

## Best Practice: II

### 1. Title of the Practice: Faculty Orientation Program "Train the Trainer"

At SKN Sinhgad School of Business Management, we prioritize the holistic development of both students and teachers. Our commitment to fostering comprehensive growth is reflected in the diverse range of activities tailored for students. Simultaneously, we have curated an exemplary program dedicated to enhancing the professional development of our esteemed faculty members.

In a rapidly evolving world, the landscape of education quality is taking on various forms. The expectations within the education industry have shifted, with students being exposed to a wealth of educational material through electronic media. In such dynamic circumstances, ensuring that students remain engaged with the prescribed syllabus and translating that engagement into desired course outcomes poses a significant challenge to the education system.

Acknowledging this challenge, we at SKN Sinhgad School of Business Management have developed a specialized program for faculty members called "Train the Trainer."

### 2. Objective of the Practice:

Distinct and uniquely tailored objectives were established for the program.

1. Empower faculty members to comprehend their roles and responsibilities in higher education while imparting essential professional skills, competencies, and attitudes.
2. Assist participants in grasping the structure, functioning, governance, rules, and regulations of the institution, aiming to orient them as potential partners in the institute's success.
3. Illuminate and inspire faculty members to embrace learner-centric approaches to teaching and effective classroom management.
4. Equip faculty with the knowledge and understanding of diverse evaluation and assessment methods to enhance the overall teaching and learning experience.



### 3. The Context:

The 'Faculty Orientation Program' outlined the expectations from the teaching fraternity, emphasizing a holistic approach, uniqueness, the teacher's role as a facilitator, the importance of re-skilling in teaching pedagogies, and a dedicated focus on skill development.



SINHGAD TECHNICAL EDUCATION SOCIETY'S®

## S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

Telefax: +91 20 2435 4036 Email : director\_sknbsm@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

The concept of Orientation Programme started in the year 2021-22 with understanding of a need of upskilling, reskilling faculty members of the Institute in the wake of NEP 2020. So far, it has successfully fulfilled its objective and has concentrated on three things. Enlightening faculty about use of case study as a teaching pedagogy and effective engagement of class. Secondly the faculty was exposed to effective teaching aids and thirdly they were asked to demonstrate their teaching prowess without using any kind of teaching aid.

The entire activity kickstarted with one of the most engaging Case study orientations followed by domain specific brainstorming session finding out ideal and most suitable teaching pedagogy that can be used while teaching the subjects of university syllabus.

One of the parts of orientation program highlighted the Comprehensive understanding of Talent, defining it as a combination of skills, competency, capabilities, and learning architecture. It explained various techniques of Learning Management, emphasizing the shift from learning before working to learning while working. Program also emphasized on adaptability to actively engage in synchronous, asynchronous, and offline streams, fostering an agile approach to stay attuned to evolving educational paradigms.

Specialization focused orientation programs were arranged as part of this program. Valuable insights into ideal course options within various specialization fields considering Industry 4.0 was the highlight of the program. It unfolded guidance on shaping the ideal course basket based on career preferences and the essential skills to focus on.

The same year the faculty members were exposed to effective teaching tools like use of videos, storytelling, use of presentations to name a few to make them aware about need of the day. Internal as well as external experts from diverse disciplines evaluated the presentations based on predetermined criteria, which included content reporting, content delivery, communication skills, audience engagement, and the innovative use of teaching methods. Following the presentations, a thorough question and answer session ensued, providing a platform for further insights to the participants.

The overarching objective of this activity was to pinpoint areas for improvement, thereby ensuring the effective delivery of content to MBA students and fostering peer learning. Identified areas for improvement served as a foundation for constructive suggestions aimed at enhancing the overall capabilities of the faculty members.

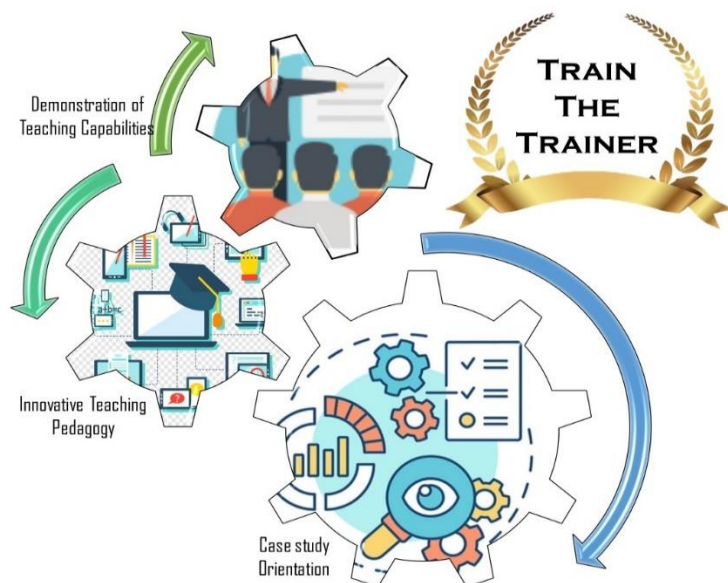
Following year in April 2023 was the testing time for the faculty members. They were challenged to explain a topic without the use of any kind of teaching aid. The objective was to effectiveness of delivery through proper communication. It also checked their story telling ability.

**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

#### 4. The Practice:



Following are the details about each activity that was carried out as a part of orientation program.

##### a) Case study Orientation: (ANNEXURE I)

Sinhgad Technical Education Society organized a Case Study Orientation Program for faculty members across all Sinhgad Management Institutes. The program, featuring a guest speaker, highlighted the effective utilization of case studies in teaching pedagogy. Engaging discussions were facilitated through activities such as quizzes, where teachers were randomly questioned about the case facts and individuals involved in a selected case from Harvard Business School.

The speaker emphasized the significance of analyzing the case background and meticulously examined problematic issues, including low margin levels, lack of variety, resistance to change, base Flavors, and a tendency to blame. The session was enriched with a 360-degree exploration of the case, demonstrating how it could be linked to diverse specializations such as Marketing, Human Resources, and Operations. The overall orientation was highly interactive, providing participants with a comprehensive understanding of how to effectively approach and integrate case studies into their teaching methodologies within a classroom setting. This program was followed by specialization wise brainstorming session about the difficulties faced by the students and ways to overcome them. This activity was chaired by internal expert team who tried to understand teachers' problems and gave them suggestions about teaching pedagogies to make the topic simple and lucid.

After the success of the above program, a chain of case mapping sessions every semester started. A domain-specific team comprising internal expert faculty members for the subsequent conduction of case mapping programs was appointed. This dedicated team is expected to engage in carefully shortlisting of domain and subject-specific cases. These cases are mapped with the syllabus of the University. Led by the team chairman, these members conduct a Faculty Orientation of their respective domain, where the selected cases are discussed with a focus on course outcomes for each subject.

Faculty members with domain-specific and subject-specific expertise from various Sinhgad Management Institutes attend this orientation. The goal is to facilitate the effective usage and implementation of these case studies in classroom teaching, ensuring alignment with course outcomes

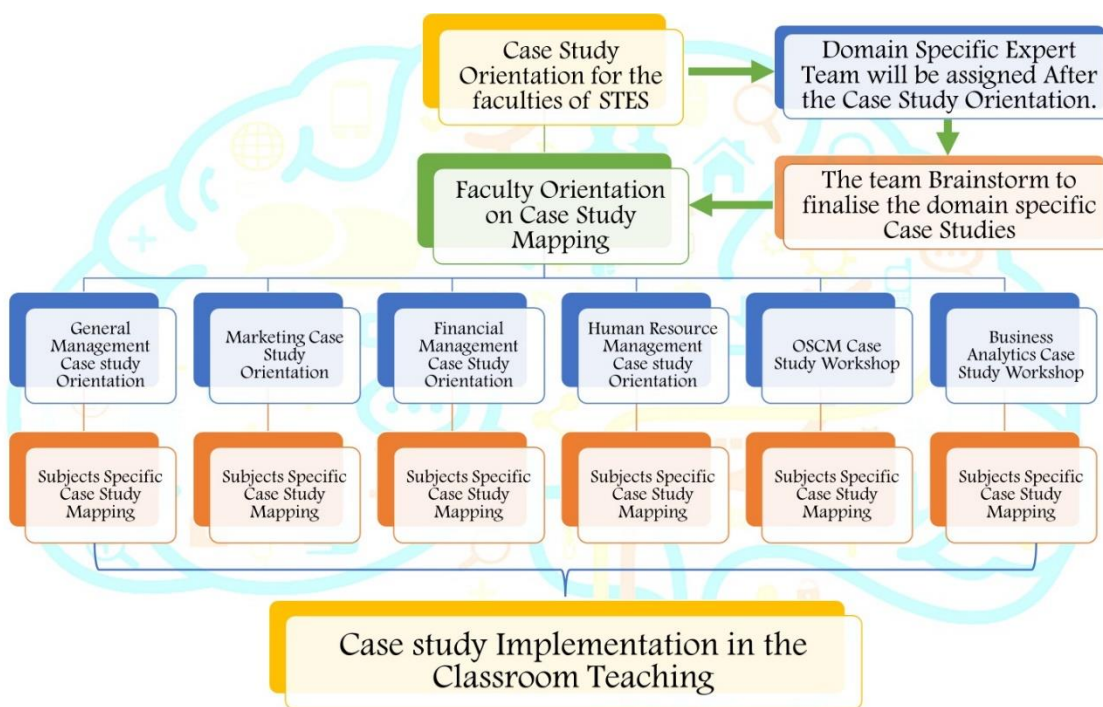


Prof. M. N. Navale  
M.E. (Elect.) MIE, MBA  
Founder President

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

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

and enhancing the overall quality of education. These case studies are then used as a tool for classroom teaching.



**b) Innovative Teaching Pedagogy: (ANNEXURE II)**

A series of specialization-wise orientation programs were organized by STES and co-hosted by SKN Sinhgad School of Business Management as part of the Faculty Orientation Program. As Marketing Management, Financial Management, and Human Resource Management are the primary specializations chosen by students, these orientation sessions were targeted for these three specializations. The objective was to enlighten and inspire faculty members, encouraging them to adopt learner-centric approaches in teaching and enhance effective classroom management. Subject matter experts in each specialization underwent experiential training utilizing various methodologies to achieve the desired outcomes. Sample of these workshops has been attached in Annexure II.



**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

**c) Demonstration of Teaching Capabilities: (ANNEXURE III)**

In the Faculty Orientation Program, participants actively engaged in showcasing their teaching capabilities through individual presentations. Domain specific topic was given to each participant and was expected with delivering a 10-minute presentation without relying on any teaching aids. They were expected to use chalk and board for putting forth their point. This unique approach aimed to bring forth participants' storytelling capabilities and communication skills. Subsequently, constructive feedback and suggestions were provided, tailored to enhance and refine their presentation techniques. This interactive process fostered a dynamic learning environment, promoting effective communication and teaching skills among the faculty members.



**5. Evidences of success:**

**a) Empowering Roles and Responsibilities**

Faculty members demonstrated an enhanced understanding of their roles and responsibilities within the higher education landscape. The acquisition of essential professional skills, competencies, and attitudes was evident, contributing to a more effective and holistic educational approach were given by the faculty members.

