

First Cycle 2023-2028

Hon. Shri. Vilas V. Lande President Hon. Shri. Sudhir V. Mungase Secretary Hon. Shri. Ajit D. Gavhane Treasurer

# 6.3.2

Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

DIRECTOR GAIMATA JUAU MIKSHAN PRASARAK MANDAL'S INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH Dudulgson, Pune-412 105. **RAJMATA JIJAU SHIKSHAN PRASARAK MANDAL's** 

# **INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH**

Approved by AICTE, Govt.of Maharashtra & DTE Affiliated to Savitribai Phule Pune University, Pune DTE Code :- 6158 University Code : - IMMPO13230

Certified by ISO : 9001-2015, ISO : 14001-2015



Recognized as Green Educational Campus

First Cycle 2023-2028

Hon. Shri. Vilas V. Lande President

RJSPM

Hon. Shri. Sudhir V. Mungase Secretary Hon. Shri. Ajit D. Gavhane Treasurer



Sr. No.	Title
1	Policy document on providing financial support to teachers
2	Summary of programme and participants in each programme
3	Certificates of programme
4	Payment receipt of amount paid by college to faculty



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DIRECTOR RAIMATA JUAU SHIKSHAN PRASARAK MANDAL'S INISTITUTE OF COMPUTER & MANAGEMENT RESEARCH Duduigson, Pune-412 105



Hon. Shri. Vilas V. Lande President Hon. Shri. Sudhir V. Mungase Secretary Hon. Shri. Ajit D. Gavhane Treasurer

# 1. POLICY DOCUMENT ON PROVIDING FINANCIAL SUPPORT TO TEACHERS

**Objective:** The primary objective of this policy is to provide a structured framework for offering financial support to teachers, recognizing their invaluable contribution to education and ensuring their well-being.

**Scope:** This policy applies to all teachers employed by [School/Organization Name]. It encompasses financial assistance, allowances, and benefits designed to enhance the financial stability and professional satisfaction of teachers.

## **Financial Support Categories:**

#### 1. Salary Structure:

- Establish a competitive and transparent salary structure based on qualifications, experience, and performance.
- Regular reviews and adjustments to ensure salaries remain competitive with industry standards.

#### 2. Professional Development Fund:

- Allocate funds for ongoing professional development.
- Reimbursements for workshops, conferences, and courses related to teaching and subject matter expertise.

# 3. Healthcare Benefits:

- Provide comprehensive health insurance coverage for teachers and their dependents.
- Regular health check-ups and wellness programs.

# 4. Housing Assistance:

• Explore housing assistance programs such as housing loans, subsidies, or accommodation options to ease the financial burden on teachers.

# 5. Transportation Allowance:

• Offer transportation allowances to ease commuting expenses.

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Explore options for subsidized public transportation passes.

# 6. Education Support:

- Support teachers pursuing higher education with tuition reimbursement programs.
- Provide resources for continuous learning, including access to educational materials and subscriptions.



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**Retention Bonuses:** 

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- Implement retention bonuses for teachers with long-term commitment to the institution.
- Recognize and reward loyalty and dedication.

## 8. Emergency Funds:

- Establish an emergency fund to assist teachers facing unforeseen financial challenges.
- Transparent and fair criteria for accessing emergency funds.

## **Implementation:**

#### 1. Communication:

- Clearly communicate the financial support policies to all teachers.
- Regularly update teachers on any changes or additions to the policy.

## 2. Monitoring and Evaluation:

- Establish a monitoring system to ensure adherence to the financial support policies.
  - Conduct periodic evaluations to assess the effectiveness of the financial support programs.

## 3. Feedback Mechanism:

- Create a feedback mechanism for teachers to express their concerns or suggestions regarding financial support.
- Use feedback to improve and refine the financial support policies.

# 4. Review and Revision:

- Periodically review the financial support policies to align with changing economic conditions and educational standards.
- Make necessary revisions to ensure the policies remain relevant and beneficial.

**Conclusion:** This financial support policy aims to foster a positive and supportive environment for teachers, acknowledging their pivotal role in shaping the future. By providing comprehensive financial assistance, we strive to enhance the overall well-being and professional satisfaction of our educators.



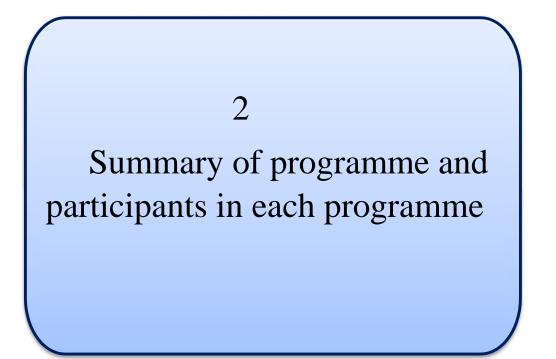
DIRECTOR GAINATA JUAU SHIKSHAN PRASARAK MANDALT INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH Dudulgaon, Pume-412 105.



President

Hon. Shri. Sudhir V. Mungase Secretary

Hon. Shri. Ajit D. Gavhane Treasurer





DIRECTOR CA.MATA JUAU SHIKSHAN PRASARAK MANCAL INSTITUTE OF COMPUTER MANAGEMENT RESEARCH on, Pune-412 105



Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Year	Name of the	Designation	Title of the FDP /MDP/ professional	Dates
	participant		development / administrative training	(from-to)
			program	(DD-MM-
				YYYY)
2021-2022	Prof. Akash	Asst. Professor	Research methodology course for research	5 to 15-10-
	B. Gawade		Scholar	2022
2022-2023	Prof. Akash	Asst. Professor	Three days online research workshop in	20 to 22-03-
	B. Gawade		systematic literature review	2023
2022-2023	Prof. Akash	Asst. Professor	Research Methodology Workshop Part I	Done
	B. Gawade			
2022-2023	Prof. Akash	Asst. Professor	Research Methodology Workshop Part III	Done
	B. Gawade			
2022-2023	Prof. Akash	Asst. Professor	Research Methodology Workshop Part III	Done
	B. Gawade			
2022-2023	Prof. Akash	Asst. Professor	Research Paper Writing and Publishing Skills	10-14 April,
	B. Gawade		for SCOPUS and SCI Journals	2023
2022-2023	Prof. Akash	Asst. Professor	Kamal Institute of Higher Education and	30-Mar-23
	B. Gawade		Advance Technology	
2022-2023	Prof. Akash	Asst. Professor	Implementation of NEP 2020: Industry	24 and 25
	B. Gawade		Institute Linkage	Feb 2023



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RJSPM

First Cycle 2023-2028 Hon. Shri. Sudhir V. Mungase

Secretary

Hon. Shri. Ajit D. Gavhane Treasurer

2022-2023	Prof. Akash	Asst. Professor	How to Get your research paper ready	12-04-2023
	B. Gawade			
2022-2023	Prof. Akash	Asst. Professor	"Excellence in Teaching: Effective Students'	29-07-2023
	B. Gawade		Engagement using Flipped	
			Classroom with Learning Keys"	
2022-2023	Prof. Akash	Asst. Professor	Implementation of NEP 2020: Adoption of	14th and
	B. Gawade		multiple entry and exit	15th Feb
				2023
2022-2023	Dr. D.B.	Director	Implementation of NEP 2020: Adoption of	14th and
	Bagul		multiple entry and exit	15th Feb
				2023
2022-2023	Dr.	Asst. Professor	Implementation of NEP 2020: Adoption of	14th and
	Yashwant		multiple entry and exit	15th Feb
	Lembhe			2023
2022-2023	Prof. Poorva	Asst. Professor	Implementation of NEP 2020: Adoption of	14th and
	Sane		multiple entry and exit	15th Feb
				2023
2022-2023	Prof. Akash	Asst. Professor	Intelectual Property Rights Akash Gawade	05-09-2023
	B. Gawade		Certificate pn IPR	
2022-2023	Prof. Akash	Asst. Professor	Selection of Appropriate Statistical Tools For	08 and 09-
	B. Gawade		Data Analysys	08-2023
2022-2023	Prof. Akash	Asst. Professor	Manufacturing Strategy	30 Hourse
	B. Gawade			
2022-2023	Prof. Akash	Asst. Professor	Research Methods and Statistics An	26-08-2023
	B. Gawade		Introduction	



