challenges.

I am delighted to share that the efforts put into honing my communication skills have yielded tangible results. I recently secured a Good placement with a prestigious company, and I am convinced that my improved communication played a significant role in this achievement.

I want to express my sincere gratitude to you and the institute for investing in our professional development. The support provided has not only enhanced my communication skills but has also boosted my confidence in various professional settings.

Thank you once again for your dedication and guidance.

Best regards,
Prasad Yadav
MBA Student
(Batch 2021-2023)

[Sinhgad Technical Education Society](http://www.sinhgad.edu) | www.sinhgad.edu

Confidential Information. The information contained in or attached to this e-mail may be confidential information subject to protection by law or terms of applicable confidentiality agreements, and is intended only for the use of the individual or entity named above. If the reader of this message is not the intended recipient, or the employee or agent responsible to deliver it to the intended recipient,

<https://mail.google.com/mail/u/0/?ik=a2e38fd6da&view=pt&search=all&permthid=thread-f:1788250938169469601&siml=msg-f:1788250938169...>

1/2

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Director

Offer Letter

+91 703 054 2288
www.craveinfotech.com
hr@craveinfotech.com



Date: 18th May 2023

To,

Mr. Prasad Yadav

Address: Parvateshwar Co-Op Housing Society, L-6 ,Flat No 84 Near Shahu College Road Parvati Paytha Pune 411009

Mobile: 8793250203, 9175011755

Email ID: prasadyadav4201@gmail.com

Dear Prasad,

Crave InfoTech & Consultancy Services Pvt. Ltd. (The "Company") hereby confirms your Association with Company as **Executive Business Analyst** reporting to the respective reporting manager in Crave InfoTech. Your roles and responsibilities are listed in **Annexure I** on the following terms and conditions:

Compensation: Your annual CTC will be **INR 400000/- (Rs Four Lakh Only)** including variable pay of **INR 40000/- (Rs Forty Thousand Only)** as per the details given in the attached Annexure I. This amount is the total Cost-to- Company that will be allocated amongst base salary, allowances, bonus, medical and deductions (Provident fund contribution, Professional Tax and TDS based on the tax slab)

Benefits: As a regular employee of the Company, you will be eligible to participate in the Company's standard employee benefit package. You will be eligible for vacation benefits per company's vacation policy. Your base work location will be **Pune, India**

Probationary Period: You shall initially be under probation for a period of **3 months** from the date of your joining which may be extended in case there is performance issue.

During the tenure of your service with the Company, you are prohibited from undertaking any other employment whether on a full or part-time basis and from engaging in any trade or business or contract or avocation or honorary work anywhere, without the prior permission of the Company. Contravention of this condition will result in termination of your services with the Company without any notice.

- 1) This agreement shall be effective on the first day of association after completion of registration process, and will continue unless sooner terminated in accordance with paragraph 7. We will advise of the joining date when these processes have been completed and establish a start date.
- 2) Associate agrees to devote his or her best efforts to provide services under this Agreement to Client(s) of Company ("Clients") on behalf of Company, in accordance with the Company's reasonable directives as communicated to him/her from time to time. During the term of this Agreement, Associate may engage (with prior written approval of the company) in other business or professional activity provided it is not done during his or her/her normal working hours with Company or at Company or any Client's place of business or with use

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of any personnel of Company or Client(s), provided also that such activity does not compete or conflict with Company or any Client(s) business.

- 3) Any information, including but not limited to information relating to the business, marketing plans and policies of the Company, its Clients, or affiliates of either, supplied to associate by the Company, its Clients or affiliated, (either directly or indirectly and in whatever form) or developed by Associate in carrying out services under this Agreement shall be deemed to be confidential and proprietary and the property of the Company and its Clients with the exception of information which was already known to associate at the time received by associate from the Company, its Clients or its affiliates (either directly or indirectly), provided Associate delivers conclusive written evidence of such prior knowledge to the Company within 90 Days (Ninety Days) after the information was disclosed to Associate. Not with standing anything to the contrary contained in this agreement, this agreement in no way limits the obligations of Associate as to confidentiality and proprietary rights under any earlier agreement with the Company, its Clients or its affiliates. Associate agrees to execute or otherwise acknowledge any non-disclosure or similar agreement, which any Client requires of Company or its representatives.
- 4) During and after the term of this Agreement, Associate agrees not to use the confidential and proprietary information described in Paragraph 3 for any purpose other than in furtherance of services under this Agreement and not to disclose such information to any third party without the prior written consent of the Company, its Clients or its affiliates, as appropriate. Associate agrees to return all such confidential and proprietary information to the Company, including, but not limited to, records, memoranda and reports, together with all photographic copies, handwritten notes, excerpts or other copies thereof promptly after request by the Company, or, in any event, promptly upon termination of this agreement.
- 5) You will be entitled for provident fund or any other benefits or perquisites as per the HR rules of the company. Income tax and any other taxes levied by the Government of India from time to time, if and when applicable, will be deducted at source from salary. The salary shall be payable every month, by 7th day of the next month.
- 6) Associate acknowledges and agrees that their salary and benefits package is confidential and is not to be discussed with anyone, i.e. client, immediate supervisory or manager and fellow Associates both, and/or Client's, at any time while in the Association of the Company. Discussing any confidential information will be grounds for immediate termination.
- 7) This Agreement may be terminated by either party upon 90 Days (Ninety days) written notice (including probation period). In the event of termination, and not withstanding any other provision in this Agreement, fees will be paid by the Company only for work or services completed prior to the termination date. If Associate decide to terminatethis agreement before the end of the notice period then he will be liable to pay the penalty equal to the salary of the notice period not served or the damage caused to the company and its clients due to the early termination, whichever is higher. This Agreement may be terminated by Company without notice for cause, including without limitation, a breach of this Agreement or a failure to follow reasonable directives of Company. While on deputation to client project and client gives notice on basis of performance or any other ground then it will be considered as notice form Company as well.
- 8) You may be required to travel within or outside Pune, as per requirements of the work and will be reimbursed for the traveling expenses incurred for office work, as per the company rules. In addition, you shall be reimbursed all expenses such as local conveyance, stationery, telephone etc. which are incurred for the work of the company as per the company travel policy.

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- 9) You shall devote your entire time and attention to the work assigned to you in the course of your Association and will be prohibited to take up any other job or work while you are in Association with the Company.
- 10) Associate shall not disclose/discuss Client names, nature of services performed, or any information developed for Company and/or its Clients, to any one or more third parties, verbally or in writing or in any other form of communication.
- 11) You are expected to follow and maintain the normal code of conduct and working hours. You shall not disclose/leak any information/documents gathered or acquired by you in the course of Association relating to the office work, employer or the Company to any outsider or any unauthorized parties. You will preserve strict confidence about all matters relating directly or indirectly to your work.
- 12) Transferability: You will be based in Pune office but you may be transferred at any of the establishments of the Company and your service will be subject to inter establishment transfers temporarily or permanently.
- 13) Hours of Work: You will observe such hours of work, weekly or other holidays as may be observed by the Company office in which you are placed from time to time.
- 14) Associate shall have no authority or capacity to bind the Company, its Clients or affiliates or to act on their behalf, unless authorized to do so in writing by Company.
- 15) Any discovery or invention by Associate arising who partly out of performance of the services hereunder shall be the sole and exclusive property of the Company and shall be disclosed immediately in writing to the Company by Associate. Associate agree, if requested by the Company to assist the Company and/or its Clients, at the Company's or Client's expense and on the Company's or Clients behalf, in the procurement, assignment and protection of the Company's or Client's rights relating to such discovery or invention, including but not limited to the prosecution and assignment of any intellectual property rights relating thereto.
- 16) Associate agrees that during the term of this Agreement and with respect to all interaction with Company's Clients, Vendors and other business associates; Associate will represent himself/herself as a Professional and will conduct himself/herself in compliance with this Agreement and in the best interest of the Company's business.
- 17) Associate understands and agrees that Company has invested substantial time and effort in securing and training Associate and matching Associate with Client. Associate recognizing that irreparable injury will result to the Company and its business in the event of breach of this Agreement, in addition to any other remedies and damages available, the Company shall be entitled to an injunction restraining further violation of this Agreement by Associate, his or her/her partners, agents, employers, Associates and all other persons acting for or with him/her.
- 18) Compensation paid to Associate shall be net of TDS (Tax Deduction at source) based on tax regulations. And will be subject to review/approval of company CA.
- 19) A waiver by either party of any term or condition of this Agreement in any instances shall not be deemed or construed to be a waiver of such term or condition for the future, or of any subsequent breach thereof. All rights, remedies, undertakings or obligation contained in this Agreement shall be cumulative and none of them shall be in limitation of any other right, remedy, undertaking or obligation of either party.

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- 20) If any of the restrictions on post-Association competitive activities contained in this Section shall for any reason be held by a court of competent jurisdiction to be Excessively broad as to duration, geographic scope, activities of subject, such restrictions shall be automatically reformed or such restrictions shall be construed so as thereafter to be limited or reduced to be enforceable to the extent compatible with the applicable law as it shall then appear; it being understood that by the execution of this Agreement the parties here to regard such restrictions as reasonable and compatible with their respective rights.
- 21) If and to the extent that any court of competent jurisdiction holds any provision of this Agreement to be invalid or unenforceable in a final non- appealable order, such holding shall in no way affect the validity of the remainder of this Agreement.
- 22) Any notice given to a party under or in connection with this Agreement shall be in writing and shall be personally delivered or deposited in the Indian postal service mail, postage prepaid, by certified mail and return receipt requested, to the party at the address mentioned in the footer of the letterhead (to the company) and at the address mentioned at the beginning of the agreement (to the associate/employee).
- 23) This Agreement shall be governed by and construed in accordance with the law (other than the provisions relating to conflicts of laws) of **Pune, India**.
- 24) This letter contains the entire Agreement between Associate and the Company with respect to the transactions contemplated herein, and supersedes all previous written or oral negotiations, commitments, and understandings. Its terms shall not be altered or otherwise amended except pursuant to an instrument in writing signed by each of the parties hereto and making specific reference to this letter. Notwithstanding the foregoing, the obligations of Associate under any existing non-disclosure or confidentiality agreement with the Company and its Clients shall continue.
- 25) After termination of Agreement, Associate agrees that he or she/she will not, directly or indirectly (through partners, agents, employers, Associates or any other persons acting for Associate) during Association with Company and for a period of two (2) years after Association with Company is terminated, solicit, contact, consult with or accept Association from or otherwise do any competitive business with any individual, firm or corporation, partnership, organization or association who was a customer or Client of Company for which Associate was working on behalf of Company and Crave competitors. Notwithstanding the foregoing, Associate's obligations under this Section shall not apply to direct-hire opportunities that are negotiated by and between Company and its Client, on behalf of the Associate.
- 26) In the event that Associate violates the provision of the foregoing anti- competition covenant, the Parties agree that the Associate shall pay to the Company, as liquidated damages for the breach, the sum of Rupees 1000000 (INR Ten lacs) if the breach occurs during the first 12 months of the two year non- competition period and the sum of Rupees 500000 (INR Five lacs) if the breach occurs during the second 12 months of the 2 years period.
- 27) Insurance- Medical insurance as per company policy will be provided.
- 28) If at any time during your employment you are found guilty of misconduct or any wilful breach or continuous negligence of the terms of this Annexure to Appointment Letter or the rules of dereliction of duties or instructions given to you by the company from time to time, the management may terminate your employment with the company. You will be deemed to be responsible for such termination by your misconduct compelling the management to dismiss you from service and shall, therefore, continue to be liable for all losses and damages to the management.

Crave InfoTech & Consultancy Services Pvt. Ltd.

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29) At the time of your release from service by retirement, resignation, termination, dismissal or for any other reason, you shall produce, no-due certificates from all applicable departments of the company, for having duly accounted for all monies and advances from the company, outstanding payment collection, the return of all company store and other materials, I.D. cards, company stationery, catalogues, manuals, literature etc. and movable and immovable properties such as motor vehicles and residential premises belonging to the company. On your acceptance of the above terms and conditions, please return the duplicate copy of this letter signed by you.

30) Please be advised that Crave InfoTech & Consultancy Services Private Limited requires that its policies and procedures are followed very strictly. Confidentiality is one of our principal policies. Your compensation information including salary, salary adjustments and related information are Crave InfoTech & Consultancy Services Pvt Ltd confidential information. You shall not share this information with co-workers and/or anyone inside Crave directly or indirectly by any means (verbal or written etc.). In the event of violation of this policy and if the company gets information that leads it to believe you have shared any such information, you may be subjected to disciplinary action up to and including immediate termination with no benefits. Crave InfoTech & Consultancy Services Pvt Ltd appreciates your interest in our company and welcomes you on board!

Please indicate agreement to the above terms by signing and returning the enclosed duplicated original of this Letter Agreement.

For Crave InfoTech & Consultancy Services Pvt. Ltd.

Employee/Associate



Manager - HR
Date: 18/05/2023

Agreed to and accepted this
Date: 18/05/2023

Crave InfoTech & Consultancy Services Pvt. Ltd.
Software Technology Parks of India, P-1, Unit 2-A, Rajiv Gandhi InfoTech park,
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3. Name of the Student: Sanket Mule

Batch: 21-23

Initial Communication Skills Performance:

40.00 / 56	Rutuja charandas javanjal	1.00 / 1	1.00 / 1	0.00 / 1	1.00 / 1	0.00 / 1	0.00 / 1
55.00 / 56	Vaibhav Misal	1.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1
49.00 / 56	Samiksha Prakash More	1.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1
14.00 / 56	Jadhav Abhijeet Shahaji	0.00 / 1	1.00 / 1	0.00 / 1	0.00 / 1	0.00 / 1	0.00 / 1
32.00 / 56	Prasad Narayan Yadav	0.00 / 1	0.00 / 1	1.00 / 1	0.00 / 1	1.00 / 1	1.00 / 1
15.00 / 56	Ingole Manoj	0.00 / 1	1.00 / 1	0.00 / 1	0.00 / 1	0.00 / 1	0.00 / 1
40.00 / 56	Sachin Kunke	1.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1	0.00 / 1
26.00 / 56	Payal Kharmale	0.00 / 1	1.00 / 1	0.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1
37.00 / 56	Sanket Kirankumar Mule	0.00 / 1	0.00 / 1	0.00 / 1	1.00 / 1	1.00 / 1	1.00 / 1

Highlighted students weak in Communication skill

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Student Progression during the semester

SINHGAD TECHNICAL EDUCATION SOCIETY'S
S.K.N. Sinhgad School of Business Management, Pune – 411041
STUDENT COUNSELING FORM A

Name: Sanket Kiran Kumar Mule	Class: MBA Major specialization: Marketing Minor:
Email: Sanketmule004@gmail.com	Native / Hometown Address: Plot: 119, 116, 115, 114, 113, 112, 111, 110, 109, 108, 107, 106, 105, 104, 103, 102, 101, 100, 99, 98, 97, 96, 95, 94, 93, 92, 91, 90, 89, 88, 87, 86, 85, 84, 83, 82, 81, 80, 79, 78, 77, 76, 75, 74, 73, 72, 71, 70, 69, 68, 67, 66, 65, 64, 63, 62, 61, 60, 59, 58, 57, 56, 55, 54, 53, 52, 51, 50, 49, 48, 47, 46, 45, 44, 43, 42, 41, 40, 39, 38, 37, 36, 35, 34, 33, 32, 31, 30, 29, 28, 27, 26, 25, 24, 23, 22, 21, 20, 19, 18, 17, 16, 15, 14, 13, 12, 11, 10, 9, 8, 7, 6, 5, 4, 3, 2, 1, 0
Mobile: 8805374481	Whatsapp no: 8805374481
Family Background	Academics
Occupation & Age: Housewife (43) Father/Guardian: Mother Contact no: 8788915511 Email: Mother: Madhura Mule Sister: Sakshi Mule Brother:	% Marks obtained: SSC: 79% HSC: 64.06% Graduation: 62.52% Name & Place of College: ISBT University Ist Semester: IInd Semester: IIIrd Semester: IVth Semester: (if applicable)
Social Life	Personal Traits (SWOC Analysis)
Friends: Many / Some / Few Good Things about your best friend: Bad Thing about your best friend:	Your Strengths: (What do you do well? What unique resources can you draw on? What do others see as your strengths?) I am multi-tasking person I think am good at marketing Your Weakness: (What could you improve at? Where do you have fewer resources than others? What are others likely to see as your weaknesses?) I don't know how to drive car I am going to join driving class Opportunities What opportunities are open to you? What trends could you take advantage of? more opportunities than I target I can take advantage of many trends Challenges (What key challenges do you find? What difficulties do you find to overcome these challenges?) In my recent business the biggest challenge I have faced is a finding people to make believe in you I in basic idea of business from
Career Planning	
Your Academic goal in life: Create consistent daily study routine Your immediate career plan (next 3 yrs.) want to get placed in well recognized firm with more than average CTC Your long term career plan: I wanted to be financially free by my 40s Something more about you which defines your personality: Risk-taker, energetic, absentminded How do you look towards any failure: Failure teaches you very valuable lessons Hobbies: making money	
Student Signature: [Signature]	Name & Sign of Mentor: [Signature]
Date:	



Sinhgad Institutes

SINHGAD TECHNICAL EDUCATION SOCIETY'S

S.K.N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

(Approved by AICTE, recognized by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University, Accredited by NAAC) S. No. 10/1, Ambegaon (Bk.), Pune – 411041. Phone: + 91 20 24354036

E-mail: director_sksbm@sinhgad.edu, website: www.sinhgad.edu

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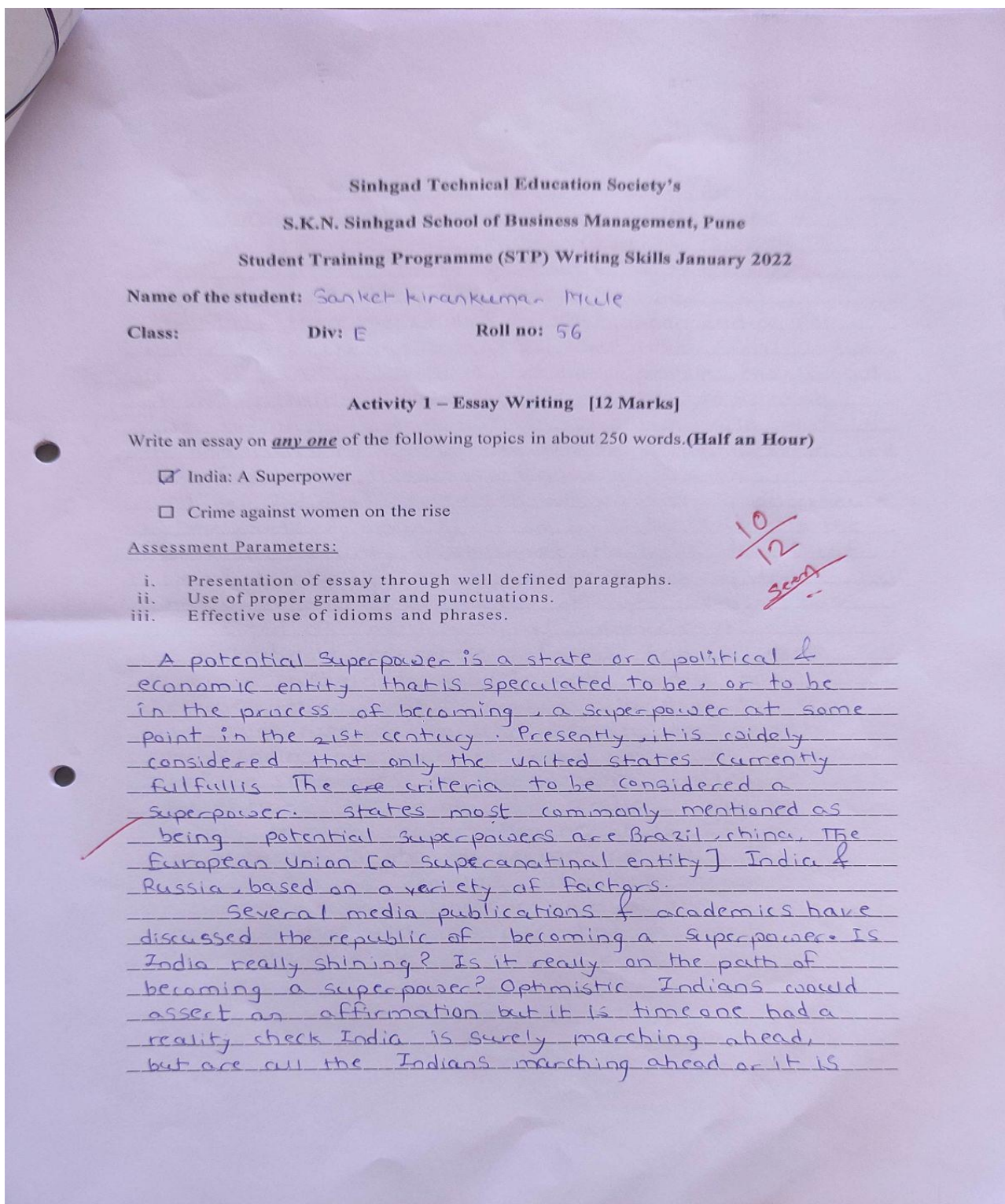
S.K.N. Sinhgad School of Business Management, Pune – 411041
STUDENT COUNSELING FORM B

Name of the Mentee: <u>Sanket Kirankumar Mate</u>		Class & Specialization: Major: <u>Marketing</u> Minor: _____		
Date of Meeting	Comments / Problems / Academic or Personal Issues of Mentee	Action / Solution to be taken to solve problem by Mentor		
06/01/2022	Communication - in english.	Read newspapers, like economic times & try to write write up of it		
20/01/2022	Want to participate in activity - Iopurges entrepreneurs - confused about how to present	helped in preparation of PPT & taken practice for 2-3 times.		
07/03/2022	How to design resume	Discussed about how to design strong resume		
25/03/2022	confused about selecting speciali- zation	With the help of computer mapping result helped for right speciali- zation		
02/09/2022	SFP topic & communication skill	discussed about SFP topic & given some reading & writing skill assignment		
Students SIP, Dissertation and Placement details				
	Name of the Company	Topic name	Date started From	
SIP	Pidilite Industries	A study of wood working contractors with reference to adhesive & Marketing - Strategy	28-11-2022 28-01-2023	
Placement	1. Pidilite Industries Ltd. Pune (SFP) 2. Crant Infotech		28-11-2022 10-09-2023	
Placement (Tick in Appropriate Block)	Self-placed	Through Campus	Start Up	Family Business
		✓		
Overall Remarks about mentee: <u>Remarkable improvement! Hard working student. Dedication & commitment to goals is truly admirable</u>				
Prof. Mayuri Yachar Name and Signature of Mentor 		Signature of Mentee 		

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B.A., M.P.M., Ph.D.
Founder Secretary

Dr. Prachi Pargaonkar

M.Com., Ph.D., FCA
Director

Just a small fraction of the population doing so? India can surely boast of a growth rate of around 8-9 per cent, but one needs to ask if this growth is trickling down to the lower strata of the populace.

Sixty three years ago in 1947 when India got independence, the question then asked was, 'will India survive? Today, India's economic profile has changed. At over a trillion dollars, it is a force to reckon with not just in Asia but in the entire world. With its new currency symbol to be internationalized soon, India now flexes its financial muscle.

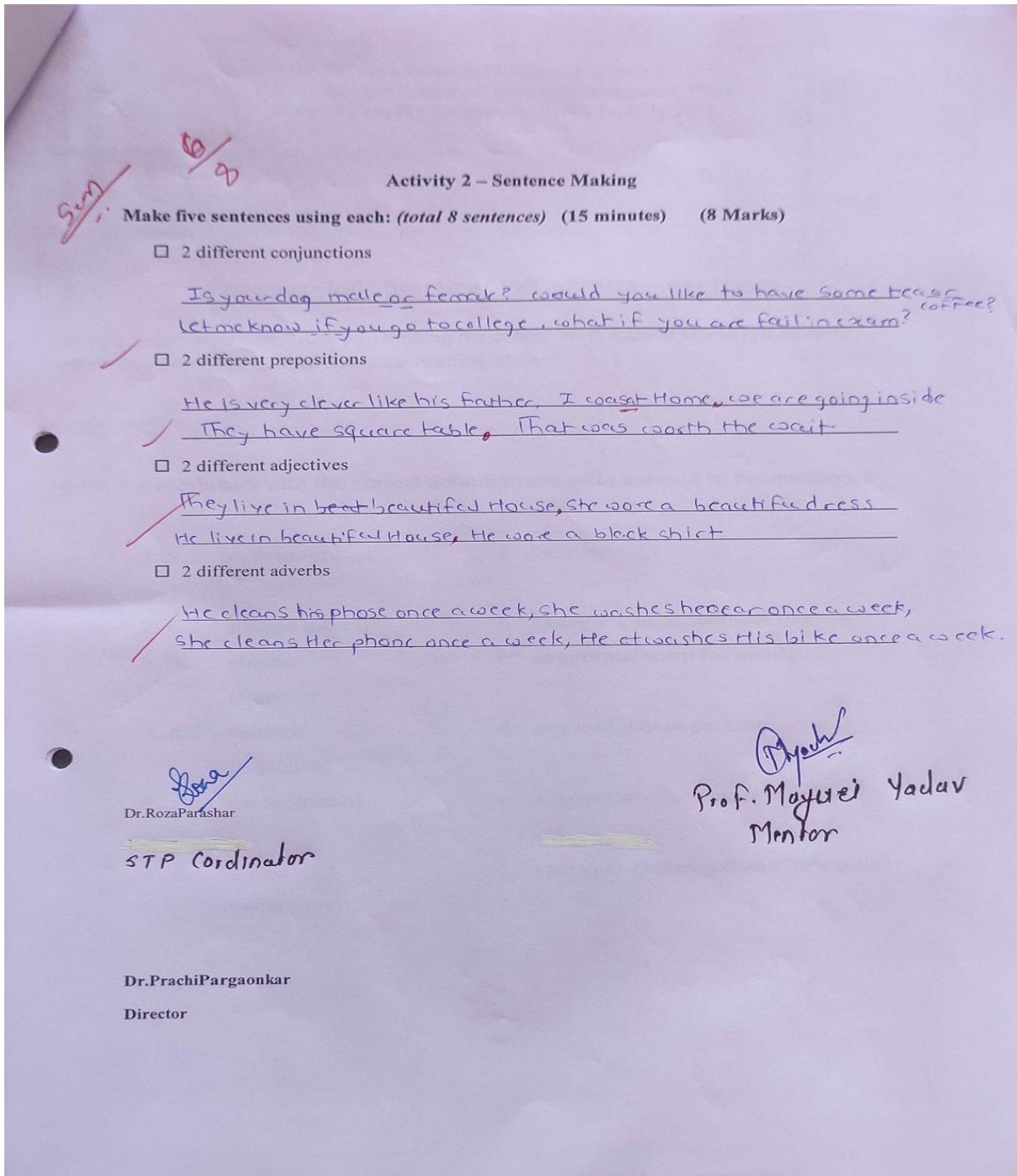
Today India is recognized as an emerging powerhouse by the world community. From a nation known to the world as a country of snake charmers to a front line developing nation, image of our country has undergone a dramatic change. India has emerged as multicultural democracy.

Withhold economic reforms India's GDP is on a sustained growth path. India has become third largest economy in Asia to keep its high rate of growth. Despite the growth story, India has yet to cross over many plateaus before it becomes a superpower in league with big nations. Beside of this India is growing rapidly in each sector whether it is IT sector, or whether is pharma sector we will going see India as world's strongest economy in upcoming days. However going by the slogan, 'man mei Hai vishwas pura hai vishwas hum Hongay kamyab ek din?'

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Sinhgad Technical Education Society's
S.K.N. Sinhgad School of Business Management, Pune
Student Training Programme (STP) January 2022

Name of Student: Sanket Kiran Kumar Mele
Roll No: 56 Div(E)
Name of Mentor: Ms. Mayuri Yadav

Reading skills practice: Job adverts – exercises

Do you need some cash? Are you looking for work? Well, look at these job adverts and do the exercises to improve your reading skills.

Preparation

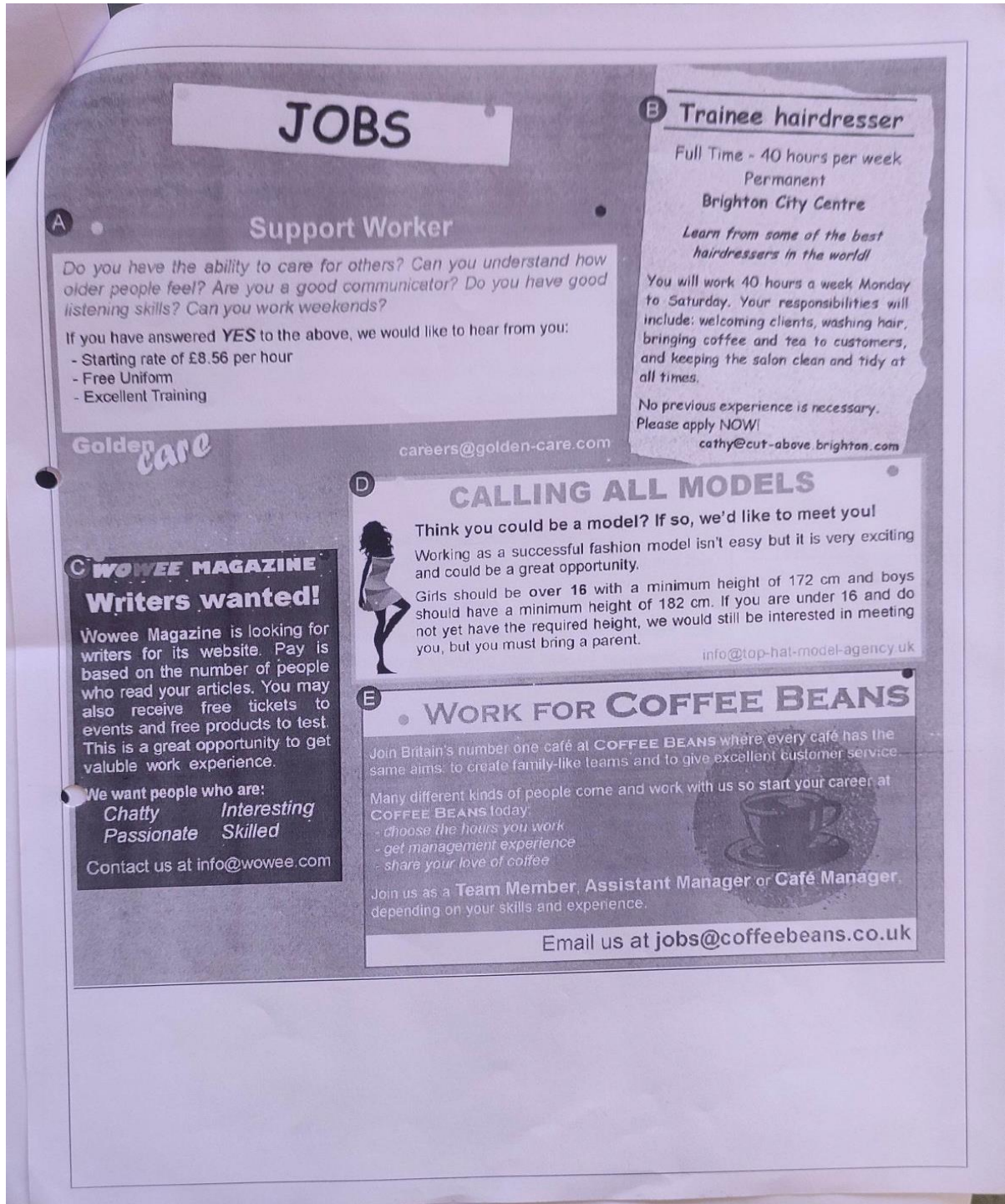
Match the vocabulary with the correct definition and write a–f next to the numbers 1–6.

1...c...	cash (noun)	a talkative
...		
2...e...	trainee (noun)	b having a special ability or training
3...a...	chatty (adjective)	c an informal word for money
4...d...	valuable (adjective)	d very useful or important
5...f...	career (noun)	e a person who is being trained to do a job
6...b...	skilled (adjective)	f a person's chosen job and life's work

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JOBS

A Support Worker
Do you have the ability to care for others? Can you understand how older people feel? Are you a good communicator? Do you have good listening skills? Can you work weekends?
If you have answered YES to the above, we would like to hear from you:
- Starting rate of £8.56 per hour
- Free Uniform
- Excellent Training
Golden Care
careers@golden-care.com

B Trainee hairdresser
Full Time - 40 hours per week
Permanent
Brighton City Centre
Learn from some of the best hairdressers in the world!
You will work 40 hours a week Monday to Saturday. Your responsibilities will include: welcoming clients, washing hair, bringing coffee and tea to customers, and keeping the salon clean and tidy at all times.
No previous experience is necessary.
Please apply NOW!
cathy@cut-above.brighton.com

C WOWEE MAGAZINE Writers wanted!
Wowee Magazine is looking for writers for its website. Pay is based on the number of people who read your articles. You may also receive free tickets to events and free products to test. This is a great opportunity to get valuable work experience.
We want people who are:
Chatty Interesting
Passionate Skilled
Contact us at info@wowee.com

D CALLING ALL MODELS
Think you could be a model? If so, we'd like to meet you!
Working as a successful fashion model isn't easy but it is very exciting and could be a great opportunity.
Girls should be over 16 with a minimum height of 172 cm and boys should have a minimum height of 182 cm. If you are under 16 and do not yet have the required height, we would still be interested in meeting you, but you must bring a parent.
info@top-hat-model-agency.uk

E WORK FOR COFFEE BEANS
Join Britain's number one café at COFFEE BEANS where every café has the same aims: to create family-like teams and to give excellent customer service.
Many different kinds of people come and work with us so start your career at COFFEE BEANS today:
- choose the hours you work
- get management experience
- share your love of coffee
Join us as a Team Member, Assistant Manager or Café Manager, depending on your skills and experience.
Email us at jobs@coffeebeans.co.uk



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Check your understanding: matching
Complete the recommendations with a job from the box.

C. Support worker	B. Model	A. Trainee Hairdresser
E. Wowe Magazine writer		D. Coffee Beans cafe worker

	Recommended job
1. Nina is studying English and has her own blog. She is a very sociable person, and is interested in music and fashion.	Wowe Magazine writer
2. Dev has just finished school and is looking for a full-time job. He is sociable, likes working with his hands and cares about his appearance.	Trainee Hairdresser
3. Raj enjoys helping people. He wants to make a difference to other people's lives. He is looking for opportunities to learn new things that will help him in his career.	Support worker
4. Sarah is a student and she is looking for flexible, part-time work. She doesn't want to work in a restaurant or shop. She is tall, beautiful and has her own unique look.	Model
5. Fanny is friendly and sociable. He has experience working in a restaurant and wants a job with more responsibility. He is studying part time so he needs flexible working hours.	Coffee Beans cafe worker

Scanned

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
Group Discussion

SINHGAD TECHNICAL EDUCATION SOCIETY'S
SKN Sinhgad School of Business Management Ambegaon (Bk) Pune
STP- Evaluation sheet for Group Discussion

GD Topic: **JOB Vs ENTREPRENEURSHIP** Semester: **MBA-I SEM-I** Date: **17/02/2022**

Sr. No/Roll No	Name of the candidate	Confidance & Attitude	People / Discussion Management & Leadership skill	Communication Skill & Voice Pitch	Physical Appearance, Body Language including Eye Contact	Topic/Subject Knowledge & Contribution in the GD	Total Score out of (20)
	Shraddha Dumbre	3	3	2	2	3	13
	Dipti Dmap	3	3	3	3	3	15
	Sahil Gawande	1	2	2	1	2	8
	Gambhaji Vadav	1	1	1	2	2	7
	Ganesh Male	3	4	2	4	4	17
	Manoj Wagh.	2	2	2	2	2	10
	Prasanna Bhosale	1	2	2	2	2	9
	Rutuja R. Patil	2	2	2	2	2	10
	Shraddha Budhalkar	3	3	2	2	2	12
	Shirani Shinde	3	2	3	3	2	12
	Rakhi Bhogale	3	2	2	1	2	10

Outstanding	Good	Average	Poor	Note: Evaluate each parameter
4	3	2	1	


Prof. Mayurji Yadav
 Name & Signature of Evaluator

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Communication Skills and Overall Result:



SAVITRIBAI PHULE PUNE UNIVERSITY

(formerly University of Pune)
GANESHKHIND, PUNE 411007

Branch/Course: MASTER OF BUSINESS ADMINISTRATION (REV.2019) - APRIL 2023

Seat No: 34750

Center: 1241

Perm Reg No(PRN): 2052112295

Student Name: SANKET KIRANKUMAR MULE

Mother Name: MADHURI

Inst.Name: 1241 SMT.KASHIBAI NAVALE SINHGAD SCHOOL OF BUSINESS MANAGEMENT PUNE

SUB.: MARKETING MANAGEMENT MINOR: OPERATIONS & SUPPLY CHAIN MANAGEMENT

Sem	SubCode	Subject Name	INT	UEX	TOT	Crd	Grd	GP
1	101	GC-01 MANAGERIAL ACCOUNTING	40	46	86P	03	A	027
	102	GC-02 ORGANIZATIONAL BEHAVIOUR	43	47	90P	03	O	030
	103	GC-03 ECONOMIC ANALYSIS FOR BUSINESS DECISIONS	45	43	88P	03	A	027
	104	GC-04 BUSINESS RESEARCH METHODS	45	43	88P	03	A	027
	105	GC-05 BASICS OF MARKETING	44	49	93P	03	O	030
	106	GC-06 DIGITAL BUSINESS	46	46	92P	03	O	030
	107	GE-UL-01 MANAGEMENT FUNDAMENTALS	-	50	50P	02	O	020
	109	GE-UL-03 ENTREPRENEURSHIP DEVELOPMENT	-	46	46P	02	O	020
	110	GE-UL-04 ESSENTIALS OF PSYCHOLOGY FOR MANAGERS	-	39	39P	02	B	016
		113	GE-IL-01 VERBAL COMMUNICATION LAB	41	-	41P	02	A
	114	GE-IL-02 ENTERPRISE ANALYSIS & DESK RESEARCH	42	-	42P	02	A	018
	116	GE-IL-04 MS EXCEL	45	-	45P	02	O	020
	191	HUMAN RIGHTS - I	23	-	23P	01	O	!
	192	INTRODUCTION TO CYBER SECURITY - I	24	-	24P	01	O	!
2	201	GC-07 MARKETING MANAGEMENT	29	16	45P	03	E	015
	202	GC-08 FINANCIAL MANAGEMENT	34	21	55P	03	D	018
	203	GC-09 HUMAN RESOURCES MANAGEMENT	34	21	55P	03	D	018
	204	GC-10 OPERATIONS & SUPPLY CHAIN MANAGEMENT	26	14	40\$P	03	P	012\$
	205 MKT	SC-MKT-01 MARKETING RESEARCH	34	21	55P	03	D	018
	206 MKT	SC-MKT-02 CONSUMER BEHAVIOUR	33	20	53P	03	D	018
	208	GE-UL-08 GEOPOLITICS & WORLD ECONOMIC SYSTEMS	-	21	21P	02	P	008
	209	GE-UL-09 START UP AND NEW VENTURE MANAGEMENT	-	23	23P	02	E	010
	210	GE-UL-10 QUALITATIVE RESEARCH METHODS	-	21	21P	02	P	008
	214	GE-IL-09 INDUSTRY ANALYSIS & DESK RESEARCH	42	-	42P	02	A	018
	217 MKT	SE-IL-MKT-01 INTEGRATED MARKETING COMMUNICATIONS	40	-	40P	02	A	018
221 MKT	SE-IL-MKT-05 MARKETING OF FINANCIAL SERVICES - I	40	-	40P	02	A	018	
	291	HUMAN RIGHTS - II	22	-	22P	01	A	!