**b) Embracing Learner-Centric Approaches (Annexure IV)**

Faculty members exhibited a transformation in their teaching methodologies, actively incorporating learner-centric approaches. Case study orientation program was the highly valued program in terms of change in teaching pedagogy. Majority of subjects have now identified case studies for the attainment of the respective courses. Also, use of innovative teaching pedagogies was observed. Faculty members started using videos, model making to enhance learning experience.

Improved classroom management techniques were observed, fostering a more engaging and participatory learning environment.

**c) Knowledge and Diversity in Evaluation Methods**



Sinhgad Institutes

SINHGAD TECHNICAL EDUCATION SOCIETY'S®

## S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

Telefax: +91 20 2435 4036 Email : director\_sknbsbm@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**

Faculty members were equipped with a diverse set of evaluation and assessment methods, enhancing their ability to tailor assessments to different learning styles. Many of them started using new methods to evaluate like writing blogs, creating vlogs which also helped them understand students' clarity of thoughts and their creativity

The overall teaching and learning experience were enriched as a result of faculty members incorporating a variety of evaluation methods, contributing to a more comprehensive educational experience.

### 6. Problems Encountered and Resources Required

The challenging task was to bring together faculty members from various levels onto the same platform, managing both travel logistics and hospitality. Coordinating the schedules of Directors from all management institutes and internal experts for the evaluating panels posed additional difficulties. Some newly joined faculty members encountered challenges when presenting without PowerPoint slides. It was recognized that creative thinking and cognitive development play a critical role in enhancing teaching effectiveness.



SINHGAD TECHNICAL EDUCATION SOCIETY'S®

## S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

Telefax: +91 20 2435 4036 Email : director\_sknbsbm@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

### Annexure – I

## PART A Case Study Orientation Program held at Lonavala

### 1.1 Conveyed Mail to all Faculty member's

1/19/24, 12:14 PM

Sinhgad Technical Education Society Mail - Fwd: Faculty Development Programme at CTC Lonavala on 7th and 8th April 2022



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

#### Fwd: Faculty Development Programme at CTC Lonavala on 7th and 8th April 2022

3 messages

Dr. Prachi Pargaonkar <director\_sknbsbm@sinhgad.edu>  
To: FacultySKNSSBM <facultyknssbm@sinhgad.edu>

31 March 2022 at 18:29

FYI..  
dp as expected

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

From: Dr. Dhananjay Mandlik <dhananjay@sinhgad.edu>

Date: Thu, 31 Mar 2022, 18:07

Subject: Faculty Development Programme at CTC Lonavala on 7th and 8th April 2022

To: Dr. Daniel Penkar Director, SIOM <director\_siom@sinhgad.edu>, Prof. Dr. Dhananjay Mandlik <director\_sibar@sinhgad.edu>, Dr. Vijaya Puranik <director\_sbs@sinhgad.edu>, Dr. Anamika Singh <director\_mba\_simca@sinhgad.edu>, Director SIBACA <director\_sibaca@sinhgad.edu>, Dr. Prachi Pargaonkar <director\_sknbsbm@sinhgad.edu>, Mamta Mishra <mamishra.scoe@sinhgad.edu>, Principal NBSSOE <principal.nbssoe@sinhgad.edu>, <sachin.wankhede.skncoe@sinhgad.edu>, <dean.rmdssoms@sinhgad.edu>, M.S. GAIKWAD <principal\_sit@sinhgad.edu>, su gawade <sugawade@sinhgad.edu>, Dr. Rajashree Shinde <dr.rajashreeshinde\_siom@sinhgad.edu>, Director RMDSMS, Kondhapuri <director\_rmdsms@sinhgad.edu>  
Cc: <gdapte@gmail.com>

Dear Sir / Madam,

We Management Institutes (MBA) are going to organize a Faculty Development Programme (FDP) named "TRAIN THE TRAINER". It is a Two days residential FDP programme to be conducted at CTC Lonavala on **7<sup>th</sup> and 8<sup>th</sup> April 2022**. This Two days programme is mandatory (residence not mandatory) for MBA Faculty members under Sinhgad Institutes.

Dr. S. U. Gawade Sir and Dr. Rajeshree Shinde Madam will be central coordinator(s) for the same.

as per discussion with Govind Apte Sir, I am here with sending Harvard Case Method Teaching article (2), GM Cases (2) and Marketing Cases (2)

As per discussion with Govind Apte Sir, faculty need to read the articles and cases before attending the FDP. Faculty also need to carry the printout for the said FDP

**You are requested to send the cases to the faculty members and communicate the same**

**Dr. Dhananjay Mandlik**

**Director-SIBAR**

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



SINHGAD TECHNICAL EDUCATION SOCIETY'S®

## S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

Telefax: +91 20 2435 4036 Email : director\_sknsbm@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

1/19/24, 12:14 PM

Sinhgad Technical Education Society Mail - Fwd: Faculty Development Programme at CTC Lonavala on 7th and 8th April 2022

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, you are hereby notified that any dissemination, distribution, or copying of this communication is strictly prohibited. If you are not the addressee indicated in this message (or responsible for delivery of the message to such person), you should destroy this message and notify the sender by reply email.

[Sinhgad Technical Education Society](http://www.sinhgad.edu) | [www.sinhgad.edu](http://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, you are hereby notified that any dissemination, distribution, or copying of this communication is strictly prohibited. If you are not the addressee indicated in this message (or responsible for delivery of the message to such person), you should destroy this message and notify the sender by reply email.








--

You received this message because you are subscribed to the Google Groups "FacultySKNSSBM" group.

To unsubscribe from this group and stop receiving emails from it, send an email to [facultyknssbm+unsubscribe@sinhgad.edu](mailto:facultyknssbm+unsubscribe@sinhgad.edu).

To view this discussion on the web visit [https://groups.google.com/a/sinhgad.edu/d/msgid/facultysknssbm/CAAhDvuqn%2Bi1%3DQUoQZ4-EzsWN5jaeBAN%2BN\\_VdUE9NjRuApy1WBQ%40mail.gmail.com](https://groups.google.com/a/sinhgad.edu/d/msgid/facultysknssbm/CAAhDvuqn%2Bi1%3DQUoQZ4-EzsWN5jaeBAN%2BN_VdUE9NjRuApy1WBQ%40mail.gmail.com).

### 7 attachments

-  **Case\_2\_Marketing\_Case\_Atlantic Computer.pdf**  
129K
-  **Case\_1\_Gen\_Mgmt\_Chattanooga Ice Cream.pdf**  
271K
-  **Case\_1\_Marketing\_Case\_a option - JSW Shoppe.pdf**  
748K
-  **FDP Program Flow Lonavala.pdf**  
523K
-  **Case\_2\_Gen\_Mgmt\_Birch Paper Company Ltd..pdf**  
652K
-  **Article\_2 Choreographing a Case.pdf**  
57K
-  **Article\_1 Case Method Teaching.pdf**  
227K



**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

## **1.2 FOP: 1 CASE STUDY – EFFECTIVE TEACHING TOOL**

### **FACULTY ORIENTATION PROGRAM REPORT: DAY 1**

**Speaker:** Prof. Govind D. Apte.

**Date:** 7<sup>th</sup> April 2022

**Time:** 10:00 AM to 5:00 PM

**Venue:** CTC, Sinhgad Technical Education Society, Lonavala

**Total Attendance:** 137 faculty members.

The Faculty orientation programme started with a warm welcome to all the guests, directors and faculty members who were present there to attend the FOP. The opening remarks for the Program were given by Dr. Rajashree Shinde which was followed by an introduction of the resource person Prof. Govind D. Apte. Dr. S. U. Gavade briefed the gathering about the objectives of the Program and its importance. The session was about *CaseStudy Teaching Methodology*.



**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

The session started with a Harvard Business School case study “*The Chattanooga Icecream Division*”. Sir started the discussion with a quiz and hence randomly asked questions to the faculties regarding the facts of the case and the characters involved in the case study. Sir emphasized on how to analyse the background of the case.



Thereafter, Prof. Govind Apte Sir discussed the characters involved in the case study. Sir elaborated on their nature and positions in order to understand the dynamics of the people. With the help of diagrams and charts Sir explained the sales and profits of the firm, also focused on the market trends of that particular industry and discussed what impact does brands have on people.

Sir then highlighted on the problem questions of the case and discussed in detail about the problem areas such as low margin levels, lack of variety, resistance to change, basic flavours, shifting blame tendency of the people and so on.



SINHGAD TECHNICAL EDUCATION SOCIETY'S®

# S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

Sinhgad Institutes (Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

Telefax: +91 20 2435 4036 Email : director\_sknbsm@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

Prof. Govind Apte Sir also discussed with everyone about the various angles of the case and how it can be connected with all the different specializations such as Marketing, Human Resource and Operations. Overall, the session was very interactive and everyone got a better understanding on how to deal with case studies in class.



**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

In the second half, Sir started with “*The Atlantic Computer: A Bundle of Pricing Options*” case study. Govind Sir highlighted on how to identify the width and depth of the market and the difference between growth market and mature market with this case study.



Prof. Govind Apte Sir continued with the similar pattern where he first asked everyone questions regarding the facts of the case and discussed the characters of the case study in detail. Later, sir explained the concept of segmentation to everyone with the help of the case and also mentioned how one can apply segmentation concept into the market.

Sir also addressed various queries related to cloud computing, customer intimacy, cost plus pricing, direct cost, variable cost, allocated cost and so on, the explanation that Sir gave helped everyone to develop more understanding about these terms with relatable examples.

Post that a general management case *Birch Paper Company* was discussed in the session. With reference to this case, Sir explained what an integrated company is and why integration is required. Govind Sir also mentioned the difference between cost center and profit center.

Sir used white board to solve problems given in the case and also explained to all the faculty members how similar types of cases can be handled in a more effective way in the class.



SINHGAD TECHNICAL EDUCATION SOCIETY'S®

## S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

Telefax: +91 20 2435 4036 Email : director\_sknbsm@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



The session on *Case Study Teaching Methodology* was quite helpful for all the faculty members as it gave a better understanding on how case studies can be used as a tool for analysis and discussion and also to show how an application of a theory or concept can be related with real life situations.



SINHGAD TECHNICAL EDUCATION SOCIETY'S®

## S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

Telefax: +91 20 2435 4036 Email : director\_sknbsbm@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

### FACULTY ORIENTATION PROGRAM REPORT: DAY 2

**Speaker:** Dr. Sharad Joshi and Dr. Daniel Penkar

**Date:** 8<sup>th</sup> April 2022

**Time:** 10:00 AM to 5:00 PM

**Venue:** CTC, Sinhgad Technical Education Society, Lonavala\

**Event Attendees:** 137

The session started with the introduction of the first speaker of the day *Dr. Sharad Joshi* by Prof. Rajeshwari Shinde. The session was about *Surviving the Post Covid New Normal* pertaining to the education industry.