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President	Secretary	Treasurer	

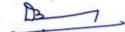
2022-2023	Prof. Akash	Asst. Professor	Quantitative Research Design for a proposal	29-08-2023
	B. Gawade			
2022-2023	Prof. Akash	Asst. Professor	Research Methodology A Complete research	27-08-2023
	B. Gawade		design Blueprint	



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DIRECTOR RAIMATA JUAU SHIKSHAN PRASARAK MANDAL'S INISTITUTE OF COMPUTER & MANAGEMENT RESEARCH Duduigson, Pune-412 105





DIRECTOR CAMARA JUAU SHIKSHAN PRASARAK MANDAL'S INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH Duduigson, Pune-412 105



# Certificate of Participation

This certificate is awarded to

# Mr. Akash Balasaheb Gawade

for attending Faculty Development Program on "Excellence in Teaching: Effective Students' Engagement using Flipped Classroom with Learning Keys" conducted by Lexicon Management Institute of Leadership and Excellence, Pune, on 29th July 2023.

fitender Charma

**Dr. Jitender Kumar Sharma** Director, Lexicon Management Institute of Leadership and Excellence

Majil Shaikh

**Mr. Nasir Shaikh** Group Chief Executive Officer, The Lexicon Group of Institutes, MultiFit, EduCrack & EasyRecruit+ and Associate Editor, Pune Times Mirror and Civic Mirror









NPS/WP/RPWPS/2023/2806

# Nuhianwali Education Society

Nuhianwali Public School, Nuhianwali, Sirsa (Haryana) India

# Certificate of Participation

It is certified that **Prof. Akash Balasaheb Gawade**, **Asst. Professor** from **Institute of Computer and Management Research** has attended successfully a five-day workshop on **"Research Paper Writing and Publishing Skills for SCOPUS and SCI Journals"** through online mode from 10<sup>th</sup> - 14<sup>th</sup> April, 2023 organized by **Nuhianwali Education Society**.

(Dr. Kulwant Singh) Coordinator/Resource Person https://bit.lv/NPSNuhianwali

President, Nuhianwali Education Society





# **CERTIFICATE OF COMPLETION**

# Quantitative research design for a proposal

Instructors Hennie Gerber

# **Akash Gawade**

Date Aug. 29, 2023 Length 8 total hours Certificate no: UC-8d305479-8371-4c6f-9881-65ddcb575fc7 Certificate url: ude.my/UC-8d305479-8371-4c6f-9881-65ddcb575fc7 Reference Number: 0004





# **CERTIFICATE OF COMPLETION**

# Research Methodology: Complete Research Project Blueprint

Instructors André Klapper, PhD

# Akash Gawade

Date Aug. 27, 2023 Length 7.5 total hours Certificate no: UC-a7b7c070-dc83-4d3c-a165-3be264d21f74 Certificate url: ude.my/UC-a7b7c070-dc83-4d3c-a165-3be264d21f74 Reference Number: 0004 Modern Education Society's

# Neville Wadia Institute of Management

# Studies & Research

Permanently affiliated to Savitribal Phule Pune University, Recognized under 2 (F)and 12 (B) Sections of UGC Act, Approved by AICTE

# Ph.D. Coursework - Research Methodology Certificate of Completion

This is to certify that Mr./Ms. <u>Neash Balasaheb</u> <u>Gawade</u> has completed the Research Methodology Coursework in <u>Organizational</u> <u>Management</u> conducted at our Institute, for Savitribai Phule Pune University, Pune from 19/09/2022 to 06/11/2022. He/ She has earned 'A' grade toward a 4 credit Ph.D. Coursework under the Faculty of Commerce

and Management.

We wish him / her good lunch and success in future endeavors.

Dr. Vikas Dole Coordinator

Dr. Anand Dadaş Director & Head, PGRC





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# Modern Education Society's Neville Wadia Institute of Management Studies & Research

Permanently affiliated to Savitribal Phule Pune University, Recognized under 2 (F) and 12 (B) Sections of UGC Act, Approved by AICTE

# Ph.D. Coursework II CONTIFICATO OF COMPLETION

We Are Proudly Present This Certificate to

# Akash Bulasoheb Gawade

for completing Ph.D. Coursework Part II (Writing a Research Proposal to Funding Agencies & Writing Reviews), conducted at our Institute, for Savitribai Phule Pune University, Pune. He/ She has earned 'A\_' grade toward Ph.D. Coursework -Part II under the Faculty of Commerce and Management.

We wish him / her good luck and success in future endeavors.

Dr. Vikas Dole Coordinator

Sr. No.

TALL BRE PROVINCE STREET

Dr. Anand Dadas Director & Head, PGRC

Date : 13/03/2023





# Modern Education Society's Neville Wadia Institute of Management Studies & Research

Permanently affiliated to Sevitribal Phule Pune University, Recognized under 2 (5) and 12 (8) Sections of UGC Act, Approved by AICTE

# Ph.D. Coursework - Part III Certificate OF COMPLETION

This certificate is proudly presented to

Akash Bolasaheb Gawade

This certificate is given for completion of Coursework Part III ( Course Work on Analytical Tools (SPPS) and Ethics in Publication and Research) conducted at our Institute, for Savitribai Phule Pune University, Pune.

He/ She has earned '\_A\_' grade toward the Ph.D. Coursework Part III, under the Faculty of Commerce and Management.

We wish him / her good luck and success in future endeavors.

Dr. Vikas Dole Coordinator



Dr. Anand Dadas Director & Head, PGRC



# **CERTIFICATE OF COMPLETION**

# Research Methods and Statistics: An Introduction (2023 Ed.)

Instructors Monk Prayogshala

# **Akash Gawade**

Date Aug. 26, 2023 Length 8 total hours Certificate no: UC-2fa9ac46-70cf-4b04-88ef-8b045635a524 Certificate url: ude.my/UC-2fa9ac46-70cf-4b04-88ef-8b045635a524 Reference Number: 0004



Matoshri Education Society's

# MATOSHRI COLLEGE OF MANAGEMENT & RESEARCH CENTRE

Eklahare, Near Odhagaon, Aurangabad Highway, Tal & Dist. Nashik, Nashik - 422 105

NAAC ACCREDITED

# Certificate

This is to certify that, Dr/Prof./Mr./Ms. Akash Balasaheb Gawade from Institute of Computer 4 Management Research has attended Savitribai Phule Pune University Sponsored, Two Days National Level Conference On "Implementation of National Educational Policy 2020 - Industry Institute Linkage" on Date 24<sup>th</sup> and 25<sup>th</sup> February 2023 as Resource Person/Chaired The Session/Prensented Paper/Participant.

Asst. Prof. A.N. Pawar Conference Convener

Dr. A. T. More IQAC Coordinator

Dr. Y.M.Gosavi Director: MCMRC

NPS/WP/RPWPS/2023/2806

# Nuhianwali Education Society

Nuhianwali Public School, Nuhianwali, Sirsa (Haryana) India

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It is certified that **Prof. Akash Balasaheb Gawade**, **Asst. Professor** from **Institute of Computer and Management Research** has attended successfully a five-day workshop on **"Research Paper Writing and Publishing Skills for SCOPUS and SCI Journals"** through online mode from 10<sup>th</sup> - 14<sup>th</sup> April, 2023 organized by **Nuhianwali Education Society**.

(Dr. Kulwant Singh) Coordinator/Resource Person https://bit.lv/NPSNuhianwali

President, Nuhianwali Education Society



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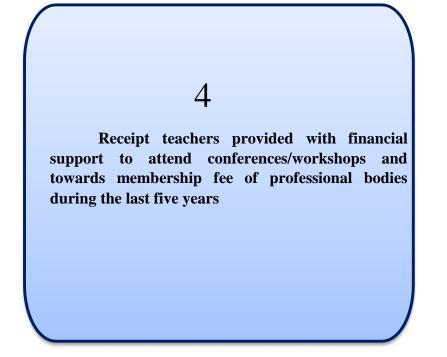
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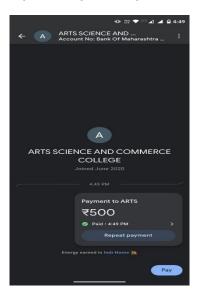
Hon. Shri. Sudhir V. Mungase Secretary Hon. Shri. Ajit D. Gavhane Treasurer



DIRECTOR CAMATA JUAU SHIKSHAN PRASARAK MANDAL'S INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH Dudulgaon, Pune-412 105.



- 1. FDP- Research methodology course for research Scholar
  - A. Payment By Faculty



**B.** Payment By College to faculty



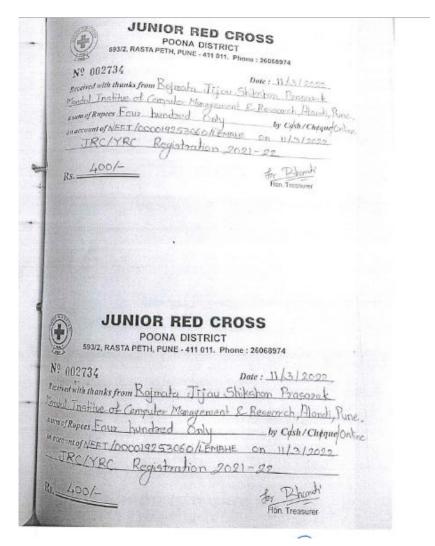
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#### 2. Indian Red Cross Society Pune Jilha Youth Red Cross One Day Workshop

## A. Payment By College To Faculty

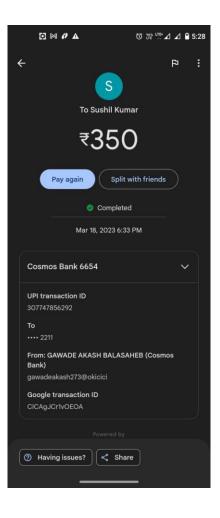




DIRECTOR RAJNATA JUAU SHIKSHAN PRASARAK MANDAL'S INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH Daduigson, Pune-412 105.



- 3. Three days' online research workshop in systematic literature review
  - A. Payment By Faculty



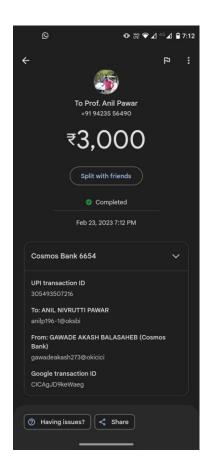




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- **B.** Payment By College To Faculty
- 4. Presented / Published Paper on topic "Organisational Practices And Organisational Development - A Literature Review" and attended conference of "Implementation of national Education Policy 2020- Industry Institute Linkage
  - A. Payment By Faculty 3000 Rs

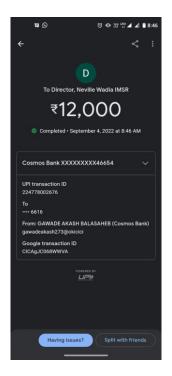




DIRECTOR RAJIMATA JUAU SHIKSHAN PRASARAK MANDAL'S INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH Dudulgaon, Pune-412 105.



