

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



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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.

7

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.



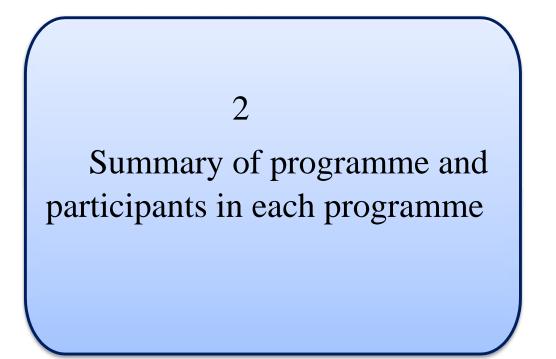
DIRECTOR GAINATA JUAU SHIKSHAN PRASARAK MANDALT INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH Dudulgaon, Pume-412 105.



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	

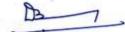
2022-2023	Prof. Akash	Asst. Professor	Quantitative Research Design for a proposal	29-08-2023
	B. Gawade			
2022-2023	Prof. Akash	Asst. Professor	Research Methodology A Complete research	27-08-2023
	B. Gawade		design Blueprint	



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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 10th - 14th 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 24th and 25th 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 10th - 14th 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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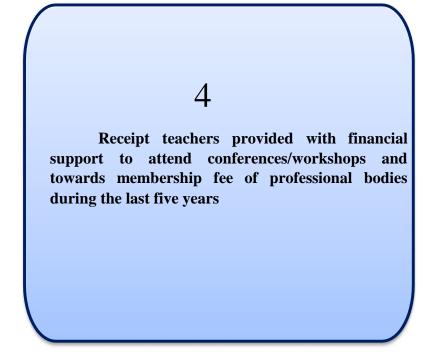
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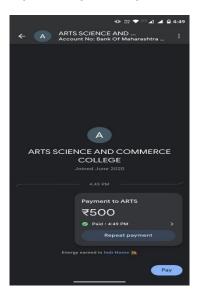
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DIRECTOR CAMATA JUAU SHIKSHAN PRASARAK MANDAL'S INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH Dudulgaon, Pune-412 105.



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



B. Payment By College to faculty



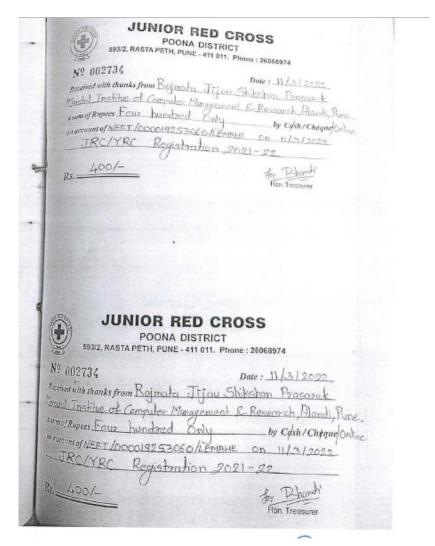
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DIRECTOR RAIMATA JUAU SHIKSHAN PRASARAK MANDAL'S INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH