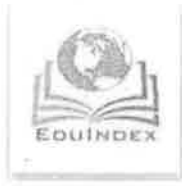


Research Publications in the Journals during 2019-20

Sr. No.	Title of the Paper	Name of Author	Title of journal
1	Accreditation Momentum a Threshold for Behavioral Change-A Study on Quality improvement	Dr. M.A. Lahori	Think India Journal ISSN: 0971-1260 Impact Factor6.2 December, 2019
2	Commensurate Your Remuneration -A Technique in Slowdown Economy	Dr. M.A. Lahori	International Multilingual Referred Peer Reviewed Research Journal VidyawartaR Publisher Harshwardhan Publication Pvt Ltd, Limbaganesh – Beed ISSN 23199318 Impact Factor- 7.041 (IIJIF) May 2020
3	Impact of Systematic Procedures of Shopping Mall And Staff Engagement In Consumer Buying Process: A Case of Undergraduate Students In PuneCity	Dr. V.N.Sayankar	International Journal of Emerging Technologies and Innovative Research (JETIR), Ahmedabad ISSN-2349-5162, June 2019
4	B-School: Issues and Concerns for Implementation of CSR Activities	Dr. V.N.Sayankar	International Chronicle of the Neville Wadia Institute of Management Studies & Research , Pune ISSN-2230-9667, Feb 2020
5	Emergence of Stress: Adoption of Individual and Organizational Strategies	Dr. V.N.Sayankar	AdhalraoPatil , Institute of Management and Research ,Landewadi, Pune (APIMR IRJCM) ISSN-2582-0966, Feb 2020
6	ISO 26000: The Guiding Principle for Businesses in a Socially Responsible Approach	Dr. V.N.Sayankar	Studies in Indian Place Names (UGC Care Journal) by The Place Names Society

			of India ISSN: 2394-3114 Vol-40-Issue-27- February -2020
7	A Study on Investment Decisions Focusing Knowledge and Behaviour	Dr. V.N.Sayankar	Studies in Indian Place Names (UGC Care Journal) by The Place Names Society of India ISSN: 2394-3114 Vol-40-Issue-27- Impact Factor-6.3 February -2020
8	Corporate Social Responsibility in India- A way of giving back to society	Dr. V.N.Sayankar	Studies in Indian Place Names (UGC Care Journal) by The Place Names Society of India ISSN: 2394-3114 Vol-40-Issue-27- Impact Factor-6.3 February -2020
9	A Study of Consumer Perception for Pharmaceutical Products in Emerging Market. An Indian Perspective.	Dr. V.N.Sayankar	Studies in Indian Place Names (UGC Care Journal) ISSN 2394-3114 February-2020
10	“Accreditation Momentum a Threshold for Behavioral Change-A Study on Quality improvement”	Dr. U.S. Kollimath	Think India Journal ISSN: 0971-1260 Impact Factor 6.2 December, 2019
11	B-Schools: Issues and Concerns for Implementation of CSR Activities’	Prof. S.S. Khatri	International Chronicle of the Neville Wadia Institute of Management Studies & Research , Pune ISSN-2230-9667, Feb 2020



Think India Journal
ISSN: 0971-1260 Vol-22; Special Issue-24
National Conference on
A Modern Approach to Designing
Implementation and Reinforcement of Quality
Management System Organised by
ZES's, Zeal Institute of Management and Computer Application,
Narhe, Pune, Maharashtra, India
on 21st November 2019

Accreditation Momentum a Threshold for Behavioral Change-A Study on Quality improvement

Dr. M.A.Lahori

Director

Anekant Institute of Management Studies (AIMS) Baramati- Pune 413102

Email: drmalahori@yahoo.com

Dr. Umesh S. Kollimath

Associate Professor

Anekant Institute of Management Studies (AIMS) Baramati- Pune 413102

Email:kollimath@rediffmail.com

ABSTRACT:

Of late, the accreditation and affiliation is a mark of 'Quality'. The accreditation is awarded by some nominated organization either by governmental or non-governmental. But accreditation by governmental authority has its due advantages than other one (private), either fetching government funds or status among the stakeholders etc., and capitalizing the psychologymileage of public in general. The accreditation plays a pivotal role.