- 5. Research methodology Workshop (Part I, Part II and Part III)
  - A. Payment By Faculty 12000 Rs



**B.** Payment By College to Faculty

Payment Received By Combined Cheque Of Rs.3000+12000 Rs = 15000 RS.



DIRECTOR CAJMATA JUAU SHIKSHAN PRASARAK MANDAL'S INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH Dudulgaon, Pum-412 105

# Payment Voucher

No. : 40	Dated 28-Jun-2022
Through: Cosmos Bank A/c- 005100 107498	
Particulars	Amount
Account :	A second s
Committee Exp	5,900.00

On Account of : Being amt of Chq paid towards Participants Charges National level workshop on NAAC Accreditation process for Higher educational Institutions AY-2022-23 Dtd - 17 /06/2022 . **Bank Transaction Details:** Bagul Dhananjay Bhaskarrao Cheque 28-Jun-2022 5,900.00 347103 Amount (in words) : INR Five Thousand Nine Hundred Only

DIRECTOR RAJMATA JIJAU SHIKSHAN PRASARAK MANDAL'S

INSTITUTE OF COMPUTER

Receiver's Signature:

J. Maindac Prepared by

Sit

& MANAGEMENT RESEARCH Dudulgaon, Pune-412 105

Checked by

Authorised Signatory ajmata J 615

Verified by

₹ 5,900.00

# TAX INVOICE (Original)

FOR ACADEMIC EXCELLENCE FOR ACADEMIC EXCELLENCE TITUTE FOR No.12, Himayathnagar,	Invoice No.: IAE/ON/2022-23/100		
6.05 . d . 5000237 - comeganity	Invoice Date: 17-06-2022   Due Date: 17-06-2022   Date of Payment: 17-06-2022   Order ID: ORD4026983   Transaction ID: 111538340668		
h: 1 info@iae.education,			
hall: Www.iae.education leb: Www.iae.education leb: Www.iae.education stin: 36AIGPK7958P3Z9 stin: 36AIGPK7958P3Z9			
Party's Name: Party's Name: RAJMATA JIJAU SHIKSHAN PRASARAK MANDALS RAJMATA OF COMPUTER AND MANAGEMENT			
INSTITUTE OF OUDULGAON PUNE RESEARCH DUDULGAON PUNE GAT NO 101/102 MOSHI ALANDI ROAD AT DUDULGAON POST ALANDI DEVACHI TAL HAVELI DIST PUNE PIN 412105 MAHARASHTRA			
GSTIN: PAN No.: AAATR9427Q Contact Person's Details:	Mode of Payment: Debit Card		
Name: DR. YASHWANT LEMBHE Mobile No.: 8788356266 Email: <u>lambs115@gmail.com</u>	Payment Status: Success		
Description / Participation Details	อาสาร์การ และสมเราะออก และออกจาก และออกจากสารสารสารสาร	Participation Fee Amount in Rs.	
Name of the Workshop: National Level Workshop on NAAC Accreditation Process for Higher Educational Institutions No. of Participants: 2		5,000	
<b>Discount:</b> Government Institution: 25% 5 and more participants: 20%		NA NA	
Total Amount (INR) before GST (SGST/UGS	T/CGST/IGST)	5,000	
GST Value	e @ 18% (INR)	900	
Total Amount (INR) Payable inclusive of GST (SGST/UGS	T/CGST/IGST)	5,900	

If you have any problem with your order, please call us at +91-9618739900 or write a mail to info@iae.education.

WE THANKYOU FOR YOUR PARTICIPATION. WE VALUE YOUR PATRONAGE.

Note: Signature is not required as this is an online generated invoice.