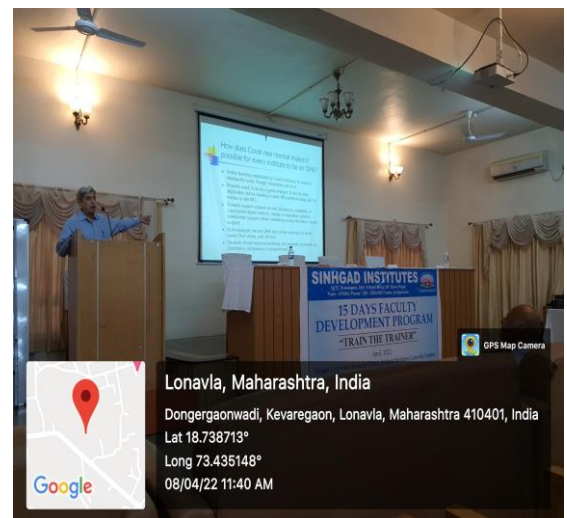
The session was broadly distributed in about three segments. First segment was about different trends that are being introduced post-covid, how it is important to be technically sound to adjust according to the new normal and different measures as a professor we have to consider to make it work in the post-covid scenario. He mentioned changes that were prevalent after the post covid scenario in the education industry also explaining that how delivery of education also needs to be adapted according to the changing times

**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

In the second segment he discussed “*Making of a Good Researcher*”. In this he mentioned the qualities of a researcher, why it is important and how it can be amplified. He specifically stressed on the point that it is not merely a Ph.D. work but a lifelong process that helps to develop your mind and knowledge. Sir also reviewed the importance of upgrading skills and the skills that are necessary for a researcher to adapt according to the time.



Third was about the *Characteristics of a Good Teacher*. He explained it through the journey of becoming an Assistant professor to associate professor to Professor and necessary changes that are important for each upcoming stage and how it can be a fun filled process if each faculty takes it seriously and upgrades themselves accordingly.



SINHGAD TECHNICAL EDUCATION SOCIETY'S®

# S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

Sinhgad Institutes

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

Telefax: +91 20 2435 4036 Email : director\_sknbsm@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

The resource person for the day was Dr. Daniel Penkar sir. His topic for discussion was *What is it like to work in a Management Institute?* His session was more on the interactive side, revolving around different questions that are faced by each and every faculty in day-to-day life. That session progressed in a step-by-step manner distributed in about 25 situation based questions kept for the discussion.

Questions like *What are the important 9P's in Teaching/Training? Phrases Quotes, Important Statements or words of wisdom are they important? Why are certain activities/exercises important in Teaching?* were discussed with faculty members. Faculties actively participated and discussed their side of the situation. Sir also elaborated on the importance of case studies, why they are important and how helpful they can be for students as well as teachers.



Another aspect discussed was the value of feedback for a teacher. He highlighted that feedback has the power to shape the career of a particular teacher in a much better way, specifically negative feedback. So, it is highly important for a teacher to always consider the feedback as a further tool for development. As it is the key for becoming a good teacher.





SINHGAD TECHNICAL EDUCATION SOCIETY'S®

# S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

Sinhgad Institutes

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

Telefax: +91 20 2435 4036 Email : director\_sknbsm@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

Few other points that became the highlight of the session were the positive and negative vicious circle and how it can change our lecture delivery in the classroom, the prominence of transformation of a student rather than merely passing and the most effective combination a teacher should use while teaching.



Overall, this Faculty Orientation Program was a great experience for all the faculty members. The program was packed with a lot of learning experiences and gave a better outlook according to the changing times.



SINHGAD TECHNICAL EDUCATION SOCIETY'S®

## S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

Telefax: +91 20 2435 4036 Email : director\_sknssbm@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

### **Part B of Faculty Orientation Program**

### **FOP: 2 A Sample of Faculty Domain Specific Orientation**

#### **A) COURSE:FINANCIAL MANAGEMENT**

**Speaker:** Dr. Prachi Pargaonkar, Director SKNSSBM,

Dr. Prakash Pise, Convenor, NBNSSOMS

Dr. Sanket Charkha, Assistant Professor, SKNCOE

**Date:** 18th April 2022

**Time:** 10:00 AM to 5:00 PM

**Venue:** SKN Sinhgad School of Business Management, Ambegaon.

#### **Event Attendees: 26**

FDP was conducted on the subject "Financial Management" (subject code 202) on 18 April, 2022 from 10:00 a.m. to 5:00 p.m. Dr. Prachi Pargaonkar, Director SKNSSBM, Dr. Prakash Pise, Convenor, NBNSSOMS and Dr. Sanket Charkha, Assistant Professor, SKNCOE were the resource persons.

Total faculty members across Sinhgad Management Institutes were present. In the first half of the day, resource persons briefed the participants with the syllabus, suggested pedagogy, overview of bloom's taxonomy for concurrent evaluation. Post lunch, participants were divided into 5 unit wise groups for discussion on various parameters that were distributed to them.

The activity started with creating a Mind-map to know what skill sets are required to learn the subject effectively, finding out the reason why they find it difficult. This helped the participants know which areas and topics should be

**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

focused on in their unit wise group discussions. It also helped them to find out important topics to focus on. Last one hour was dedicated to Unit-wise presentation so as to have consensus and proper linkage between each unit.





SINHGAD TECHNICAL EDUCATION SOCIETY'S®

# S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

Sinhgad Institutes (Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

Telefax: +91 20 2435 4036 Email : director\_sknbsbm@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



## **B) COURSE OPERATIONS & SCM**

**Speaker:** Dr. Yatin Bokil (Dean, SKNSSBM)

Prof. Sandeep Londhe (Asst. Prof, SBS)

**Date:** 18th April 2022, Wednesday

**Time:** 10:00 AM to 5:00

**PMVenue:** Sinhgad Institute of Business Administration and Research, Kondhwa

**Event Attendance:** 13

### **Event Brief:**

The FDP was conducted as part of the 15 day Faculty Development Program organized by STES for faculty members of MBA program for the course “Operations & Supply Chain Management”

The FDP highlighted on the facets of the course OSCM, its content and mainly on the teaching andragogy for the same. The course has a purely technical orientation attempting at acquainting students with various business operations and practices, tools and techniques adopted by companies to be successful and to maximize efficiency.

Operations and Supply Chain Management (OSCM) includes a broad area that covers both manufacturing and service industries, involving the functions of sourcing, materials management, operations planning, distribution, logistics, retail, demand forecasting, order fulfillment, and more. Operations management is important in a business organization because it helps effectively manage, control and supervise goods, services and people. Operations management cuts across every sector and industry as it may concern.

This FDP aimed at deliberating on how this can be achieved successfully in terms of the teaching-learning process.

The Resource persons shared a couple of supplementary reading material, links and references for various topics that included audio video links for the said course.

The FDP saw an enthusiastic participation from the faculty members and was much appreciated as it provided an opportunity to faculty members to discuss the course contents



**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

and course outcomes with colleagues and better plan their own andragogy for delivering sessions of the course OSCM.

**Event Photographs:**





**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



## **PART C Proof of Case Mapping Workshops held every semester**

### **2.1 Sample Proof of Case Study Mapping**



**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



Sinhgad Institutes

Sinhgad Technical Education Society's

**SINHGAD MANAGEMENT INSTITUTES****Session Summary :**

HRM Case study Orientation session was conducted on 20<sup>th</sup> September 2023 for all HRM specialization faculty members of Sinhgad Management Institutes.

The registration of HRM case study orientation session for all faculty members was taken by the coordinators. The session started with welcoming the session speakers and participants by Ms. Ashwini Dudhmal.

**Session 1:**

This session was conducted by Dr. Bharti Kumar, Director (SBS). She has conducted three case studies. She explained the teaching plan for each part of the case study and methods to conduct case study in the class. How the case study can be done with the help of assignment questions with which students will be able to understand the case in a more appropriate manner.

**Session 2:**

This session was conducted by Dr. Swati Vijay. She explained the faculty member how the case study should be conducted with the help of role play, Quiz and Presentation by making the students participative in their case study. She has explained case objectives, Questionnaire for students', discussion on problem and how the case study can be conducted in a creative way.

**Session 3:**

This session was conducted by Dr. Vijaya Puranik. She explained the step by step process to conduct the case study analysis so that each and every aspect of the case study is been covered for the students by the faculty members. She focused on how to identify problem in the case and solutions based on the facts mentioned in the case. She also guided for the identification of events and outcomes in the case.

**Group Discussion:**

Participants were divided in two groups and two cases were assigned for discussion. The participants were expected to read the case before joining the session. After the review group wise discussion of objectives, major problem discussion of the case, questionnaire for students', discussion of solution on the basis of facts, events and how the case study can be conducted in a creative way. The trainer guided and resolved specific queries of participants.



**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



## Sinhgad Technical Education Society's SINHGAD MANAGEMENT INSTITUTES



**Dr. Bharti Kumar, Director (SBS) conducting the case study session**



**Dr. Swati Vijay, Dean (RMDSSOMS) conducting the case study session**

## ANNEXURE II

**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

**INNOVATIVE TEACHING PEDAGOGIES**

**Sample Proofs for one of the Orientation: Finance**



Sinhgad Institutes

SINHGAD TECHNICAL EDUCATION SOCIETY'S®

**S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT**

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

Telefax: +91 20 2435 4036 Email : director\_sknbsbm@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

Report on 'Faculty Orientation Programme'

Duration :	4 Hours
Date :	11 February 2023
Time:	9.00 am to 1.15pm
Mode of Delivery :	Offline and Presentation
Venue:	SKNSSBM Syndicate Hall
Topic :	Faculty Orientation
Guest Speaker :	Dr. Prachi Pargaonkar (CA) Dr. Priya Agashe
Total number of Faculty Member :	17 faculty Members



In order to ensure qualitative growth of education faculty need to be strengthened and their on-going professional development need to be given due attention. This demands a compulsory Faculty Orientation programme for freshly recruited faculty in colleges.

With this objective in mind, Sinhgad Management Institute has initiated a Faculty Orientation Programme for its new faculty members.

**Objectives of the Programme -**

1. To enable the faculty to understand their roles and responsibilities in Higher Education and to impart essential professional skills, competencies and attitudes.
2. To help the participants to understand the structure, functioning, governance, rules and regulations of the Institution and to orient them to become potential partners of institute.
3. To explain and motivate the faculty to adopt learner – centric approaches of teaching and classroom management.
4. To enable the faculty, to develop & understand various methods of evaluation and assessment.