This study pertains to the Management Institute's Accreditation (MBA) by NAAC authority in the new format (2017) viz 70:30 ratios. It means 70 percent by Data Validation & Verification (DVV) and 30 percent by the peer team evaluation on the spot visit. The core objective of the new format (DVV) is to leverage the actual functionalities of Institute with every single quality metrics, rather than just on paper text format evaluation. This is basically an empirical insight of the 'on-going NAAC Peer Team Visit and DVV' evaluation metric by metric.

This study is more pragmatic and empirical on recent NAAC accreditation, in one of the MBA Institutes. This study certainly showcases the impact of NAAC accreditation (higher or lower) on the behavioral change of stakeholders.

Key words: accreditation, mark of *Quality*, and behavioral change of stakeholders.

INTRODUCTION

As a matter of fact the Institute in the study got accreditation grade lower than expected and lesser than confidence shown by the staff, though no stone was left unturned and did very continual hard efforts.

CMMEN SURATE YOUR REMUNERATION -A TECHNIQUE IN SLOWDOWN ECONOMY

Dr. M.A.Lahori, Director, Anekant Institute of Management Studies (AIMS) Baramati- Pune
drmalahori@yahoo.com

ABSTRACT

In general 'Salary' is a remuneration, an employee eligible to get after rendering the valuable services to the organization. In other words it is a price of his/her service. Thus the term salary is inevitable in employees' life whether he/she is a professional or not. The amount of knowledge, skill and experience generally commensurate the salary package. The art of salary negotiation particularly when economy is slowdown based on the various factors and it plays a vital role to earn more with the designated knowledge, skill and experience.

In this paper, attempts have been made to lucid the term salary and negotiations rather than explaining the terms like interview tips and other technical part. Thus for the clarity and to be on subject, the study is carried out in two parts; *Salary and Negotiation*. However the negotiation is the main hallmark of this study.

Key words. commensurate, negotiation skills, knowledge and skills, market and industry situation.

INTRODUCTION

The title of this paper is "*Commensurate Your Remuneration-A Technique in Slowdown Economy*" It means learn Negotiation skills to get more, in recent job market particularly when are in the phase of slowdown economy, remember the '*Skill-set*' has the price-tag. Yes one needs to be very tactful and brilliant to use negotiation techniques to get commensurate price for his/her '*Skill-set*'. The study revealed that, the compensation to the employees is a composite of benefits, performance incentives, stock option, profit sharing, health care, fringe benefits, security of job and financial savings, working environment, wellbeing of the family welfare and lot more social-economic causes.

Basically the '*Negotiation Techniques*' is purely based on the '*cost and benefit*' and '*return on investment (ROI)*' with the integration of the market demand of a particular *Skill-Set*. With this input a standard remuneration band may be arrived and now you can *price yourself* for your services. Hence before rating your value in terms of remuneration, do some market study and get an idea of what earnings you should be negotiated. But in few cases the salary structure is fixed, in such situation your Negotiations Skill may pay you more despite of the structured pay scale. Looking to the total deal one can determine the amount wanted to be paid annually and accordingly settle on a minimum that you're willing to accept.