1 of 2

Savitribai Phule Pune University, Online Result

Download Date:30/09/2023

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2	292	INTRODUCTION TO CYBER SECURITY - II	22	-	22P	01	A	!
3	301	GC-11 STRATEGIC MANAGEMENT	41	41	82P	03	A	027
	302	GC-12 DECISION SCIENCE	35	22	57P	03	D	018
	303	GC-13 SUMMER INTERNSHIP PROJECT	45	43	88P	06	A	054
	304 MKT	SC-MKT-03 SERVICES MARKETING	33	20	53P	03	D	018
	305 OSCM	SC-OSCM-04 LOGISTICS MANAGEMENT	34	21	55*	03	D	018
	306	GE-UL-13 INTERNATIONAL BUSINESS ECONOMICS	-	25	25P	02	D	012
	308	GE-UL-15 PROJECT MANAGEMENT	-	22	22P	02	P	008
	309	GE-UL-16 KNOWLEDGE MANAGEMENT	-	20#	20*	02	P	008#
	312 OSCM	SE-IL-OSCM-07 MANUFACTURING RESOURCE PLANNING	41	-	41P	02	A	018
	314 MKT	SE-IL-MKT-09 DIGITAL MARKETING - II	40	-	40P	02	A	018
	315 MKT	SE-IL-MKT-10 MARKETING OF FINANCIAL SERVICES - II	45	-	45P	02	O	020
	392	INTRODUCTION TO CYBER SECURITY - III	24	-	24P	01	O	!
	394	SKILL DEVELOPMENT - I	45	-	45P	02	O	!
	395	INTRODUCTION TO CONSTITUTION	41	-	41P	02	A	!
4	401	GC-14 ENTERPRISE PERFORMANCE MANAGEMENT	38	25	63*	03	C	021
	402	GC-15 INDIAN ETHOS & BUSINESS ETHICS	39	26	65*	03	C	021
	403 OSCM	SC-OSCM-05 E SUPPLY CHAINS & LOGISTICS	35	22	57*	03	D	018
	404 MKT	SC-MKT-06 MARKETING STRATEGY	39	26	65*	03	C	021
	405	GE-UL-19 GLOBAL STRATEGIC MANAGEMENT	-	25	25*	02	D	012
	408	GE-UL-22 CORPORATE SOCIAL RESPONSIBILITY & SUSTAINA	-	21	21*	02	P	008
	409 MKT	SE-IL-MKT-13 CUSTOMER RELATIONSHIP MANAGEMENT	44	-	44*	02	A	018
	409 OSCM	SE-IL-OSCM-14 ENTERPRISE RESOURCE PLANNING	44	-	44*	02	A	018
	492	INTRODUCTION TO CYBER SECURITY - IV	23	-	23*	01	O	!
	494	SKILL DEVELOPMENT - II	44	-	44*	02	A	!

SGPA : (1) 9.43 (2) 5.97 (3) 7.30 (4) 6.85

TOTAL : CREDITS 110 GRADE POINTS 818

TOT.MARKS: 2202/3200 (68.81%) CGPA: 7.44 RESULT: FIRST CLASS \$ O.1 # O.4

RESULT DATE: 30 September 2023

The results published online are for immediate information only. These cannot be treated as original statement of marks. Please verify the information from original statement of marks issued by the Savitribai Phule Pune University separately.

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Director

Offer Letter:

Employee Name: SANKET MULE

Emp Code: PD1779



APPOINTMENT LETTER

We are pleased to appoint you in our organization as **Promoter** at our client **Pidilite Industries Ltd** Based at **PUNE** subject to the following terms and conditions:

1. Your contract will commence from **28-11-2022** and expire on **26-02-2023** during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on **28-11-2022** and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or Adhaan Solution.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by Adhaan Solution.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of Adhaan Solution.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of Adhaan Solution and the Adhaan Solution Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by Adhaan Solution for executing the services provided herein.
 - x. The Employee has to undergo process of verification of his identity from the nearest police station of his resident and has to submit report/certificate issued by the said police station. The said documents submitted by him will be consider as part of his personal files of employment. If the employee fail to do so our company shall not be responsible for any act of criminal nature committed by him.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with Adhaan Solution will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with Adhaan Solution nor do you become an employee of Adhaan Solution. Upon expiry or termination of the Work Assignment, your employment with Adhaan Solution shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing up to **30 days notice in** in writing or payment thereof
5. In case of resignation from services you shall serve **15days** notice Period or salary in lieu thereof.
- 6 You agree to defend, indemnify and hold Adhaan Solution or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.

Adhaan solution Private Limited

Times Square Arcade, Office no-712/712-A, Opp-Rambaug, Nr, Ravija Plaza, Baghban Cross Road, Thaltej-Shilaj Road, Thaltej, Ahmedabad-380059

RECRUITMENT # PAYROLL # EVENTS

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+91 703 054 2288
www.craveinfotech.com
hr@craveinfotech.com



Date: 10th September 2023

To,

Mr. Sanket Mule
Address: PLOT NO. 16 MEHRUN GULAB BABA COLONY JALGAON 425001

Mobile: 8805374481/ 9175011755
Email ID: smule0718@gmail.com

Dear Sanket,

Crave InfoTech & Consultancy Services Pvt. Ltd. (The "Company") hereby confirms your Association with Company as **Inside Sales Executive** reporting to the respective reporting manager in Crave InfoTech. Your roles and responsibilities are listed in **Annexure I** on the following terms and conditions:

Compensation: Your annual CTC will be **INR 400000/- (Rs Four Lakh Only)** including variable pay of **INR 40000/- (Rs Forty Thousand Only)** as per the details given in the attached Annexure I. This amount is the total Cost-to- Company that will be allocated amongst base salary, allowances, bonus, medical and deductions (Provident fund contribution, Professional Tax and TDS based on the tax slab)

Benefits: As a regular employee of the Company, you will be eligible to participate in the Company's standard employee benefit package. You will be eligible for vacation benefits per company's vacation policy. Your base work location will be **Pune, India**

Probationary Period: You shall initially be under probation for a period of **3 months** from the date of your joining which may be extended in case there is performance issue.

During the tenure of your service with the Company, you are prohibited from undertaking any other employment whether on a full or part-time basis and from engaging in any trade or business or contract or avocation or honorary work anywhere, without the prior permission of the Company. Contravention of this condition will result in termination of your services with the Company without any notice.