**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

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)  
S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036  
Telefax: +91 20 2435 4036 Email : director\_sknbsm@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

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)  
S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036  
Telefax: +91 20 2435 4036 Email : director\_sknbsm@sinhgad.edu

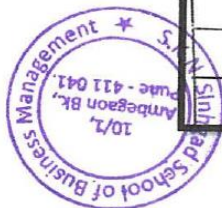
**Prof. M. N. Navale**  
M.E. (Elect.) MIE, MBA  
Founder President

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

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

## Attendance Proof –

SINHGAD MANAGEMENT INSTITUTE'S FACULTY ORIENTATION PROGRAM				
Sr. No	Name of the Faculty	Name of the Institute	Sessions Date & Signature	
			11thFeb	
			9 to 11	11:15 to 1
1	Mr. Rohan Deshpande	SIOM	<i>Rd</i>	<i>Rd</i>
2	Mrs. Shital Thakare		Exam duty	Exam duty
3	Pradip Thombare		<i>PT</i>	<i>PT</i>
4	Mr. Omkar Lad		<i>OL</i>	<i>OL</i>
5	Ms. Mrunali Pathak	SKNSSBM	<i>MP</i>	<i>MP</i>
6	Mr. Aditya Jangle		<i>AJ</i>	<i>AJ</i>
7	Mr. Surajsinh Parihar		<i>SP</i>	<i>SP</i>
8	Prof. Vinay Munde	SIBAR	<i>VM</i>	<i>VM</i>
9	Prof. Shraddha Kakade		Exam duty	Exam duty
10	Megha Mehta	SIMCA	<i>MM</i>	<i>MM</i>
11	Rahul More		<i>RM</i>	<i>RM</i>
12	Aishwarya Limhan		<i>AL</i>	<i>AL</i>
13	Durga Bansode	SBS	<i>DB</i>	<i>DB</i>
14	Ms Vijaya Rajput		Exam Duty	Exam Duty
15	Prof. Rasika Naik	SCOE	<i>RN</i>	<i>RN</i>
16	Ms. Bhagyashri Ambuskar	SKNCOE	<i>BA</i>	<i>BA</i>
17	Ms Tejashree Soni	NBSSOMS	<i>TS</i>	<i>TS</i>
18	Ms Sucheta Chaudhari		<i>SC</i>	<i>SC</i>
19	Mrs. Rupali Shinde	RMDSSOMS, Warje	<i>RS</i>	<i>RS</i>
20	Mrs. Neeta Shinde		Exam Duty	Exam Duty
21	Ms. Archana	RMDSMS, Kondhapuri	<i>AR</i>	<i>AR</i>
		Signature of the Trainer		
		Signature of the Coordinator		



*W.P.*  
Director

S.K.N. Sinhgad School of Business Management  
S. No. 10/1, Ambegaon (Bk.), Pune 411 041



**S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT**

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)  
 S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036  
 Telefax: +91 20 2435 4036 Email : director\_sknbsm@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**

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)  
 S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036  
 Telefax: +91 20 2435 4036 Email : director\_sknbsm@sinhgad.edu

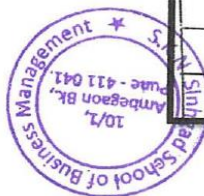
**Prof. M. N. Navale**  
 M.E. (Elect.) MIE, MBA  
 Founder President

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

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

**Attendance Proof –**

SINHGAD MANAGEMENT INSTITUTE'S FACULTY ORIENTATION PROGRAM				
Sr. No	Name of the Faculty	Name of the Institute	Sessions Date & Signature	
			9 to 11	11:15 to 1
1	Mr. Rohan Deshpande	SIOM	<i>Rd</i>	<i>Rd</i>
2	Mrs. Shital Thakare		Exam duty	Exam Duty
3	Pradip Thombare		<i>Pr</i>	<i>Pr</i>
4	Mr. Omkar Lad	SKNSSBM	<i>OL</i>	<i>OL</i>
5	Ms. Mrunali Pathak		<i>MP</i>	<i>MP</i>
6	Mr. Aditya Jangle		<i>AJ</i>	<i>AJ</i>
7	Mr. Surajsinh Parihar	SIBAR	<i>SP</i>	<i>SP</i>
8	Prof. Vinay Munde		<i>VM</i>	<i>VM</i>
9	Prof. Shraddha Kakade		Exam duty	Exam Duty
10	Megha Mehta	SIMCA	<i>MM</i>	<i>MM</i>
11	Rahul More		<i>RM</i>	<i>RM</i>
12	Aishwarya Limhan		<i>AL</i>	<i>AL</i>
13	Durga Bansode	SBS	<i>DB</i>	<i>DB</i>
14	Ms Vijaya Rajput		Exam Duty	Exam Duty
15	Prof. Rasika Naik		<i>RN</i>	<i>RN</i>
16	Ms. Bhagyashri Ambuskar	SCOE	<i>BA</i>	<i>BA</i>
17	Ms Tejashree Soni	SKNCOE	<i>TS</i>	<i>TS</i>
18	Ms Sucheta Chaudhari	NBSSOMS	<i>SC</i>	<i>SC</i>
19	Mrs. Rupali SHinde	RMDSSOMS, Warje	<i>RS</i>	<i>RS</i>
20	Mrs. Neeta Shinde		Exam Duty	Exam Duty
21	Ms. Archana		RMDSMS, Kondhapuri	<i>AS</i>
			Signature of the Trainer	
			Signature of the Coordinator	



*Prachi Pargaonkar*  
 Director

S.K.N. Sinhgad School of Business Management  
 S. No. 10/1, Ambegaon (Bk.), Pune 411041



# S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

Telefax: +91 20 2435 4036 Email : director\_sknbsbm@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

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

Telefax: +91 20 2435 4036 Email : director\_sknbsbm@sinhgad.edu

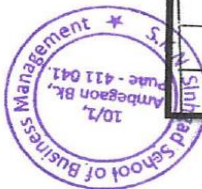
**Prof. M. N. Navale**  
M.E. (Elect.) MIE, MBA  
Founder President

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

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

## Attendance Proof –

SINHGAD MANAGEMENT INSTITUTE'S FACULTY ORIENTATION PROGRAM				
Sr. No	Name of the Faculty	Name of the Institute	Sessions Date & Signature	
			9 to 11	11:15 to 1
1	Mr. Rohan Deshpande	SIOM	<i>Rd</i>	<i>Rd</i>
2	Mrs. Shital Thakare		Exam duty	Exam Duty
3	Dr. Pradip Thombare		<i>PT</i>	<i>PT</i>
4	Mr. Omkar Lad	SKNSSBM	<i>OL</i>	<i>OL</i>
5	Ms. Mrunali Pathak		<i>MP</i>	<i>MP</i>
6	Mr. Aditya Jangle		<i>AJ</i>	<i>AJ</i>
7	Mr. Surajsingh Parihar		<i>SP</i>	<i>SP</i>
8	Prof. Vinay Munde	SIBAR	<i>VM</i>	<i>VM</i>
9	Prof. Shraddha Kakade		Exam duty	Exam Duty
10	Megha Mehta	SIMCA	<i>MM</i>	<i>MM</i>
11	Mr. Rahul More		<i>RM</i>	<i>RM</i>
12	Aishwarya Limhan		<i>AL</i>	<i>AL</i>
13	Durga Bansode	SBS	<i>DB</i>	<i>DB</i>
14	Ms Vijaya Rajput		Exam Duty	Exam Duty
15	Prof. Rasika Naik	SCOE	<i>RN</i>	<i>RN</i>
16	Ms. Bhagyashri Ambuskar	SKNCOE	<i>BA</i>	<i>BA</i>
17	Ms Tejashree Soni	NBSSOMS	<i>TS</i>	<i>TS</i>
18	Ms Sucheta Chaudhary		<i>SC</i>	<i>SC</i>
19	Mrs. Rupali SHinde	RMDSSOMS, Warje	<i>RS</i>	<i>RS</i>
20	Mrs. Neeta Shinde		Exam Duty	Exam Duty
21	Ms. Archana	RMDSMS, Kondhapuri	<i>AR</i>	<i>AR</i>
		Signature of the Trainer		
		Signature of the Coordinator		



*Wal*  
Director

S.K.N. Sinhgad School of Business Management  
S. No. 10/1, Ambegaon (Bk.), Pune 411 041



**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

## PART B EFFECTIVE TEACHING TOOLS

### Information of FDP Communication through mail

10/16/23, 1:57 PM

Sinhgad Technical Education Society Mail - Fwd: Details of FDP - Shripad Thawre (At SBS- 25 FEB 2023)



Dr Ram Kolhe &lt;ramkolhe.sknssbm@sinhgad.edu&gt;

---

**Fwd: Details of FDP - Shripad Thawre (At SBS- 25 FEB 2023)**

2 messages

**Dr. Prachi Pargaonkar** <director\_sknssbm@sinhgad.edu>  
To: Dr Ram Kolhe <ramkolhe.sknssbm@sinhgad.edu>

11 August 2023 at 13:07

This is faculty orientation conducted on 25th February, 2023.

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\_sknssbm@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: **Dr. Bharati Kumar** <bharati.sbs@sinhgad.edu>  
Date: Fri, Aug 11, 2023 at 1:06 PM  
Subject: Details of FDP - Shripad Thawre (At SBS- 25 FEB 2023)  
To: Dr. Prachi Pargaonkar <director\_sknssbm@sinhgad.edu>

Dear Madam  
PFA all the details regarding the mentioned FDP

Regards  
Dr Bharati Kumar  
Professor (HR)  
IQAC Coordinator  
Coordinator (MBA-II Yr)  
Mobile: 8999646283  
*"One who sweats more in training bleeds less in war"*

**Sinhgad Business School**

19/15, Smt. Khilare Marg, Off Karve Road, Near Sharda Center, Erandwane, Pune-411004  
Affiliated to Savitribai Phule University of Pune  
<http://www.sinhgad.edu/SinhgadManagementInstitutes/SBS-MBA>

---

Sinhgad Technical Education Society | [www.sinhgad.edu](http://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, you are hereby notified that any dissemination, distribution, or copying of this communication is strictly prohibited. If you are not the addressee indicated in this message (or responsible for delivery of the message to such person), you should destroy this message and notify the sender by reply email.

---

<https://mail.google.com/mail/u/0/?ik=a2e38fd6da&view=pt&search=all&permthid=thread-f:1773917392802362772&siml=msg-f:1773917392802...> 1/2



**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**

10/16/23, 1:57 PM



Sinhgad Technical Education Society Mail - Fwd: Details of FDP - Shripad Thawre (At SBS- 25 FEB 2023)

**Sinhgad Technical Education Society** | [www.sinhgad.edu](http://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, you are hereby notified that any dissemination, distribution, or copying of this communication is strictly prohibited. If you are not the addressee indicated in this message (or responsible for delivery of the message to such person), you should destroy this message and notify the sender by reply email.

---

**2 attachments**

-  **25 FEB 2023 SBS- FDP ATTENDANCE SHEET OF PARTICIPANTS.pdf**  
949K
-  **25TH FEB EFFECTIVE TEACHING TOOLS REPORT.pdf**  
748K



**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

## Faculty Orientation Program on Effective Teaching Tool.

SINHGAD TECHNICAL EDUCATION SOCIETY'S®

### SINHGAD BUSINESS SCHOOL

(Approved by AICTE & Affiliated to Savitribai Phule Pune University )

19/15, Erandwane, Smt Khilare Marg, Off Karve Road, Pune 411004,

Tel : (020) 25434314 Fax : 25458520, Email : director\_sbs@sinhgad.edu



Sinhgad Institutes

#### Report

Faculty Development Programme

#### EFFECTIVE TEACHING TOOLS

Date of FDP : 25<sup>th</sup> February 2023

Time : 9:00 am to 1:15 pm

Venue: Sinhgad Business School

Resource Person : Mr Shripad Thawre (Wisdom Consultants)

Coordinated By: Dr Bharati Kumar, SBS

Sinhgad Business School, Erandwane conducted a one day FDP on Effective Teaching Tools for the faculty members of Sinhgad Institutes of Management on Saturday the 25<sup>th</sup> February 2023. The purpose of the FDP was to reorient the teaching faculty members with some of the effective methods on handling the students in this changed tech sevy environment. We need to make the teaching learning more student centric in this context Mr Thawre guided the present participants with some live examples and in class activities for self awareness and changes required in the way of dealing with students.

He highlighted the importance of knowing self and molding certain characteristics and pattern of delivering the sessions. Role play and psychometric test were used Mr Thawre to creat self awareness he also pointed out some of the basic traits required in a good teacher.37 participants from various management institutes under STES attended the FDP.