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#### **Payment Voucher**

No. : 523	Dated : 24-Mar-2023
Particulars	Amount
Account :	
Seminar & Workshop Exp	350.00

Through : Cash

On Account of : Being amt of cash paid to Akash Gawade for WROKSHOP EXP & SIMMAR

Amount (in words) : INR Three Hundred Fifty Only

₹ 350.00

Authorised Signatory Receiver's Signature: Verified by Checked by Prepared by ata J RAJMATA JIJAU SHIKEHAN PRASARAK MANDAL'S 6 INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH

Dudulgaon, Pune-412 105.

#### Payment Voucher

No. : <b>380</b>	Dated : 18-Jan-2023
Particulars	Amount
Account : Seminar & Workshop Exp	1,000.00



Through : Cash

On Account of :

Being amt paid to Constro International Exhibition for Industrial visit to Student ( 10 students \*100=1000)

Amount (in words) :

INR One Thousand Only

₹ 1,000.00

Receiver's Signature:

Prepared by

Checke DIRECTOR

**QAJMATA JIJAU SHIKSHAN PRASARAK MANDAL'S** INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH Dudulgaon, Pune-412 105 Verified by



Authorised Signatory

#### Payment Voucher

Dated : 30-Jan-2023
Amount
660.00
551.00



Through :

Cash

On Account of :

Being amt paid to Gawade sir for registrarion fee of katraj swiss bake & travelling to Katraj Dtd 119/1/23, 18/1/23 ,&25/1/23 (37\*7=259, 65 \*4.5=292)

Amount (in words) :

INR One Thousand Two Hundred Eleven Only

₹ 1,211.00

Receiver's Signature:

Prepared by

Checked by

Verified by

Authorised Signatory

DIRECTOR RAJMATA JIJAU SHIKSHAN PRASARAK MANDAL'S INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH Dudulgaon, Pune-412 105.



## **Payment Voucher**

No. : <b>376</b>	Dated : 17-Jan-2023
Particulars	Amount
Account : Seminar & Workshop Exp	1,200.00



Through :

Cash

On Account of :

Being amt paid to Constro International Exhibition for Industrial visit to Student (12 students \*100=1200)

Amount (in words) :

INR One Thousand Two Hundred Only

₹ 1,200.00

Authorised Signatory

Receiver's Signature:

Prepared by

Checked by DIRECTOR

RAJMATA JIJAU SHIKSHAN PRASARAK MANDAL'S INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH Dudulgaon, Pune-412 105 Verified by



#### **Payment Voucher**

No. : <b>256</b>	Dated : 17-Nov-2022
Particulars	Amount
Account : Seminar & Workshop Exp	500.00



Through : Cash

On Account of :

Being amt paid to Gawade for online registration fee of Research Methodology Course Workshop against UPI ID 228339261001 dTD 9/11/22 for NAAC

Amount (in words) :

INR Five Hundred Only

₹ 500.00

Signature: Receiver's

Prepared by

Authorised Signatory Verified by Checked DIRECTOR RAJMATA JIJAU SHIKSHAN PRASARAK MANDAL'S

QAJMATA JIJAU SHIKSHAN PRASARAK MANDAL INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH // Dudulgaon, Pune-412 105.



#### **Payment Voucher**

No. : <b>533</b>	Dated : 28-Mar-2023
Particulars	Amount
Account : Seminar & Workshop Exp	15,000.00

Through :

The Cosmos Co-Op Bank A/c No-107498

On Account of :

Being amt of cheque paid to Akash Gawade for Workshop on Research Methadology Workshop & Organisational Practice

Amount (in words) :

INR Fifteen Thousand Only

₹ 15,000.00

Receiver's Signature:

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Checked by DIRECTOR RAJMATA JIJAU SHIKSHAN PRASARAK MANDAL'S **INSTITUTE OF COMPUTER** & MANAGEMENT RESEARCH

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