

Rachana Shikhare

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Name in Full : DR. SHIKHARE RACHANA RAJENDRA

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Maharashtra India.

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Vidwan-ID : 581509

Alternative E-mail id: rachana_2011@hotmail.com;

Date of Birth: 09 / 11 / 1975

Professional Profile: Rachana possesses **23 + years of experience** as an educationist along-with corporate experience. She has mentored her Team & groomed them for end-to-end business dealings; playing a techno- managerial role. She has authored research papers, presented in National/International Conferences and published in UGC Care / Scopus/ Elsevier/Peer-reviewed Journals; and authored books. She has delivered Software Engineering and Software Testing sessions for M.S. Programme of Bits.Pilani University, and several Management program subjects for Post graduate students of Savitribai Phule Pune University. She believes in lifelong learning and knowledge sharing with high work ethics and values. She is enthusiastic team player, constructive contributor, having problem solving acumen to get accustomed to the assigned role(s).

Educational Qualification:

Sr. No.	University	Degree/ Course	Year of Passing
1	Savitribai Phule Pune University - Pune; INDIA	Ph.D. (Doctor of Philosophy) in Management	2013
2	Bharati Vidyapeeth Deemed University - Pune; INDIA	M.Phil. (Master of Philosophy)	2003
3	Pune University - Pune; INDIA	M.P.M. (Equivalent to MBA-HR) (Master of Personnel Management)	2001
4	Pune University - Pune; INDIA	M.C.M. (Equivalent to MBA-Systems) (Master of Computer Management)	1998
5	Shivaji University - Kolhapur; INDIA	B.Sc. (Micro) (Bachelor of Science - Microbiology)	1996

Additionally,

- FDP-IIMA: Prestigious 4 months Residential FDP (Faculty Development Programme) at the Indian Institute of Management (IIM)– Ahmedabad – India in the year 2004 with good score;
- ISTQB-ISEB: Software Testing Dual Certification in the year 2009;
- M.C.A. (Masters in Computer Applications): Lateral Post Graduate Programme from Punjab Technical University INDIA in 2013.
- ITIL V3 Foundation Certificate in September 2016.
- Foundations of Design Thinking from Focus-U Academy -2022.

Awards/Recognitions /Achievements:

- TechMahindra Ltd. Cookies Award: appreciation for contribution to internal project in 2009-10;
- Outstanding Committee Award at MKSSS's Hiraben Nanavati institute of Management & Research for Women-Pune INDIA, for MDP (Management Development Programme) Committee in 2016;
- Ms.Enthusiastic Education Icon 2018: at Mumbai by ThirtyOne Ventures for involvement and contributions towards education sector.
- Women Excellence Educational Leadership Award 2019 on Womens' Day, by International Leadership Development Council & Academy of Management Professionals (ILDC-AMP) at Hyderabad.
- Best Research Paper Award at ICDTSD-2022, IMERT (Institute of Management Education Research And Training) – Pune INDIA.

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Brief Work History: 20 yrs + Corporate & Academic Work experience