**S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT**

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)  
 S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036  
 Telefax: +91 20 2435 4036 Email : director\_sknbsm@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

SINHGAD MANAGEMENT INSTITUTE'S						
FACULTY ORIENTATION PROGRAM						
Sr. No	Name of the Faculty	Name of the Institute	25 Feb 2023	Sessions Date & Sig		
1	Mr. Piyush Aole	SIOM	25th Feb			
2	Mr. Rajit Panickar					
3	Ms. Aachal Sharma					
4	Mr. Suraj Sonawane					
5	Mr. Rohan Deshpande					
6	Mrs. Shital Thakare					
7	Mr. Pradip Thombare					
8	Mr. Omkar Lad					
9	Mrs. Prachi Deshpande					
10	Mrs. Priyanka Pawar					
11	Mr. Ankush Mahajan					
12	Mr. Pratapsingh Patil					
13	Mrs. Sushma Gandhal					
14	Mr. Swapnil Devhade					
15	Mrs. Yogita Kadbane					
16	Mrs. Deepali Sonawane					
17	Ms. Niketa Patil	SKNSSBM				
18	Mr. Mark Jacob					
19	Ms. Mrunali Pathak					
20	Mr. Aditya Jangle					
21	Mr. Surajsingh Parihar	SIBAR				
22	Prof. Amit Pise					
23	Prof. Kaustubh Virkar					
24	Prof. Vinay Munde					
25	Prof. Shradha Kakade					
26	Prof. Rutuja Pakhare					
27	Prof. Kritika Sinha					
28	Prof. Pradnya Kulkarni					
29	Ashwini Nikam	SIMCA				
30	Megha Mehta					
31	Rahul More					
32	Aishwarya Limhan					
33	Durga Bansode					
34	Vishwajeet Gaike					
35	Dr. Rajeshwari Shinde					
36	Dr. Seema Choure					
37	Vickrant Maheshwari	SBS				
38	Ms Vijaya Rajput					
39	Dr Kavita Joshi	SCOE				
40	Prof. Rasika Naik					
41	Mr. Mahesh Lagad	SKNCOE				
42	Ms. Bhagyashri Ambuskar					





**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

25 feb FDP Attendance sheet Pg ② of ②

43 Ms Tejashree Soni	NBSSOMS	Taj			
44 Ms Sucheta Chaudhary		Sucheta			
45 Ms Kirti Joshi		Kirti			
46 Mrs. Dhanashree Borawake	RMDSSOMS, Warje	Dhanashree	Dhanashree	Dhanashree	Dhanashree
47 Mrs. Rupali SHinde		Rupali	Rupali	Rupali	Rupali
48 Mrs. Neeta Shinde		Neeta	Neeta	Neeta	Neeta
49 Ms. Ashwini Dudhmal		Ashwini	Ashwini	Ashwini	Ashwini
50 Mrs. Komal Bankar		Komal	Komal	Komal	Komal
51 Mrs. Swati Patil		Swati	Swati	Swati	Swati
52 Mrs. Swati Hingane		Swati	Swati	Swati	Swati
53 Mrs. Deepa Joshi					
54 Ms. Archana	RMDSMS, Kondhapuri	Archana	Archana	Archana	Archana
55 Dr. Charulata		Charu	Charu	Charu	Charu
56 Dr Irfan Siddiqui	SCOE	Irfan	Irfan	Irfan	Irfan
57 Dr Archana Borde		Archana	Archana	Archana	Archana

58. ~~SP SHWETANA PATIL~~ SIBAR  
59. ~~AJANTA CHAKRABORTY~~ SIBAR  
Signature of the trainer

Signature of the coordinator

60. Dr. Revati Rautrao

{ Revati }  
SIBAR

Revati Revati Revati Revati

*Revati*

Dr. Bharati Kumar  
Co-ordinator, FDP, SBS.

## Annexure - III

### 2.1 Schedule of the Faculty Orientation Program 2023

Dear All Faculty Members,

Following is the schedule of the Faculty Orientation Program 2023.

<b>Day and Date: Thursday 6<sup>th</sup> April 2023</b>	
Reporting at Sinhgad Institute of Business Administration & Computer Application (SIBACA) , Lonavala	8:30 am
Attendance	8:30 am to 8:45 am
Breakfast at SIBACA	8:45 am to 9:15 am
Briefing about FOP- Seminar Hall, SIBACA	9:15 am to 9:30 am
Reporting for the session in the respective Class rooms	9:30 am
1. Marketing Session- Class Room No.- 210 2. General management (BA and OSCM) Class Room No.- 209 3. Finance session- Class room no.- 208 4. Human Resource Management- Class Room No.- 207	
First half of the session	9:30 am to 12:45 am
Lunch Break- Venue- CTC	12:45 am to 2:00 pm
Second half of the session	2:00 pm to 4:30 pm
High Tea	4:30 pm

**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

For Transportation purpose, kindly report to any of the pickup points as per your location preference. You are requested to report to the respective pick point 10 min. before the time mentioned.

Sr.No.	Pick up Point	Time
1	STES Main Gate (Vadgaon Campus)	6:30 am
2	Navale Bridge (Union Bank)	6:40 am
3	Warje Bridge (End Point)	6:50 am
4	Chandni Chowk (Before Bridge)	7:00 am
5	Balewadi (Bus stop)	7:15 am
6	Hinjewadi Bridge	7:25 am
7	Wakad (Bhumkar Chowk)	7:30 am
8	Ravet Bridge	7:40 am
9	Lonavala	8.30 am

**All the Three Buses will start from STES Main Gate (Vadgaon Campus)**

Contact persons for:

**Bus Number 1:** Dr. Bharti Jagdale - 9004657035

**Bus Number 2:** Dr. Pravin Bodade - 9890081231

**Bus Number 3:** Mr. Atul Bodake – 7709582443

Thank you.

**2.2 Sinhgad Management Institutes Faculty Orientation Program 2023-24  
(Fop)**

Activity 3: Faculty presentations

Date: 06/04/2023

Venue: SIBACA LONAVALA

**DO'S AND DON'TS**

1. Every faculty member teaching MBA Program will be allotted a topic from their own specialization and/or the subject they teach, in advance.

---

**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

---

2. The faculty member will have to teach the topic for 10 minutes before the evaluating panel of experts and colleagues from the same domain from SMI.
3. Purpose of the activity is to identify areas for improvement to ensure effective content delivery to MBA students and Peer Learning. Identified areas for improvement will **only** be the basis for giving suggestions for improvement to the faculty member.
4. No power point presentation or use of video/technology should be made.
5. Use of Board and pen is allowed.
6. Faculty member may use notes or Book for reference during the session.
7. Time given for the presentation is 10 minutes.
8. The presentation will be evaluated by Internal Experts.
9. The activity is scheduled on 6<sup>th</sup> April. No rescheduling is possible.
10. Evaluation criteria will be shared on the day of the activity by Coordinating Committee of FOP

**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

## 2.3 Rubrics on Faculty Orientation Program Mail.

9/19/23, 10:36 PM

Sinhgad Technical Education Society Mail - Fwd: Rubrics during teaching session of FACULTY ORIENTATION PROGRAM ...



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

### Fwd: Rubrics during teaching session of FACULTY ORIENTATION PROGRAM 2023-24 (FOP)

1 message

Dr. Prachi Pargaonkar <director\_sknbsbm@sinhgad.edu>  
To: Dr Ram Kolhe <ramkolhe.sknsbm@sinhgad.edu>

11 August 2023 at 13:05

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\_sknbsbm@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: **Director SIBACA** <director\_sibaca@sinhgad.edu>  
Date: Tue, Mar 28, 2023 at 2:46 PM  
Subject: Rubrics during teaching session of FACULTY ORIENTATION PROGRAM 2023-24 (FOP)  
To: Dr Parag Kalkar <director\_sbs@sinhgad.edu>, Prof. Dr. Dhananjay Mandlik <director\_sibar@sinhgad.edu>, Dr. Vijaya Puranik <director\_mba\_simca@sinhgad.edu>, Dr. Prachi Pargaonkar <director\_sknbsbm@sinhgad.edu>, Dr. Daniel Penkar Director, SIOM <director\_siom@sinhgad.edu>

Respected all,

A kind request to give your valuable inputs on the rubrics to be set for the teaching session under FACULTY ORIENTATION PROGRAM 2023-24 (FOP) scheduled on 6th April 2023.

1. Content coverage
2. Content delivery
3. Communication skill
4. Connect with the audience
5. Innovative teaching methods used
6. Q & A

Note: Dr. Prachi has already suggested the 5th one.

Once the rubrics are approved, I will keep the evaluation sheets ready at my end for all the faculty members.

Thank you.

*Regards...*

Dr. Vidya Nakhate

B.Phama, MBA(Mkt.), M.Phil (Mang.), NET (Mang.) B.A.Addn. Ph.D. (Mang.)

Director- SIBACA Lonavala

**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

## 2.4 List Of Panel Member allocation

Panel Members for upcoming Faculty Orientation Program

Dear all, as you are all aware that SMIs are organizing a faculty orientation program in Lonavala on 6th April, 2023. Following will be the panel members for the said activity.

**Marketing - Dr. Milind Marathe and Dr. Vidya Nakhte**

**Finance - Dr. Parag Kalkar and Dr. Prachi Pargaonkar**

**Human Resource Management - Dr. Vijaya Puranik and Dr. Swati Vijay**

**General Management (including BA and OSCM) - Dr. Dhananjay Mandlik and Dr. Mamta Mishra.**

The topics for the said presentation have already been sent to faculty members of all domains. The objective of this program is twofold: One to evaluate the faculty and two peer learning. As no PPTs or any other teaching tools are available to them barring use of white board, it is expected that they be innovative and are able to get across in the time allotted to them. Evaluation sheets will be given to you at the time of registration. Thanks and Regards,



**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

## 2.5 Sample of invitation by Mail

9/19/23, 10:23 PM

Sinhgad Technical Education Society Mail - FACULTY ORIENTATION PROGRAM 2023-24 (FOP)



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

### FACULTY ORIENTATION PROGRAM 2023-24 (FOP)

Prof. Dr. Dhananjay Mandlik <director\_sibar@sinhgad.edu>  
To: Dr Ram Kolhe <ramkolhe.sknssbm@sinhgad.edu>

29 March 2023 at 09:34

Dear Sir/Madam,

As per Instructions from the **Coordinating Committee of FOP**, you are required to prepare the following topic for a 10-minute session without using PPT or videos.

#### FACULTY ORIENTATION PROGRAM 2023-24 (FOP)

- Faculty Name: Dr. Ram Kolhe
- Topic: Qualitative Research Methods
- Venue: SIBACA, Lonavala
- Day and Date: Thursday 6th April 2023.

Kindly contact the Director of your respective Institution regarding Do's and Don'ts and any further details.

Regards,



Prof. (Dr.) **DHANANJAY MANDLIK**  
Director (SIBAR)

✉ director\_sibar@sinhgad.edu  
dhananjay@sinhgad.edu

☎ +91 9623448939  
+91 9552510917

🌐 www.sinhgad.edu



**Sinhgad Institutes**  
19/15, Erandwane, Smt. Khilare Marg,  
Off. Karve Road, Pune - 411004  
Phone: 020 - 25431001



Sinhgad Technical Education Society's  
**SINHGAD INSTITUTE OF BUSINESS ADMINISTRATION AND RESEARCH**  
Kondhwa Campus, Pune - 411048  
[Approved by AICTE, Recognized by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University]  
(Accredited by NAAC)

**Sinhgad Technical Education Society** | [www.sinhgad.edu](http://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, you are hereby notified that any dissemination, distribution, or copying of this communication is strictly prohibited. If you are not the addressee indicated in this message (or responsible for delivery of the message to such person), you should destroy this message and notify the sender by reply email.