During study it is noted that, few are presently earning less than the market average? This can happen if you've been working at one company for a long period of time with modest increases annually. In this instance, your chances of securing a salary offer from another firm that's commensurate with the market average are bleak. To get ahead, you need to communicate to the authorities with the '*cost benefit*' and earning out of your *Skill-Set* and you are worth to consider for better remuneration, I mean Commensurate Remuneration based on your knowledge and Skill-sets. Meanwhile consult with trusted colleagues about such situations and how it can be


IMPACT OF SYSTEMATIC PROCEDURES OF SHOPPING MALL AND STAFF ENGAGEMENT IN CONSUMER BUYING PROCESS: A CASE OF UNDERGRADUATE STUDENTS IN PUNE CITY

Mr. Amar P Narkhede¹, Dr. V. N. Sayankar, ²Dr. J. B. More³

Assistant Professor¹, (Lexicon Management Institute, Wagholi, Pune) Professor, (Research Guide)² Anekant Institute of Management Studies, Baramati

Professor and HOD, (Research Co-Guide)³ Department of Commerce, Sant. Muktabai Arts and Commerce College Muktainagar, Jalgaon

North Maharashtra University¹, Jalgaon, Maharashtra, India.





Neville Wadia Institute of Management Studies & Research,

Modern Education Society's

Pune-411001, (India)

In Association with

Savitribai Phule Pune University,

Pune-411007, (India)



CERTIFICATE

This is to certify that, Dr./Mr./Ms. VINOD N. SATYANKAR of _____ presented/published a research paper

titled 'B-Schools : Issues & Concerns For Implementation of
CSR Activities'

at the **International Conference on "Emerging Business Practices in the present Era of Globalization"** held on 11th & 12th February, 2020. The paper is published in the peer reviewed journal "Chronicle of the Neville Wadia Institute of Management Studies & Research" having ISSN No. 2230-9667

Prof. V. K. Lalbeg
Conference Co-ordinator

Dr. A. B. Dadas
(Director)

EMERGENCE OF STRESS: ADOPTION OF INDIVIDUAL AND ORGANIZATIONAL STRATEGIES

Dr. Vinod N. Sayankar

Professor, Anekant Institute of Management Studies, Baramari, Pune

ABSTRACT

There is considerable evidence that most managers report feeling work related stress, the recent environment is making thing worse. Stress is usually thought of in negative terms. Stress is a septicity spreading like wildfire and emitting large number of organizational and individual members across the world. Thousands of employees are traveling silently and with helplines. These employees with a stress losing the motivation and suffers a tremendous pressure in their day to activities. This will impact on performance of individual as well as in particular effect the organization profitability. Stress may impact on health of individual and disturbs the life balance. There are techniques exists to reduce the level of stress. The strategies can be used at individual and organizational level for reduction of stress.

Keywords: Environment, Activities, Motivation, Strategies, Level

INTRODUCTION:

Stress is an individual's response to a worrying factor in the environment and concern of such reaction. The physical or psychological demands from the environment that basis stress is call stressors. Stress is usually thought of in negative terms. It is thought to be caused by something bad. This is form of distress. However, there is always a positive, pleasant side of stress caused by good things.

This is a form of eustress. It is also important to point out what stress is not. Stress is not simply anxiety. Anxiety operates solely in the emotional and psychological sphere, whereas stress operate and also in the physiological sphere. Stress is not simple nervous tension. Like anxiety, nervous tension may result from stress however two are not same. Stress is not something damaging, bad or to be avoided. Eustress is not damaging or bad and is something people should seek out rather than avoid.

OBJECTIVES OF THE STUDY

1. To study overview of stress
2. To understand the causes of stress
3. To analyse the Individual Stress Management Strategies
4. To analyse the Organizational Stress Management Strategies

RESEARCH METHODOLOGY

The research paper is a conceptual research, based on the secondary data sourced from various research journals and articles.