Duration Detail	Years Of Experience	Organization	Designation & Role (s)
01/10/2024 Till Date	8 Months	JDBIMSR- Pune Campus A constituent Institute of SNDT Women's University	Director (MBA & MCA-M)
06/05/2023 to 30/09/2024	1 year & 4 months (<i>SPPU Approval</i>)	SKP's DIMR (Dnyansagar Institute Of Management & Research)- Pune-INDIA	Associate Professor (MBA Department) Full Time
Since 01/06/2019	3years Freelancer	Samshodhan Trust; Lila Poonawalla Foundation; Bahai Academy, Shivaji University, SNDT, ICIT, Sinhgad Institutes; TrueAgile Business & Technology Consulting	Resource person / Corporate Coach / Business Associate/ Guest Speaker
1 st July 2020 to 30 th June 2021	1 year Contractual	MEF's MSMS (Matrix School of Management Studies) - Pune-INDIA	Professor (MBA Department) Full Time
19/07/2018 to 30/05/2019	11 Months (<i>1 Adhoc Professor Approval 2018-19</i>)	Dr.D.Y. Patil Prathisthan's DYPIMS (D.Y.Patil Institute Of Management Studies) , Akurdi- Pune-INDIA	Professor & Dean (MBA Department) Full Time
04/03/2014 to 22/04/2017	3 Yrs 1 month (<i>2 Adhoc Professor Approvals for 2013-14 & 2016-17</i>)	MKSSS's HNIMR (Smt.Hiraben Nanavati Institute Of Management & Research for Women); Pune-INDIA	Professor (MBA Department) Full Time
16/08/2012 to 15/01/2014	1 Yr 6 Months <i>Managerial AND Corporate Teaching</i>	ISTR (Institute of SofTech and Research); Pune-INDIA	Head-Corporate Training And Business Development
February 2011 to August 2012	1 Yr 6 Months <i>Freelance</i>	Self employed	Freelance Corporate Trainer & Consultant
08/01/2007 To 11/01/2011	4 Yrs <i>Managerial & Corporate Teaching experience at MNC + 2 yrs freelance Resource as Trainer & Behavioral Coach..</i>	TechMahindra Ltd.; Multi-National Company in Pune-INDIA	Training Manager And Sr.Faculty
15/06/1999 To 27/12/2006	7 Yrs 6 Months (<i>Permanent lecturer Approval</i>)	STES's SIOM (Sinhgad Institute Of Management); Pune-INDIA	Sr.Faculty (MCA , MCM, MPM & MBA Department)

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25/11/1998 To 30/06/1999	8 months	C-Dac PACE's ICIT (Institute of Computer & Information Technology); Pune-INDIA	Centre Head
15/05/1998 To 15/11/1998	7 months	V-Pra Computer Services; Pune- INDIA	Faculty
Additional Parallel Experience: Adjunct Faculty at Bits Pilani University for MS Programme From January 2007 to February 2013 7 yrs parallel Corporate Teaching Experience.			

Detailed Work Experience:

- 1. Organisation : SNDT Women's University -Janakidevi Bajaj Institute of Management Studies & Research – Pune Campus ; Service Period : 24 days .Role : Director : for MBA and MCA-M Programmes.**
- 2. Organisation: Shri Khanderai Prathisthan's Dnyansagar Institute Of Management; Pune-INDIA; Service Period: 06/05/2023 to 30/09/2024**
Role: Associate Professor: As an Associate Professor at this renowned educational Institution, primarily involved in, imparting training to the students of Masters Programme for Business Administration (M.B.A.) and Masters of Computer Applications (M.C.A.) facilitating placement Cell and Mentoring students.
Job accomplishments:
 - Mentoring & Counseling processes.
 - Conducting classroom sessions as a part of teaching assignment, for MBA students.
 - Internal assessment & Grading of the students as per their performance.
 - Administration/coordination of curricular and co-curricular duties assigned.
 - Support extended to NAAC (National Assessment and Accreditation Council) process in progress at the workplace on 7th Criteria.
 - Support extended for executing the placement process.
 - Support extended for SPPU Examination as a Internal Senior Supervisor.**Subjects Handled:** Organisational Behaviour, Verbal Communication, Human Resource Management, Competency Based HRM, Lab in Recruitment & Selection, CSR & S (Corporate Social Responsibility & Sustainability) , Project Management, PDC (Personality Development Capsule) contributor for students grooming sessions.
- 3. Organisation : Freelance Consultant /Resource Person/Corporate Trainer / Behavioral Coach:**
Past 5 years invited as Guest speaker for various Post Graduate ,Graduate Engineering, , Ph.D Research Coursework and Faculty Development Programme Resource Person by various reputed organisations such as **Lila Poonawalla Foundation , Shivaji University , Bahai Academy, Shrimati Nathibai Damodar Thakarsay Women's University (SNDTW) and Singhad Institutes** on various topics such as Project Management, Entrepreneurships Development, Work life Balance, Communication Skills, Personality Grooming and Research Study Literature Review. Also accompanying as Member /consultant/Facilitator/Mentor at Samshodhan Trust, ICIT Pvt. Ltd., TechMahindra Ltd. and TrueAgile Business and Technology Consulting – Pune.
- 4. Organisation: Matrix Education Foundation's Matrix School of Management Studies; Pune-INDIA ; Service Period: July 2020 to June2021**
Role: Professor: As a Professor at this reputed educational Institute, primarily involved in, imparting training to the students of Masters Programme for Business Administration (MBA), facilitating collaborations with industry and Mentorship.

Job accomplishments:

- Handled Admission, Mentoring & Counseling processes.
- Conducting classroom sessions as a part of teaching assignment, for MBA students.
- Internal assessment & Grading of the students as per their performance.
- Administration of various activities defining & executing for the placement process.

Subjects Handled: Strategic Management, Project Management, PDC (Personality Development Capsule) contributor for students grooming sessions, Organisational Behaviour and MIS (Management Information Systems).

5. **Organisation: Dr.D.Y. Patil Prathisthan's D.Y.Patil Institute Of Management Studies, Akurdi , Nigdi Pradhikaran ,Pune-India ; Service Period:** July 2018 to May 2019

Role: Professor and Head – Ph.D. Research Centre; Dean (Second Shift): primarily involved in, imparting training to the students of Masters Programme for Business Administration (MBA), facilitating collaborations with industry and Universities and Mentorship. As a Head of department-Research, administrates the end-to-end process for the Research Centre which is associated with the SP Pune University.

Job accomplishments:

- Conducting classroom and lab sessions as a part of teaching assignment.
- Internal assessment & Grading of the students as per their performance.
- Coordination of Guest Sessions, Seminar, Workshop & Conferences.
- Administration/coordination of curricular and co-curricular duties assigned.
- Administration of end-to-end process for the Research Centre.
- As Incharge Head, coordinating the International Interface Cell at DYPIMS.

Subjects Handled: Lab in Recruitment & Selection, Lab In Job Description and Analysis, Qualitative Marketing Research, MIS, PDC (Personality Development Capsule) contributor.

6. **Organisation: MKSSS's Smt.Hiraben Nanavati Institute Of Management & Research (HNIMR) ; Pune: India ; Service Period:** March 2014 to April 2017

Role: Professor (IT) and Head Of Department – Ph.D. Research Centre: Maharshi Karve Stree Shikshan Samstha 's Smt. Hiraben Nanavati Institute Of Management & Research (HNIMR) is a premier institute based in Pune. HNIMR, is an all-women management institute affiliated to University of Pune and recognized by AICTE & DTE. It was accredited by National Board of Accreditation for the period 2008-2011.

As a Professor for Information Technology at this reputed educational Institute, primarily involved in, imparting training to the students of Masters Programme for Business Administration (MBA). As a Head of department-Research, administrates the end to end process for the Research Centre which is associated with the SP Pune University.

Job accomplishments:

- Handled Admission, Mentoring & Counseling processes.
- Conducting classroom and lab sessions as a part of teaching assignments.
- Internal assessment & Grading of the students as per their performance.
- Coordination of Guest & Corporate Sessions.

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- Contributing to various initiatives under the IT and Operations Specialization.
- System Administrator for the MBA On-line examinations.
- Project & Dissertation guidance of IT & Operation Specialization students.
- Administration/coordination of curricular and co-curricular duties assigned.
- Administration/coordination of end-to-end process for the Research Centre.
- As In-charge Head, coordinating the International Interface Cell at HNIMR.
- Instrumental in overall organization for the National & International Conferences.
- *Successfully coordinated and participated: Singapore Study Tour in 2016.*
- *Special achievement of guidance & coordination: IIM Kolkatta Carpe Diem Business Plan Competition, wherein HNIMR bagged 1st Prize and Trophy in 2017.*

Subjects Handled: Software Engineering (SE), DBMS / RDBMS Concepts, E-Business, Software Quality Assurance, Software Testing, Software Project Management, MIS, Enterprise Analysis & Desk Research and Start-Up & Venture Management.