<https://mail.google.com/mail/u/0/?ik=a2e38fd6da&view=pt&search=all&permmsgid=msg-f:1761673427408779787&simpl=msg-f:1761673427408...> 1/1

**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

## 2.6 Attendance Sheet of FOP Lonavala

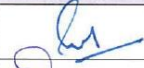
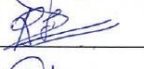

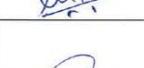



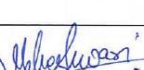
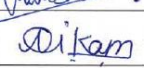




Sinhgad Institutes

### FACULTY ORIENTATION PROGRAM 2023

#### ATTENDANCE SHEET

Day and Date: Thursday 6<sup>th</sup> April 2023 Time: 9:00 am to 5:00 pm

Name of the Institute: SIMCA					
Sr. No.	Name of the Faculty Member	Contact No.	SPECIALIZATION	Signature	Food Coupon
1	Dr. Sudesh Sharma	9657725082	MARKETING		✓
2	Dr. Rajeshwari Shinde	9960197988	HUMAN RESOURCES		✓
3	Dr. Seema Choure	9823580430	HUMAN RESOURCES		✓
4	Dr. Amit Deshmukh	9923254087	MARKETING		✓
5	Dr. Megha Mehta	9767439768	FINANCE		
6	Dr. Rahul More	9970941977	FINANCE		✓
7	Manisha Shinde	9763568675	BUSINESS ANALYTICS		✓
8	Nitin Kanade	7038206620	OSCM		✓
9	Durga Bansode	9850831467	FINANCE		
10	Vikrant Maheshwari	9158853737	OSCM		✓
11	Ashwini Nikam	9975050678	MARKETING		✓
12	Aishwarya Limhan	9657912313	FINANCE		✓
13	Vishwajeet Gaike	7875000071	HUMAN RESOURCES		✓



**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



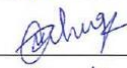
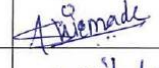
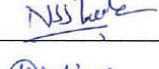
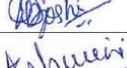
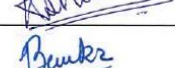
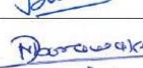
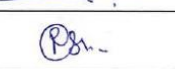

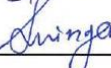

**Dr. Prachi Pargaonkar**  
M.Com., Ph.D., FCA  
Director



Sinhgad Institutes

**FACULTY ORIENTATION PROGRAM 2023**  
**ATTENDANCE SHEET**

Day and Date: Thursday 6<sup>th</sup> April 2023 Time: 9:00 am to 5:00 pm

Name of the Institute: RMDSSOMS					
Sr. No.	Name of the Faculty Member	Contact No.	SPECIALIZATION	Signature	Food Coupon
1	Dr. Devyani Ingale	8362970559	FINANCE		✓
2	Dr. Kavita Kamath	9960411944	MARKETING		✓
3	Mr. Dnyaneshwar Ghuge	9168259585	OSCM		✓
4	Mrs. Archana Chirmade	8087265631	OSCM		✓
5	Mrs. Neeta Shinde	9881688072	FINANCE		✓
6	Mrs. Deepa Joshi	9371161267	OSCM		✓
7	Ms. Ashwini Dudhmal	9028283992	HUMAN RESOURCES		✓
8	Mrs. Komal Bankar	8446157010	HUMAN RESOURCES		✓
9	Mrs. Dhanashree Borawake	9404691973	MARKETING		✓
10	Mrs. Rupali Shinde	9309571606	FINANCE		✓
11	Mrs. Swati Patil	9767750674	HUMAN RESOURCES		✓
12	Mrs. Swati Hingane	9766471050	FINANCE		✓





**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



Sinhgad Institutes

**FACULTY ORIENTATION PROGRAM 2023****ATTENDANCE SHEET**Day and Date: Thursday 6<sup>th</sup> April 2023 Time: 9:00 am to 5:00 pm

Name of the Institute: SCOE					
Sr. No.	Name of the Faculty Member	Contact No.	SPECIALIZATION	Signature	Food Coupon
1	Dr. Irfan Siddiqui	9764903750	MARKETING		fasting ✓
2	Dr. Shanta Arakeri	9579103934	FINANCE		✓
3	Dr. Archana Borde	9021044111	MARKETING		✓
4	Prof. Rasika Naik	9370842558	FINANCE		✓





**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



Sinhgad Institutes

**FACULTY ORIENTATION PROGRAM 2023****ATTENDANCE SHEET**Day and Date: Thursday 6<sup>th</sup> April 2023 Time: 9:00 am to 5:00 pm

Name of the Institute: SKNCOE					
Sr. No.	Name of the Faculty Member	Contact No.	SPECIALIZATION	Signature	Food Coupon
1	Dr. Sunita Shah	9960750600	HUMAN RESOURCES		<input checked="" type="checkbox"/>
2	Dr.Sanket Charkha	9767419373	FINANCE		<input checked="" type="checkbox"/>
3	Mr. Mahesh Lagad	8459407596	MARKETING		<input checked="" type="checkbox"/>
4	M. Bhagyashri Ambuskar	9503968880	FINANCE		<input checked="" type="checkbox"/>



**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

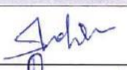
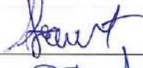

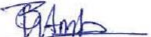


Sinhgad Institutes

**FACULTY ORIENTATION PROGRAM 2023**

**ATTENDANCE SHEET**

Day and Date: Thursday 6<sup>th</sup> April 2023 Time: 9:00 am to 5:00 pm

Name of the Institute: SKNCOE					
Sr. No.	Name of the Faculty Member	Contact No.	SPECIALIZATION	Signature	Food Coupon
1	Dr. Sunita Shah	9960750600	HUMAN RESOURCES		<input checked="" type="checkbox"/>
2	Dr. Sanket Charkha	9767419373	FINANCE		<input checked="" type="checkbox"/>
3	Mr. Mahesh Lagad	8459407596	MARKETING		<input checked="" type="checkbox"/>
4	M. Bhagyashri Ambuskar	9503968880	FINANCE		<input checked="" type="checkbox"/>





**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



Sinhgad Institutes

**FACULTY ORIENTATION PROGRAM 2023****ATTENDANCE SHEET**Day and Date: Thursday 6<sup>th</sup> April 2023 Time: 9:00 am to 5:00 pm

Name of the Institute: SIBAR					
Sl No.	Name of the Faculty Member	Contact No.	SPECIALIZATION	Signature	Food Coupon
1	Dr. Vijay Dhole	9422020034	HUMAN RESOURCES		✓
2	Dr. Zamarrud Ansari	9890865438	MARKETING		✓
3	Dr. Prachi Murkute	9623185231	HUMAN RESOURCES		✓
4	Dr. Revati Ramrao Rautrao	8007000713	HUMAN RESOURCES		✓
5	Prof. Urmila Nikam	9823753301	FINANCE		✓
6	Prof. Pramod Sasane	9890303808	OSCM		✓
7	Prof. Rutuja Pakhare	9689718361	HUMAN RESOURCES		✓
8	Prof. Shwetlana Katkar	9356036761	FINANCE		✓
9	Prof. Shraddha Kakade	9403868399	FINANCE		
10	Prof. Kritika	9049812422	HUMAN RESOURCES		✓
11	Prof. Vinay Munde	7745023593	FINANCE		✓
12	Prof. Amit Pise	9762167579	MARKETING		✓
13	Prof. Pradnya Kulkarni	8888427566	OSCM		✓
14	Prof. Ajanta Chakraborty	9284711449	HUMAN RESOURCES		✓
15	Prof. Kaustubh Virkar	9021090117	MARKETING		✓



**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



Sinhgad Institutes

**FACULTY ORIENTATION PROGRAM 2023****ATTENDANCE SHEET**Day and Date: Thursday 6<sup>th</sup> April 2023 Time: 9:00 am to 5:00 pm

Name of the Institute: SBS					
Sr. No.	Name of the Faculty Member	Contact No.	SPECIALIZATION	Signature	Food Coupon
1	Dr. (Mrs.) Bharti Kumar	8999646283	HUMAN RESOURCES		✓
2	Mrs. Vidyut Deshpande	9371628915	BUSINESS ANALYTICS		✓
3	Dr. Prashant Kotasthane	9766533465	MARKETING		✓
4	Dr. Vimal Deep Saxsena	9823338168	MARKETING		✓
5	Dr. Prashant Phule	9822445111	MARKETING		✓
6	Dr. Vrinda Pandit	9890658076	FINANCE		✓
7	Dr. Jairaj Sasane	9881717475	MARKETING		✓
8	Dr. Vishal Gaikwad	7507655227	MARKETING		✓
9	Dr. D.S. Vilasini	8888752259	MARKETING		✓
10	Dr. Kavita P. Joshi	9766722114	HUMAN RESOURCES		✓
11	Mr. Sandeep Londhe	9970439227	MARKETING		✓
12	Mr. Siddharth Karale	9373412337	FINANCE		✓
13	Ms. Sandhya Shelar	8856877485	HUMAN RESOURCES		✓
14	Mr. Vijaya Rajput	8766983007	FINANCE		✓

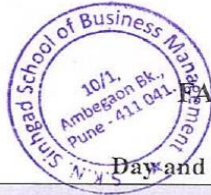




**Prof. M. N. Navale**  
M.E. (Elect.) MIE, MBA  
Founder President

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

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





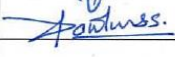



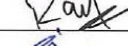

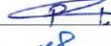








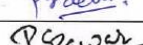
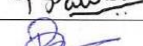


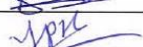
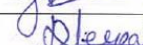
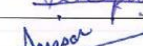