Studies in Indian Place Names
(UGC Care Journal)

ISSN: 2394-3114
Vol-40-Issue-27-February -2020

ISO 26000: The Guiding Principle for Businesses in a Socially Responsible Approach

Dr. Vinod N. Sayankar

Professor, Anekant Institute of Management Studies (AIMS), Baramati

vnsayankar@gmail.com

Abstract:



Studies in Indian Place Names
(UGC Care Journal)

ISSN: 2394-3114
Vol-40-Issue-27-February-2020

A Study on Investment Decisions Focusing Knowledge and Behaviour

Dr.Madhulika Sonawane , Associate Professor, School of Management Studies,
KavayitriBahinabaiChaudhari North Maharashtra University, Jalgaon

Dr.Vinod Sayankar, Associate Professor, Anekant Institute of Management Studies,
Baramati

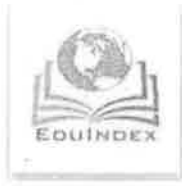
Mrs.Prajakta Mandar Joshi, Research Scholar, School of Management Studies,
KavayitriBahinabaiChaudhari North Maharashtra University Jalgaon

Studies in Indian Place Names
(UGC Care Journal)

ISSN 2394-3114
Vol-40-Issue-27-February-2020

**A Study of Consumer Perception for Pharmaceutical Products in
Emerging Market. An Indian Perspective.**

Prof.Dr. Vinod N. Sayankar
Research Guide at NWIMSR Pune-01 and Prof. at AIMS Baramati
Email id: -vnsayankar@gmail.com
Contacts No: -+91 95034 97098



Think India Journal
ISSN: 0971-1260 Vol-22; Special Issue-24
National Conference on
A Modern Approach to Designing
Implementation and Reinforcement of Quality
Management System Organised by
ZES's, Zeal Institute of Management and Computer Application,
Narhe, Pune, Maharashtra, India
on 21st November 2019

Accreditation Momentum a Threshold for Behavioral Change-A Study on Quality improvement

Dr. M.A.Lahori

Director

Anekant Institute of Management Studies (AIMS) Baramati- Pune 413102

Email: drmalahori@yahoo.com

Dr. Umesh S. Kollimath

Associate Professor

Anekant Institute of Management Studies (AIMS) Baramati- Pune 413102

Email:kollimath@rediffmail.com

ABSTRACT:

Of late, the accreditation and affiliation is a mark of 'Quality'. The accreditation is awarded by some nominated organization either by governmental or non-governmental. But accreditation by governmental authority has its due advantages than other one (private), either fetching government funds or status among the stakeholders etc., and capitalizing the psychologymileage of public in general. The accreditation plays a pivotal role.

This study pertains to the Management Institute's Accreditation (MBA) by NAAC authority in the new format (2017) viz 70:30 ratios. It means 70 percent by Data Validation & Verification (DVV) and 30 percent by the peer team evaluation on the spot visit. The core objective of the new format (DVV) is to leverage the actual functionalities of Institute with every single quality metrics, rather than just on paper text format evaluation. This is basically an empirical insight of the 'on-going NAAC Peer Team Visit and DVV' evaluation metric by metric.

This study is more pragmatic and empirical on recent NAAC accreditation, in one of the MBA Institutes. This study certainly showcases the impact of NAAC accreditation (higher or lower) on the behavioral change of stakeholders.

Key words: accreditation, mark of *Quality*, and behavioral change of stakeholders.

INTRODUCTION

As a matter of fact the Institute in the study got accreditation grade lower than expected and lesser than confidence shown by the staff, though no stone was left unturned and did very continual hard efforts.



Neville Wadia Institute of Management Studies & Research,

Modern Education Society's

Pune-411001, (India)

In Association with

Savitribai Phule Pune University,

Pune-411007, (India)



SAVITRIBAI PHULE PUNE UNIVERSITY

CERTIFICATE

This is to certify that, Dr./Mr./Ms. SMIITA S. KHATRI of _____

presented/published a research paper titled 'B- Schools : Issues & Concerns for Implementation of CSR Activities

at the **International Conference on "Emerging Business Practices in the present Era of Globalization"** held on 11th & 12th February, 2020. The paper is published in the peer reviewed journal "Chronicle of the Neville Wadia Institute of Management Studies & Research" having ISSN No. 2230-9667

Prof. V. K. Lalbeg
Conference Co-ordinator

Dr. A. B. Dadas
(Director)