7. Organisation: International SofTech Research Pvt. Ltd.-Pune INDIA; Service Period:

Aug2012 to Jan 2014

Role: Head-Corporate Training And Business Development: International Softech Research Pvt.Ltd. (ISTR) is IT Solutions providing company based in Pune. ISTR provided the clients a strategic competitive edge in their marketplace by leveraging cost effective key technology resources to rapidly produce business critical applications. As a Head Corporate Training & Business Development was responsible for the overall Team building and business expansion,

On- Job Accomplishments:

- Managing, Mentoring, grooming and teaching the trainers and the development team.
- Taking follow-up with day-to-day business and extend support in business plans.
- Developing corporate relationships w.r.t. training and business expansion.
- Involved in the Interview process while hiring people resources.

Team size: 16

8. Freelance Corporate Trainer in Pune INDIA; February 2011 to August 2012

Class room and virtual trainings for Bits Pilani Off Campus Batches, Vinsys , SCDL ,etc.

9. Organisation: TechMahindra Ltd. Pune – INDIA: Service Period: Jan 2007 – Jan 2011

Roles: Training Manager, Test Manager, Sr.Faculty & Subject Matter Expert (SME): TechMahindra Ltd is an Indian Multinational Company, which is provider of information technology, networking technology solutions and business support services majorly to the telecommunication Domain. It is a part of the Mahindra Group conglomerate. Education Services Group (ESG)- Technical: catered the customized Training requirements from the Projects. ESG group is dedicated in imparting Quality training to the fresher (ITP), Matured Trainees (MT) Batches and Continuous Education Programme (CEP). Courseware development in print and audio-visual format; as well as Project consultancy are other important activities carried out by ESG-T Group.

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On- Job Accomplishments at TechMahindra Ltd. :

- * **As a Training Manager and ITP Manager** with ESG-Technical Team,
 - Conducted class room and virtual training sessions along-with lab sessions for ITP, MT and CEP Batches.
 - Contribution to Test Paper Bank & Reviewer/Approver for Test Papers.
 - Managed end-to-end fresher programme for Pune location.
 - Managed highest Batch intake and lead a Team of Faculty, Sr.Faculty and Co-ordinators.
 - Liaison with other supports departments like HR, FMG, ISG, TIM in TechMahindra for several processes.
 - Involved in Interview for In-House as well as Vendor Faculty.
 - Coordination with other Training Managers and IDU Head across the location.
 - Managing Cost effective solution in case of outsourcing ITP batch: Vendor Faculty or complete infrastructure outsourcing.
 - Train the trainers for capabilities.
 - Competency mapping of the team members and appraisals.
 - Coordinating with the L & D and the eLearning Team members.

Team Size: 33

- * **As Andes Training Manager** (Internal Project additional charge);
 - Managed end-to-end Andes Training requirements for specific BT Projects.
 - Liaison with the BT Project IDU Heads and the Team members for requirement understanding and completing the course delivery with the help of in-house or vendor Trainers.
 - Coordinating with the elearning team and designing customized course material, getting it reviewed from SMEs and deploying for Project Training requirements.

Team size: 6

- * **As a Test Manager-** for ESG-T internal project - SPARK Portal: This was internal development project used for managing the complete Induction Programme for the freshers trainings right from their enrollment upto the examination & evaluation. Team size was 14

- * **As a Sr. Faculty & SME;**
 - Conducting sessions for ITP, CEP and Lateral participant of TechMahindra.
 - Assisted for the Audit & Data Compilation work.
 - Reviewer of course Materials – Catalogues, Slides, recorded sessions.
 - Voice-over artist for the e-learning corporate material developed by the in-house Team.
 - Played significant role in designing e-learning material and to manage the LMS.

Environment: DBMS (Database Management Systems), SQL(Structured Query Language), SPM(Software Project Management), Software Engineering, UML(Unified Modelling Language) , Validation, Verification & Testing, Quality Center, Winrunner, Programming Techniques, Introduction to CRM-Siebel 7.7 ccc.

Team Size: ranged 33 to 47 during the tenure.

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10. **Organisation STES's Sinhgad Institute Of Management:Service Period:** July 1999 – Dec 2006

Roles: Sr. Faculty, Special coordinator: Placements & Corporate Relations for SMI & SBS,

Incharge: International Cell for SISC: Sinhgad Institutes is one of the most premier Group of Institutes in Pune-India. The educational establishment has range of Institutes from Kinder Garden School to Post graduate Institutions at multiple locations in Maharashtra. University Of Pune courses such as MBA, MPM, MCA, MCM as well as few Autonomous courses such as MMM, PGDBM, etc are offered.