- 1) This agreement shall be effective on the first day of association after completion of registration process, and will continue unless sooner terminated in accordance with paragraph 7. We will advise of the joining date when these processes have been completed and establish a start date.
- 2) Associate agrees to devote his or her best efforts to provide services under this Agreement to Client(s) of Company ("Clients") on behalf of Company, in accordance with the Company's reasonable directives as communicated to him/her from time to time. During the term of this Agreement, Associate may engage (with prior written approval of the company) in other business or professional activity provided it is not done during his or her/her normal working hours with Company or at Company or any Client's place of business or with use

Crave InfoTech & Consultancy Services Pvt. Ltd.

Software Technology Parks of India, P-1, Unit 2-A, Rajiv Gandhi InfoTech park,
MIDC, Hinjewadi Phase-1, Pune-411057, INDIA.

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of any personnel of Company or Client(s), provided also that such activity does not compete or conflict with Company or any Client(s) business.

- 3) Any information, including but not limited to information relating to the business, marketing plans and policies of the Company, its Clients, or affiliates of either, supplied to associate by the Company, its Clients or affiliated, (either directly or indirectly and in whatever form) or developed by Associate in carrying out services under this Agreement shall be deemed to be confidential and proprietary and the property of the Company and its Clients with the exception of information which was already known to associate at the time received by associate from the Company, its Clients or its affiliates (either directly or indirectly), provided Associate delivers conclusive written evidence of such prior knowledge to the Company within 90 Days (Ninety Days) after the information was disclosed to Associate. Not with standing anything to the contrary contained in this agreement, this agreement in no way limits the obligations of Associate as to confidentiality and proprietary rights under any earlier agreement with the Company, its Clients or its affiliates. Associate agrees to execute or otherwise acknowledge any non-disclosure or similar agreement, which any Client requires of Company or its representatives.
- 4) During and after the term of this Agreement, Associate agrees not to use the confidential and proprietary information described in Paragraph 3 for any purpose other than in furtherance of services under this Agreement and not to disclose such information to any third party without the prior written consent of the Company, its Clients or its affiliates, as appropriate. Associate agrees to return all such confidential and proprietary information to the Company, including, but not limited to, records, memoranda and reports, together with all photographic copies, handwritten notes, excerpts or other copies thereof promptly after request by the Company, or, in any event, promptly upon termination of this agreement.
- 5) You will be entitled for provident fund or any other benefits or perquisites as per the HR rules of the company. Income tax and any other taxes levied by the Government of India from time to time, if and when applicable, will be deducted at source from salary. The salary shall be payable every month, by 7th day of the next month.
- 6) Associate acknowledges and agrees that their salary and benefits package is confidential and is not to be discussed with anyone, i.e. client, immediate supervisory or manager and fellow Associates both, and/or Client's, at any time while in the Association of the Company. Discussing any confidential information will be grounds for immediate termination.
- 7) This Agreement may be terminated by either party upon 90 Days (Ninety days) written notice (including probation period). In the event of termination, and not withstanding any other provision in this Agreement, fees will be paid by the Company only for work or services completed prior to the termination date. If Associate decide to terminate this agreement before the end of the notice period then he will be liable to pay the penalty equal to the salary of the notice period not served or the damage caused to the company and its clients due to the early termination, whichever is higher. This Agreement may be terminated by Company without notice for cause, including without limitation, a breach of this Agreement or a failure to follow reasonable directives of Company. While on deputation to client project and client gives notice on basis of performance or any other ground then it will be considered as notice form Company as well.
- 8) You may be required to travel within or outside Pune, as per requirements of the work and will be reimbursed for the traveling expenses incurred for office work, as per the company rules. In addition, you shall be reimbursed all expenses such as local conveyance, stationery, telephone etc. which are incurred for the work of the company as per the company travel policy.

Crave InfoTech & Consultancy Services Pvt. Ltd.

Software Technology Parks of India, P-1, Unit 2-A, Rajiv Gandhi InfoTech park,
MIDC, Hinjewadi Phase-1, Pune-411057, INDIA.

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hr@craveinfotech.com



- 9) You shall devote your entire time and attention to the work assigned to you in the course of your Association and will be prohibited to take up any other job or work while you are in Association with the Company.
- 10) Associate shall not disclose/discuss Client names, nature of services performed, or any information developed for Company and/or its Clients, to any one or more third parties, verbally or in writing or in any other form of communication.
- 11) You are expected to follow and maintain the normal code of conduct and working hours. You shall not disclose/leak any information/documents gathered or acquired by you in the course of Association relating to the office work, employer or the Company to any outsider or any unauthorized parties. You will preserve strict confidence about all matters relating directly or indirectly to your work.
- 12) Transferability: You will be based in Pune office but you may be transferred at any of the establishments of the Company and your service will be subject to inter establishment transfers temporarily or permanently.
- 13) Hours of Work: You will observe such hours of work, weekly or other holidays as may be observed by the Company office in which you are placed from time to time.
- 14) Associate shall have no authority or capacity to bind the Company, its Clients or affiliates or to act on their behalf, unless authorized to do so in writing by Company.
- 15) Any discovery or invention by Associate arising who partly out of performance of the services hereunder shall be the sole and exclusive property of the Company and shall be disclosed immediately in writing to the Company by Associate. Associate agree, if requested by the Company to assist the Company and/or its Clients, at the Company's or Client's expense and on the Company's or Clients behalf, in the procurement, assignment and protection of the Company's or Client's rights relating to such discovery or invention, including but not limited to the prosecution and assignment of any intellectual property rights relating thereto.
- 16) Associate agrees that during the term of this Agreement and with respect to all interaction with Company's Clients, Vendors and other business associates; Associate will represent himself/herself as a Professional and will conduct himself/herself in compliance with this Agreement and in the best interest of the Company's business.
- 17) Associate understands and agrees that Company has invested substantial time and effort in securing and training Associate and matching Associate with Client. Associate recognizing that irreparable injury will result to the Company and its business in the event of breach of this Agreement, in addition to any other remedies and damages available, the Company shall be entitled to an injunction restraining further violation of this Agreement by Associate, his or her/her partners, agents, employers, Associates and all other persons acting for or with him/her.
- 18) Compensation paid to Associate shall be net of TDS (Tax Deduction at source) based on tax regulations. And will be subject to review/approval of company CA.
- 19) A waiver by either party of any term or condition of this Agreement in any instances shall not be deemed or construed to be a waiver of such term or condition for the future, or of any subsequent breach thereof. All rights, remedies, undertakings or obligation contained in this Agreement shall be cumulative and none of them shall be in limitation of any other right, remedy, undertaking or obligation of either party.

Crave InfoTech & Consultancy Services Pvt. Ltd.

Software Technology Parks of India, P-1, Unit 2-A, Rajiv Gandhi InfoTech park,
MIDC, Hinjewadi Phase-1, Pune-411057, INDIA.