Sinhgad Institutes

**CULTY ORIENTATION PROGRAM 2023**

**ATTENDANCE SHEET**

Day and Date: Thursday 6<sup>th</sup> April 2023 Time: 9:00 am to 5:00 pm

Name of the Institute: SIOM

Sr. No.	Name of the Faculty Member	Contact No.	SPECIALIZATION	Signature	Food Coupon
1	Dr. Sagar Ramrao Pawar	9850086767	MARKETING		✓
2	Dr. Khawaja Mubeenur Rahman	9823225860	OSCM		✓
3	Dr. Shriram Savaleram Dawkhar	9011042364	MARKETING		✓
4	Dr. Rijwan Ahmed Mushtak Ahmed Shaikh	9028043691	MARKETING		
5	Dr. Avinash Bhaskar Joshi	9822037037	MARKETING		✓
6	Mr. Amol Bhimsen Khandagale	9975592016	MARKETING		✓
7	Ms. Aanchal S. Sharma	8668822511	MARKETING		✓
8	Mr. Rajit R. Panickar	9860379271	MARKETING		✓
9	Mr. Suraj Ashok Sonawane	8180959970	MARKETING		✓
10	Mr. Piyush Raju Aole	7798323838	MARKETING		✓
11	Mr. Pradip Sudam Thombare	9833079377	FINANCE		✓
12	Dr. Manisha Deepak Badgujar	9823160634	FINANCE		
13	Dr. Shital Vishnupant Thakare	8788660393	FINANCE		✓
14	Mr. Omkar Jaywant Lad	9960669681	FINANCE		✓
15	Mr. Rohan Ram Deshpande	7798888768	FINANCE		✓
16	Dr. Akshata Santosh Sakhawalkar	9881203330	HUMAN RESOURCES		✓
17	Adv. Dr. Girish J. Bakshi	9763729891	HUMAN RESOURCES		✓
18	Mr. Ankush Gajanan Mahajan	9307000985	HUMAN RESOURCES		✓
19	Mr. Pratapsinh Netajirao Patil	9518311475	HUMAN RESOURCES		✓
20	Ms. Prachi Pankaj Deshpande	9922791861	HUMAN RESOURCES		✓
21	Mrs. Priyanka Sagar Pawar	9850986984	HUMAN RESOURCES		✓
22	Ms. Rucha A. Deshpande	9970965339	HUMAN RESOURCES		✓
23	Mrs. Sushma Jalindar Gandai	9970454354	OSCM		✓
24	Mr. Swapnil Kailas Devhade	7507843916	OSCM		✓
25	Mrs. Yogita Parag Kadbane	9923147714	BUSINESS ANALYTICS		✓
26	Mrs. Deepali Nitin Sonawane	9823387761	BUSINESS ANALYTICS		✓
27	Mr. Haripandit Sopan Shirsat	9595288870	FINANCE		✓



**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



Sinhgad Institutes

**FACULTY ORIENTATION PROGRAM 2023****ATTENDANCE SHEET**Day and Date: Thursday 6<sup>th</sup> April 2023 Time: 9:00 am to 5:00 pm

Name of the Institute: SKNSSBM

Sr. No.	Name of the Faculty Member	Contact No.	SPECIALIZATION	Signature	Food Coupon
1	Dr. Yatin Bokil	8484978990	MARKETING		✓
2	Dr. Shalaka Sakhrekar	9922402945	HUMAN RESOURCES		✓
3	Dr. Sangita Gorde	9730557601	HUMAN RESOURCES		✓
4	Dr. Manoj Kulkarni	9518727049	OSCM		✓
5	Dr. D. P. Rane	9881988406	FINANCE		✓
6	Dr. Ganesh Yadav	9922954775	MARKETING		✓
7	Dr. Sadhana Ogale	9594002306	FINANCE		✓
8	Dr. Ram Kolhe	9860809425	MARKETING		✓
9	Dr. Roza Parashar	9881249855	HUMAN RESOURCES		✓
10	Prof. Manjula Dhulipala	9881781433	HUMAN RESOURCES		
11	Prof. Sheetal Sarnot	9405605804	FINANCE		✓
12	Prof. Kalpana Sayankar	9960027776	HUMAN RESOURCES		✓
13	Prof. Mayuri Yadav	9850511775	HUMAN RESOURCES		✓
14	Prof. Niketa Patil	8087486642	MARKETING		✓
15	Prof. Mrunali Pathak	9325988069	FINANCE		✓
16	Prof. Aditya Jangale	9869745744	FINANCE		✓
17	Prof. Surajsingh Parihar	8208905760	FINANCE		✓
18	Prof. Mark Jacobs	9970019616	MARKETING		✓
19	Prof. Pritam Chaudhari	7757977417	BUSINESS ANALYTICS		✓

Director

S.K.N. Sinhgad School of Business Management  
S. No. 10/1, Ambegaon (Bk.), Pune 411 041



**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

Faculty Details for upcoming Faculty Orientation Program (Details of all the faculty members)					
Sr.	Name of the Institute	Name of the Faculty Member	Contact No.	E-mail i.d.	SPECIALIZATION Subject for which he needs to be assessed (in case he/she is taking general subjects, for which assessment is required, mention that as well)
1	Sinhgad Institute of Business Application and Computer Application (SIBACA)	Dr. Anil Nagtiak	9850332155	anilnagtiak.sibaca@sinhgad.edu	FINANCE Current Trends and Cases in Finance
2		Dr. Krishna Sharma	9970923781	kmsharma.sibaca@sinhgad.edu	MARKETING Marketing Management
3		Dr. Rajendra Bhadale	9850267013	rajendrabhadale.sibaca@sinhgad.edu	MARKETING Operations and Supply Chain Management
4		Dr. Bharti Jagdale	9004657035	bhartijagdale.sibaca@sinhgad.edu	HUMAN RESO Competency Based HRM
5	Sinhgad Institute of Business Application and Computer Application (SIBACA)	Dr. Reena Nath	7972388893	reenanath.sibaca@sinhgad.edu	MARKETING Marketing Management / Any General Management subject of II Sem
6		Dr. Nilesh Patil	8805249502	nileshpatil.sibaca@sinhgad.edu	MARKETING Consumer Behaviour
7		Dr. Pravin Bodade	9890081231	pravimbodade.sibaca@sinhgad.edu	MARKETING Marketing 4.0
8		Mrs. Sadhana Awate	9594405655	sadhanaawate.sibaca@sinhgad.edu	FINANCE Financial Management
##	TOTAL				



*Prachi Pargaonkar*

Director  
S.K.N. Sinhgad School of Business Management  
S. No. 10/1, Ambegaon (Bk.), Pune 411 041



**S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT**

Sinhgad Institutes (Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

Telefax: +91 20 2435 4036 Email : director\_sknbsbm@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

Faculty Details for upcoming Faculty Orientation Program (Details of all the faculty members)		SPECIALIZATI		Subject for which he needs to be assessed	
Sr. Name of the Institute	Name of the Faculty Member	Contact No.	E-mail i.d.	Select from the drop down list	(in case he/she is taking general subjects, for which assessment is required, mention that as well)
Singad College of Engineering (SCOE)	Dr. Irfan Siddiqui	9764903750	isiddiqui.scoe@sinhgad.edu	MARKETING	Marketing Research
	Dr. Shanta Arakeri	9579103934	shantaarakeri.scoe@sinhgad.edu	FINANCE	GWES
	Dr. Archana Borde	9021044111	archanaborde.scoe@sinhgad.edu	MARKETING	Consumer Behaviour
	Prof. Rasika Naik	9370842558	rasika.naik.scoe@sinhgad.edu	FINANCE	Financial Management
SKN Sinhgad College of Engineering (SKNCOE)	Dr. Sunita Shah	9960750600	sunitashah@sinhgad.edu	HUMAN RESO	Financial Management
	Dr. Sanket Charakha	9767419373	sanketcharakha.skncoe@sinhgad.edu	FINANCE	Human Resources Management
	Mr. Mahesh Lagad	8459407596	mahesh.lagad_skncoe@sinhgad.edu	MARKETING	Marketing Research
	M. Bhagyashri Ambuskar	9503968880	bhagyashriambuskar.skncoe@sinhgad.edu	FINANCE	Personal Financial Planning
NBN Sinhgad School of Management Studies (NBNSOMS)	Dr. Reshma Kabugade	7385604069	reshma.kabugade2008@sinhgad.edu	HUMAN RESO	Human Resources Management
	Dr. Meeta Meshram	9623876966	meeta.meshram.nbnsoms@sinhgad.edu	HUMAN RESO	Human Resources Management
	Dr. Prakash Pise	90711067318	prakash.pise@sinhgad.edu	FINANCE	Financial Management
	Dr. Santosh Gore	9423803232	santosh.gore.nbnsoms@sinhgad.edu	MARKETING	Marketing Management
	Prof. Avinash Dandwate	9529173962	avinashdandwate@sinhgad.edu	MARKETING	GWES
	Prof. Sucheta Chaudhary	9049994848	sucheta.chaudhary.nbnsitic@sinhgad.edu	FINANCE	Financial Management
	Prof. Kirti Joshi	9309775548	kirtijoshi.nbnsoms@sinhgad.edu	HUMAN RESO	Human Resources Management
	Prof. Tejasree Soni	9284803659	tejasreesoni.nbnsitic@sinhgad.edu	FINANCE	Financial Management
	Prof. Vaibhav Kale	7709578404	vaibhavmba2006@gmail.com	MARKETING	Marketing Management
	Dr. Devyani Ingale	8362970559	devyani.ingale.rmdssoms@sinhgad.edu	FINANCE	FMBO
	Dr. Kavita Kamath	9960411944	kavitakamath.rmdssoms@sinhgad.edu	MARKETING	Consumer Behaviour
	Mr. Dnyaneshwar Ghuge	9168259585	dnyaneshwar.ghuge.rmdstic@sinhgad.edu	OSCM	OSCM
Mrs. Archana Chirmade	8087265631	archana.chirmade.rmdstic@sinhgad.edu	OSCM	OSCM	
Mrs. Neeta Shinde	9881688072	neeta.shinde.rmdssoms@sinhgad.edu	FINANCE	Personal Financial Planning	
Mrs. Deepa Joshi	9371161267	deepajoshi.rmdssoms@sinhgad.edu	OSCM	Services Operations Management	
Mrs. Ashwini Dudhmal	9028283992	ashwindudhmal.rmdssoms@sinhgad.edu	HUMAN RESO	CBHRM	
Mrs. Komal Bankar	8446157010	komalbankar.rmdssoms@sinhgad.edu	HUMAN RESO	Human Resource Management	
Mrs. Dhanashree Borawake	9404691973	dhanshreeborawake.rmdssoms@sinhgad.edu	MARKETING	Marketing Management	
Mrs. Rupali Shinde	9309571606	rupalishinde.rmdssoms@sinhgad.edu	FINANCE	Financial Management	
Mrs. Swati Patil	9767750674	swatipatil.rmdssoms@sinhgad.edu	HUMAN RESO	Human Resource Management	
Mrs. Swati Hingane	9766471050	swathingane.rmdssoms@sinhgad.edu	FINANCE	OSCM	