On- Job Accomplishments at Sinhgad Institute Of Management: As a Sr. Faculty,

- Conducting lectures for the SSPU PG Programmes : M.C.A., M.C.M., M.P.M. & M.B.A.
- Co-ordinating extracurricular activities.
- Project Guidance to the final year students.
- Author and Courseware Designer for material for autonomous e-learning course modules.
- Coordinator, Editor & Author for Impact Annual Magazine.
- Organizing seminars and corporate interaction related events.
- **In-charge for Sinhgad International Students Center (SISC),** coordinating the daily follows with the International students at sister concerns of Sinhgad Business School in Pune and liaisoning with the officials at International Cell of University of Pune. Visits and follow-ups at the Consulate Generals in the embassy offices of various countries in Mumbai and Delhi in India.
- **Special Coordinator: Placements & Corporate Relations** for Sinhgad Institutes of Management and Sinhgad Business Schools (SMI & SBS), involved in campus placement activities, establishing and maintaining corporate relations. Visits and follow ups with the corporate officials and the Institutional Heads.

Subjects Handled: Software Engineering (SE), DBMS / RDBMS Concepts, Information Systems: Analysis, Design & Implementation, Software Project Management & Electronic Data Processing Mgt. (SPMEDPM), Current Trends in Information Technology (CTIT), Business Application, Management Information System (MIS) and Business Communication.

11. **Organisation: C-Dac PACE's ICIT- Computer Training Centre** November 1998 – June 1999

Role: Center Head : ICIT Training Institute was an authorized training center of C-DAC (Center for Development of advanced Computing – A scientific society of Department of Electronics, Government of India) and PACE (Multi-Lingual center) in Pune-India. Various professional as well as government recognized diploma and certificate programmes were offered in the area of Software Development, Networking, Graphics, Office Automation, etc

On- Job Accomplishments:

- Liaison with the C-Dac & PACE Bureau officials.
- Managing & coordinating the Centre.
- Controller of the Examination System.
- Trainer for some module for the Diploma courses.
- Planning & Designing of the autonomous courses & scheduling the batches.

Environment: Computer Awareness, DBMS-RDBMS Concepts, Basic Networking Concepts.

Team Size: 8

12. Organisation: V-Pra Computer Service Pune- INDIA; Service Period: May 1998- Nov 1998.

Role: Faculty and lab instructor: V-Pra Computer Service in Pune- India; catered the IT service requirements of clients. Its business comprised of Software Development, Hardware and Networking, Computer peripherals sale & service and several types of printing consignments.

On- Job Accomplishments:

- Support the Development Team
- Conduct Trainings
- Maintain and support the computer lab

Environment: Oracle 7, Database and Software Engineering concepts.

Team Size: 6

Other job engagement in parallel with some of the above-mentioned job appointments:

*** Bits Pilani (Rajasthan University), January 2007 to March 2014**

Role: Adjunct Faculty: Birla Institute Of Technology & Science (BITS)-Pilani is a reputed University, based in Rajasthan-India which is an Indian Institute of higher education and deemed University. Apart from On-campus programmes it offers off-campus programmes spread across various places in India and Dubai. Work-related learning programs accommodate industry professionals who wish to pursue an advanced degree while remaining employed. As an Adjunct Faculty, for M.S. in Software Engineering & Telecommunication; imparted training for the Off-campus weekend Corporate Programme designed specifically for employees in joint venture with some of the prominent software organisations in Pune.

On- Job Accomplishments:

- Imparting Training for M.S. Degree Programmes.
- Paper setting and Evaluation of the papers.

Environment: Software Engineering, Database Management and applications, Software Testing Methodologies.