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Director

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hr@craveinfotech.com



- 20) If any of the restrictions on post-Association competitive activities contained in this Section shall for any reason be held by a court of competent jurisdiction to be Excessively broad as to duration, geographic scope, activities of subject, such restrictions shall be automatically reformed or such restrictions shall be construed so as thereafter to be limited or reduced to be enforceable to the extent compatible with the applicable law as it shall then appear; it being understood that by the execution of this Agreement the parties here to regard such restrictions as reasonable and compatible with their respective rights.
- 21) If and to the extent that any court of competent jurisdiction holds any provision of this Agreement to be invalid or unenforceable in a final non- appealable order, such holding shall in no way affect the validity of the remainder of this Agreement.
- 22) Any notice given to a party under or in connection with this Agreement shall be in writing and shall be personally delivered or deposited in the Indian postal service mail, postage prepaid, by certified mail and return receipt requested, to the party at the address mentioned in the footer of the letterhead (to the company) and at the address mentioned at the beginning of the agreement (to the associate/employee).
- 23) This Agreement shall be governed by and construed in accordance with the law (other than the provisions relating to conflicts of laws) of **Pune, India**.
- 24) This letter contains the entire Agreement between Associate and the Company with respect to the transactions contemplated herein, and supersedes all previous written or oral negotiations, commitments, and understandings. Its terms shall not be altered or otherwise amended except pursuant to an instrument in writing signed by each of the parties hereto and making specific reference to this letter. Notwithstanding the foregoing, the obligations of Associate under any existing non-disclosure or confidentiality agreement with the Company and its Clients shall continue.
- 25) After termination of Agreement, Associate agrees that he or she/she will not, directly or indirectly (through partners, agents, employers, Associates or any other persons acting for Associate) during Association with Company and for a period of two (2) years after Association with Company is terminated, solicit, contact, consult with or accept Association from or otherwise do any competitive business with any individual, firm or corporation, partnership, organization or association who was a customer or Client of Company for which Associate was working on behalf of Company and Crave competitors. Notwithstanding the fore going, Associate's obligations under this Section shall not apply to direct-hire opportunities that are negotiated by and between Company and its Client, on behalf of the Associate.
- 26) In the event that Associate violates the provision of the foregoing anti- competition covenant, the Parties agree that the Associate shall pay to the Company, as liquidated damages for the breach, the sum of Rupees 1000000 (INR Ten lacs) if the breach occurs during the first 12 months of the two year non- competition period and the sum of Rupees 500000 (INR Five lacs) if the breach occurs during the second 12 months of the 2 years period.
- 27) Insurance- Medical insurance as per company policy will be provided.
- 28) If at any time during your employment you are found guilty of misconduct or any wilful breach or continuous negligence of the terms of this Annexure to Appointment Letter or the rules of dereliction of duties or instructions given to you by the company from time to time, the management may terminate your employment with the company. You will be deemed to be responsible for such termination by your misconduct compelling the management to dismiss you from service and shall, therefore, continue to be liable for all losses and damages to the management.

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29) At the time of your release from service by retirement, resignation, termination, dismissal or for any other reason, you shall produce, no-due certificates from all applicable departments of the company, for having duly accounted for all monies and advances from the company, outstanding payment collection, the return of all company store and other materials, I.D. cards, company stationery, catalogues, manuals, literature etc. and movable and immovable properties such as motor vehicles and residential premises belonging to the company. On your acceptance of the above terms and conditions, please return the duplicate copy of this letter signed by you.

30) Please be advised that Crave InfoTech & Consultancy Services Private Limited requires that its policies and procedures are followed very strictly. Confidentiality is one of our principal policies. Your compensation information including salary, salary adjustments and related information are Crave InfoTech & Consultancy Services Pvt Ltd confidential information. You shall not share this information with co-workers and/or anyone inside Crave directly or indirectly by any means (verbal or written etc.). In the event of violation of this policy and if the company gets information that leads it to believe you have shared any such information, you may be subjected to disciplinary action up to and including immediate termination with no benefits. Crave InfoTech & Consultancy Services Pvt Ltd appreciates your interest in our company and welcomes you on board!

Please indicate agreement to the above terms by signing and returning the enclosed duplicated original of this Letter Agreement.

For Crave InfoTech & Consultancy Services Pvt. Ltd.

Employee/Associate

Manager - HR
Date: 10/09/2023

Agreed to and accepted this
Date: 10/09/2023

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Feedback of the Student

1/20/24, 3:36 PM

Sinhgad Technical Education Society Mail - Fwd: Appreciation for Communication Training and Placement Support



Dr Ram Kolhe <ramkolhe.sknsbm@sinhgad.edu>

Fwd: Appreciation for Communication Training and Placement Support

1 message

Dr. Prachi Pargaonkar <director_sknsbm@sinhgad.edu>
To: Dr Ram Kolhe <ramkolhe.sknsbm@sinhgad.edu>

16 January 2024 at 18:13

Thanks and Regards,
Dr. Prachi Pargaonkar
Director,
S.K.N. Sinhgad School of Business Management
S.No.10, Ambegaon (Bk.), Pune-411041
Ph. (020)24354036 Cell No.+91-8975769599
E-Mail-director_sknsbm@sinhgad.edu

Before printing, think of its impact on the Environment/ Please do not print this email unless it is absolutely necessary. Save paper- Save Environment.

----- Forwarded message -----

From: Sanket Mule <sanketmule004@gmail.com>
Date: Sun, Jan 14, 2024 at 11:09 AM
Subject: Appreciation for Communication Training and Placement Support
To: <director_sknsbm@sinhgad.edu>
Cc: <mayuriyadav.sknsbm@sinhgad.edu>

Respected madam

I wanted to express my gratitude for the effective Student training programme at S.K.N Sinhgad School of Business Management. When I began the program, my communication skills needed improvement, and I appreciate the institute's proactive approach in addressing this.

The blend of theory and practical exercises in the training program was highly effective. Your personalized feedback helped me navigate communication challenges, and I'm thrilled to share that these efforts contributed to securing a great placement with a prestigious company.

Thank you for investing in our professional development. The support has not only enhanced my communication skills but also boosted my confidence in various professional settings.

Best regards,

Sanket Mule
MBA Student
(Batch 2021-2023)

Sinhgad Technical Education Society | www.sinhgad.edu

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<https://mail.google.com/mail/u/0/?ik=a2e38fd6da&view=pt&search=all&permthid=thread-f:1788250984956433082&siml=msg-f:1788250984956...> 1/2

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CONCLUSION:

The Student Training Programme at STES's SKN Sinhgad School of Business Management is highly commendable for its effective approach in enhancing the employability of its students. The entire method, consisting of two essential components as demonstrated significant success in addressing the identified challenges.

Attainment of Objectives:

The program effectively accomplishes its goals by prioritizing the improvement of communication abilities, fostering self-assurance in students with minimal experience, boosting skills in specialized areas, and promoting comprehensive growth.

Addressing Challenges Faced by Individuals from Rural Backgrounds:

The scenario emphasizes the distinctive difficulties encountered by students, predominantly hailing from rural backgrounds and lacking familiarity with corporate culture. The program recognizes these obstacles and offers a methodical resolution.

Structured Approach to Problem Identification:

The essential strength lies in the identification of deficiencies in communication skills, limited industrial connections, and a lack of guidance within the family unit. The program acknowledges the necessity of cultivating students' employability by addressing areas of improvement and highlighting areas of proficiency.

Intensive Training Procedure:

The methodical procedure, consisting of assessing cognitive intelligence and implementing a targeted training program, showcases a dedication to thoroughly resolving the identified concerns.

Tracking Student Advancement:

The proactive approach to student growth is demonstrated by using cognitive intelligence evaluation, mentorship, and rigorous training in communication skills throughout the semester.

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Optimizing the process of training for maximum efficiency and effectiveness:

The second phase of the process, which emphasizes the enhancement of skills, group discussions, and simulated interviews, demonstrates a comprehensive training methodology. Specialized instruction, direct involvement in industrial settings, and guidance from mentors all enhance the preparedness of students for the industry.

Effective Domain-Specific Training:

The programme aims to narrow the disparity between industry demands and the curriculum by providing students with exposure to domain-specific subjects through guest lectures, workshops, and alumni presentations. This guarantees a comprehensive range of skills.

Enhancing involvement of former students and specialized intervention by experts:

Integrating alumni engagement sessions and expert interventions into the training process helps students' preparation by offering useful insights and real-world views.

Evidence of Success:

The program's success is demonstrated by the impact evaluation, which highlights enhanced communication skills, favorable student feedback, and remarkable accomplishments in placements. Case studies and feedback serve to strengthen the evidence of favorable results.

Enhancing Performance by Utilizing Feedback:

The program recognizes the importance of ongoing enhancement by soliciting input from underperforming students and addressing concerns such as student reticence or unease.

Ultimately, the Student Training Program stands out as an exemplary method by effectively recognizing and tackling specific challenges, while also continually adjusting and improving its strategies to guarantee the comprehensive growth and enhanced job prospects of its students. The program's performance, along with its well-organized and thorough training approach, establishes it as a benchmark for generating outstanding results in student growth and placement.