**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

Faculty Details for upcoming Faculty Orientation Program (Details of all the faculty members)		SPECIALIZATION		Subject for which he needs to be assessed	
Sr. No.	Name of the Faculty Member	Contact No.	E-mail i.d.	Select from the drop down list	(in case he/she is taking general subjects, for which assessment is required, mention that as well)
1	Dr. Sagar Ramrao Pawar	9850086767	sagarpawar.siom@sinhgad.edu	MARKETING	Marketing Management
2	Dr. Khawaja Mubeenur Rahman	98232225860	rahman.siom@sinhgad.edu	OSCM	Operations and Supply Chain Management
3	Dr. Shriram Savaleram Dawkhar	90110423664	dawkhar.siom@sinhgad.edu	MARKETING	Marketing Management
4	Dr. Rijiwan Ahmed Mushtak Ahmed	9028043691	rijiwanshaikh.siom@sinhgad.edu	MARKETING	Marketing Management
5	Dr. Avinash Bhaskar Joshi	9822037037	avinashj.siom@sinhgad.edu	MARKETING	Marketing Management
6	Mr. Amol Bhimsen Khandagale	9975592016	k.amol051@sinhgad.edu	MARKETING	Marketing Management
7	Ms. Aanchal S. Sharma	8668822511	aanchalsharma.siom@sinhgad.edu	MARKETING	Marketing Management
8	Mr. Rajit R. Panickar	9860379271	rpanickar.siom@sinhgad.edu	MARKETING	Marketing Management
9	Mr. Suraj Ashok Sonawane	8180959970	rajsonawane.siom@sinhgad.edu	MARKETING	Marketing Management
10	Mr. Piyush Raju Aole	7798323838	piyushaole.siom@sinhgad.edu	MARKETING	Marketing Management
11	Mr. Pradip Sudam Thombare	9833079377	pradip.thombare@sinhgad.edu	MARKETING	Marketing Management
12	Dr. Manisha Deepak Badgujar	9823160634	manishabadgujar.siom@sinhgad.edu	FINANCE	Financial Management
13	Dr. Shital Vishnupant Thakare	8788660393	shitalt.siom@sinhgad.edu	FINANCE	Financial Management
14	Mr. Omkar Jaywant Lad	9960669681	omkar.lad.siom@sinhgad.edu	FINANCE	Financial Management
15	Mr. Rohan Ram Deshpande	7798888768	rrdeshpande.siom@sinhgad.edu	FINANCE	Financial Management
16	Dr. Akshata Santosh Sakhawalkar	9881203330	akshata.siom@sinhgad.edu	FINANCE	Financial Management
17	Adv. Dr. Girish J. Bakshi	9763729891	drjgbakshi.siom@sinhgad.edu	HUMAN RESO	Human Resource Management
18	Mr. Ankush Gajanan Mahajan	9307000985	ankushm.siom@sinhgad.edu	HUMAN RESO	Human Resource Management
19	Mr. Pratapsinh Netajirao Patil	9518311475	patilpratapsinh.siom@sinhgad.edu	HUMAN RESO	Human Resource Management
20	Ms. Prachi Pankaj Deshpande	9922791861	prachideshpande.siom@sinhgad.edu	HUMAN RESO	Human Resource Management
21	Mrs. Priyanka Sagar Pawar	9850986984	pspawar.siom@sinhgad.edu	HUMAN RESO	Human Resource Management
22	Ms. Rucha Anil Deshpande	9970965339	ruchadeshpande.siom@sinhgad.edu	HUMAN RESO	Human Resource Management
23	Mrs. Sushma Jalindar Gandai	9970454354	sushmag.siom@sinhgad.edu	OSCM	Operations and Supply Chain Management
24	Mr. Swapnil Kailas Devhade	7507843916	devhadeswapnil.siom@sinhgad.edu	OSCM	Operations and Supply Chain Management
25	Mrs. Yogita Parag Kadbane	9923147714	ykadbane.siom@sinhgad.edu	BUSINESS AN	Basic Business Analytics using R
26	Mrs. Deepali Nitin Sonawane	9823387761	sonawanedeepali.siom@sinhgad.edu	BUSINESS AN	Basic Business Analytics using R
27	Mr. Haripandit Sopan Shirsat	9595288870	haripandit.siom@sinhgad.edu	FINANCE	Business, Government & Society



Sinhgad Institute of Management (SIOM)



**S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT**

Sinhgad Institutes (Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

Telefax: +91 20 2435 4036 Email : director\_sknbsbm@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

Faculty Details for upcoming Faculty Orientation Program (Details of all the faculty members)		SPECIALIZATI	
Sr. Name of the institute	Name of the Faculty Member	Contact No.	E-mail I.d.
		Select from the drop down list	(in case he/she is taking general subjects, for which assessment is required, mention that as well)
1	Dr. Sagar Ramrao Pawar	9850086767	sagarpawar.siom@sinhgad.edu
2	Dr. Khawaja Mubeenur Rahman	98232225860	rahman.siom@sinhgad.edu
3	Dr. Shriram Savaleram Dawkhar	9011042364	dawkhar.siom@sinhgad.edu
4	Dr. Rijiwan Ahmed Mushtak Ahme	9028043691	rijiwanshaikh.siom@sinhgad.edu
5	Dr. Avinash Bhaskar Joshi	9822037037	avinashj.siom@sinhgad.edu
6	Mr. Amol Bhimsen Khandagale	9975592016	k.amol051@sinhgad.edu
7	Ms. Aanchal S. Sharma	8668822511	aanchalsharma.siom@sinhgad.edu
8	Mr. Rajit R. Panickar	9860379271	rpanickar.siom@sinhgad.edu
9	Mr. Suraj Ashok Sonawane	8180959970	rajonawane.siom@sinhgad.edu
10	Mr. Piyush Raju Aole	7798323838	piyushaole.siom@sinhgad.edu
11	Mr. Pradip Sudam Thombare	9833079377	pradip.thombare@sinhgad.edu
12	Dr. Manisha Deepak Badgujar	9823160634	manishabadgujar.siom@sinhgad.edu
13	Dr. Shital Vishnupant Thakare	8788660393	shitalt.siom@sinhgad.edu
14	Mr. Omkar Jaywant Lad	9960669681	omkar.lad.siom@sinhgad.edu
15	Mr. Rohan Ram Deshpande	7798888768	rrdeshpande.siom@sinhgad.edu
16	Dr. Akshata Santosh Sakhawaikar	9881203330	akshata.siom@sinhgad.edu
17	Adv. Dr. Giiresh J. Bakshi	9763729891	drgjbakshi.siom@sinhgad.edu
18	Mr. Ankush Gajanan Mahajan	9307000985	ankushm.siom@sinhgad.edu
19	Mr. Pratapsinh Netajirao Patil	9518311475	patilpratapsinh.siom@sinhgad.edu
20	Ms. Prachi Pankaj Deshpande	9922791861	prachideshpande.siom@sinhgad.edu
21	Mrs. Priyanka Sagar Pawar	9850986984	pspawar.siom@sinhgad.edu
22	Ms. Rucha Anil Deshpande	9970965339	ruchadeshpande.siom@sinhgad.edu
23	Mrs. Sushma Jalindar Gandal	9970454354	sushmag.siom@sinhgad.edu
24	Mr. Swapnil Kailas Devhade	7507843916	devhadeswapnil.siom@sinhgad.edu
25	Mrs. Yogita Parag Kadbane	9923147714	ykadbane.siom@sinhgad.edu
26	Mrs. Deepali Nitin Sonawane	9823387761	sonawandeepali.siom@sinhgad.edu
27	Mr. Haripandit Sopan Shirsat	9595288870	haripandit.siom@sinhgad.edu

Sinhgad Institute of Management (SIOM)



**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



Sinhgad Institutes

SINHGAD TECHNICAL EDUCATION SOCIETY'S®

**S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT**

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036

Telefax: +91 20 2435 4036 Email : director\_sknbsbm@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

### Report on Faculty Orientation Program at Lonavala

A Faculty Orientation Program was held at SIBACA, Lonavala on 6<sup>th</sup> April, 2023 for faculty members of Sinhgad Management Institutes under its Quality Improvement Initiative. The objective of this program was twofold – One, to evaluate the faculty members and two, peer learning.

The faculty members were assigned domain specific topics 15 days in advance by the expert panel lists and they were expected to speak for 10 minutes without any teaching aid like PPT or video. As no teaching tools were made available to them barring use of white board, it was expected that they be innovative and are able to get across in the time allotted to them. The topics given were blend of theory and practical within the given framework of SPPU.

There were 4 panels viz; Marketing (39), Finance (34), Human Resource (26) and General Management (29). Faculty members were present and gave their presentation. They were evaluated on following rubrics:

Content Delivery, Content Coverage, Communication Skill, connect with the audience and Innovative teaching pedagogy used.

The program started at 9:30 with a brief by Dr. Parag Kalkar, who highlighted the objectives of the program with the expected outcomes. The gathering then dispersed to their pre-assigned classroom for their presentation. Presentation got started at 10:00 and got over at 4:30, with an hour allotted to lunch. The panel members shared their general observations with the faculty members towards the end of the session. Each presentation was recorded and the said recording now will be sent to the faculty members for their good and further action.

  
Dr. Prachi Pargaonkar  
Member of Director and HOD SMI  
S.K.N. Sinhgad School of Business Management  
S. No. 10/1, Ambegaon (Bk.), Pune 411 041



**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

## ANNEXURE IV

### A CASE STUDY OF EFFECTIVENESS OF FACULTY ORIENTATION PROGRAM

#### 1. Dr. Ram Kolhe

**Assistant Professor: SKN Sinhgad School of Business Management**

**Previous Teaching Experience: New to Management Teaching**

#### Feed Back by internal Faculty on Faculty's Orientation Program

I, Dr. Ram D. Kolhe, was having 15 years of experience in the engineering students. I joined S.K.N. Sinhgad School of Business Management in January 2022 as Assistant Professor to teach MBA students.

Teaching Management was alien to me. As this is a post graduate course, the teaching approach was totally different. In my initial days, I observed that focus was more on experiential and participative learning. Further, the M.B.A. syllabus of Savitribai Phule Pune University was new to me and I was not so aware of the Sinhgad culture and the way of pedagogical teaching referred here.

In April 2022, I attended the "Train The Trainer 15 Days Faculty Orientation Program" organized by Sinhgad Management Institutes, Lonavala.

So, it was the mile stone in my life to know about the vision of IIM experts and management experts who have a 360-degree approach to solving industrial case studies by Govind Apte Sir, Sharad Joshi Sir and Dr. Daniel Penkar Sir have. So I learned many things to manage while solving management case studies with industrial economics in mind, solving marketing problems, through a financial approach and with appropriate operations and supply chain efficiency in place. Following the program, I was part of the domain specific orientation workshop which was conducted by senior faculty members. This helped me understand various approaches management faculty is expected to use for better delivery. This program was totally based on University curriculum and expected teaching pedagogy to be used and hence cleared all my doubts and gave me clear insights.

Later, I attended the faculty orientation program at Sinhgad Institute of Management and Computer Application, Lonavala in April 2023. I was given the topic in advance and expected to deliver it without using any teaching aid. This increased my confidence and I explored a story teller hidden in me which I was not aware.

I really feel that the Faculty Orientation Program for Teachers has enhanced my confidence and lecturing skills and a supportive environment is also conducive to the holistic development of teachers.



Dr. Ram D. Kolhe





**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

## 2. Prof. Niketa Patil

**Assistant Professor: SKN Sinhgad School Of Business Management**

**Previous Teaching Experience: Entrepreneur, New to Teaching Field**

### **Feedback on Faculty Orientation program**

I, Niketa Patil, Assistant Professor of SKN Sinhgad School of Business Management, had 5 yrs. of industry experience. I have never been into teaching profession. As a result, I was clueless about classroom management, creating engaging lesson plans, case studies, time management, and reaching diverse learning styles.

The Sinhgad Institute is distinguished by its dedication to academic achievement, strong emphasis on practical learning, and supportive environment for students. It promotes culture of innovation, industry-relevance, and holistic development.

Sinhgad Institute fosters a collaborative and inclusive environment that motivates students to discover their potential in a variety of fields.

The faculty orientation program has been a great opportunity and a strong support in developing my skills and adjusting to the institute's work culture.

As a new faculty member, Faculty Orientation Program has provided me with the chance to enhance my management and teaching abilities, adapt to the culture of higher education establishments, and get a deeper comprehension of my professional obligations.

Being young lecturer, it has inculcated the quality of self-reliance through awareness of the social, intellectual and moral environment as well as to discover self-potential and confidence.

It has allowed me to communicate with numerous other faculty members. I gained knowledge of their instructional strategies, their subject-matter competence and their expertise in their respective streams.

  
Prof. Niketa Patil