Other Roles conferred in past:

- Board Of Studies Member for Social and Allied subjects at Shivaji University, Kolhapur.
- Advisory Board Member for International Conferences in India (SIOM, HNIMR, ICFAI Pune)
- Chair-person & Reviewer for Paper Presentations for the International Conferences in India.
- Deputation by Pune University & Bharati Vidyapeeth on various role such as Chairman / Moderator / Ex.Supervisor / Examiner For Theory/ Project Viva of MCM, MCA & MBA .
- Guest Speaker at various Institutes in Pune, Mumbai, Kolhapur, Satara, Panchgani & Shirur.
- Authored publication of on-page & Off Page online blogs and articles, research papers in Magazine, National and International Journals.
- Presenter of research papers in National & International Conferences in India and abroad.
- Content Writer & contributor of study material for various courses.
- Authored, Editor and contributor for college magazines and Books.
- Voice-Over, script-writer and technical documentation for on-site projects at TechMahindra Ltd.

Membership of Professional Bodies like ICA, ICWA.: Life Member of ISTE –Pune Chapter.

Seminars, FDPs, Workshops & Conferences Attended/ Organized:

Dr.Rachana was associated with 50 + Paid/Free, Offline / Online Workshop/Seminars on various topics from 1999 to 2024.

Publication List of Dr.Rachana Shikhare

• **Books/ Study Material: Authored / Contributed:**

1. Current Advances in Multidisciplinary Research; Rubicon Publications; ISBN:978-1-913482-16-9 ;10th Chapter titled: A Study on Quality of Work Life among employees of selected IT company; January 2023.
2. Entrepreneurship Development in Digital Era: Text and Cases; Iterative international Publisher; ISBN:978-93-92591-86-0 in January 2022.
3. Contributed 1 chapter in Book in Marathi “Swapnapurti: Prerna Navudyojakanchya” ; Diamond Publication ; ISBN No. : 978-93-91948-72-6 in June 2022.
4. Computing & accounting & Finance. [ICWAI-Intermediate], Information System for auditing & Cost Management [ICWAI-Final]

• **Research Papers Publications:**

- 1) A Literature Review Of Cyber Security Adoption In Automobile Sector: With Special Reference To Connected Autonomous Vehicles In Indian Context; The Online Journal of Distance Education and e-Learning, April 2023 Volume 11, Issue 2; ISSN 2147-6454; **UGC-Care Group**
- 2) Application Of EKM (Enterprise Knowledge Management) In The Key Business Processes: A Survey Study In Selected IT Companies In Pune Region; The Online Journal of Distance Education and e-Learning, January 2023 Volume 11, Issue 1; ISSN 2147-6454; **UGC-Care Group**
- 3) Resilience In Cyberspace With Data Analytics Fostered Knowledge Management Capabilities: A Discourse For Sustainable Implementation Strategy; The Online Journal of Distance Education and e-Learning, January 2023 Volume 11, Issue 1; ISSN 2147-6454; **UGC-Care Group**
- 4) Smarter Education Methodologies for MET (Maritime Education and training): An approach with Augmented Reality; OCEANS 2022 Chennai Online Proceedings; **IEEE Xplore**: 19 May 2022; INSPEC Accession Number: **21732398**; **Electronic ISBN:978-1-6654-1821-8**; **Print on Demand (PoD) ISBN:978-1-6654-1822-5** supported main author Chief Engineer Mr. Mahesh Patil for this paper under the guidance of Dr. Rajoo Balaji- Director, Indian Maritime University.
- 5) Implementation Of Enterprise Knowledge Management And Its Impact On The Key Business Processes: HR Perspective; ICDTSD-2022 IMERT Pune Proceedings; received Best Paper Award.
- 6) Factors Affecting the Effectiveness of HRIS (Human Resource Information System):- An Empirical Study; Journal of Positive School Psychology; Vol. 6 No. 5 (2022) ;(ISSN 2717-7564) ; a peer-reviewed journal.
- 7) Transforming Human Resource Management with HR Analytics: A Quantitative Study of Benefits and Challenges; International Journal of Early Childhood Special Education (INT-JECSE) - Q4; Volume 14, Issue 03,2022; (ISSN: 1308-5581)
- 8) Impact of work life balance on job switching behavior- an Empirical Study; **SCOPUS indexed**; ISSN: 1938-5862; E-ISSN:1938-6737; iopscience.iop.org/journal/1938-5862, 2022. (International)

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- 9) Digital Payment Saga: Pandemic Impact on ATM Usage in India, Science Research Society **Scopus indexed; Turkish** Online Journal of Qualitative Inquiry (TOJQI); Volume 12, Issue 3, July 2021: (ISSN 1649 – 1658) (International); <https://tojqi.net/index.php/journal/article/view/1544>
 - 10) Fostering Organizational Excellence In Km Environment: Innovative Perspective For Sustainable Growth Path; International Journal of Management (IJM); © IAEME Publication **Scopus Indexed**; Available online at <http://www.iaeme.com/IJM/issues.asp?JType=IJM&VType=11&IType=11>; Volume 11, Issue 11, November 2020; ISSN Print: 0976-6502 and ISSN Online: 0976-6510. (International)
 - 11) A Pragmatic Study to appreciate how HR measures supports the Implementation of Knowledge Management in Enterprises in IT Enterprises; Sambodhi Journal, Vol -43-No.-04(IV), October-December 2020 (ISSN: 2249- 6661) **UGC Care Approved**, Peer Reviewed & Referred Journal, Impact Factor 5.80; (International South Asian Journal)
 - 12) Influence of Human Resource Development in KM Implementation in selected enterprises in IT Sector, published in Journal of Information and Computational Science. **UGC-Care Group 2-** <http://joics.org>© 2020 joics.org; Vol 10 Issue 8, 2020; (ISSN: 0377-9254); (International)
 - 13) Media Ethics in Modern Times: A Sneak Preview from the Millennial Perspective, at International Conference on “Media Ethics” organized by Department of Journalism & Mass Communication, Tilak Maharashtra Vidyapeeth on 9th & 10th January 2019. **ELSEVIER** publication of selectively published Papers with **Scopus Indexed** database with 1.69 Impact Factor. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3396134 (International)
 - 14) Outsourcing in Social Organization: A Case Study Of Pune Heart Brigade (PHB) ; CIIT Journal Of Data Mining & Knowledge Engineering, Ahmedabad; 2009. **Peer reviewed** International research Journal; <http://www.ciitresearch.org/aboutus.html>
 - 15) Pricing Strategy Of KM-related Services in Nonprofit Organizations: A Special reference to Libraries, 3rd IEEE International Conferences on Management of Innovations & Technology (ICMIT) held at Singapore. Published in the proceedings **Scopus Indexed**; 2006. (International)
 - 16) “SMEs In Electronic Age”, SEDME Journal –Hyderabad, Vol 31 No 3; 2004 (ISSN: 9708464). (International) **UGC-Care Listed**.
 - 17) Managing Peace In 21st Century, The 2004 International Business and Economic Research Conference, at Las Vegas- U.S.A. **Presented** and Published in the proceedings, 2004. (International)
 - 18) Talk Small and Think Big: SME’S Vs Large Companies, The 2004 International Business and Economic Research Conference, at Las Vegas- U.S.A. **Presented** and Published in the proceedings, 2004. (International) (Availed Travel Grants, for presenting these 2 papers in USA)
- **Technical Material for Corporate:** Contributed in the Designed 5 technical course Modules and 1 Doodle voice over published as a part of *Corporate Internship* at eLearning division, At TechMahindra Ltd in December 2016.
 - **Publications :- Research Paper National :1 ; Research Paper International: 17 Other (Monograph /Articles / Magazines/Journals/Book/Blog): 10+**

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- **Ph.D. Thesis Title:** “Application of Enterprise Knowledge Management in HRD (Human Resource Department): A Comparative analysis of the Companies In IT Sector, in and around Pune.”
- **M.Phil. Dissertation Title:** “Study of Need of Knowledge Management Implementation in Service Sector: With special reference to the On-Line Library System at Mahindra British Telecom Ltd., Pune.”
- **Patent filed & published:** Conceptual Framework of Project Management for e-governance Service Development; Patent Application No:202321014528; 2023.
- **Author Scopus id Number:** 16403253800;
- **Author Orcid :** 0000-0002-9898-0689

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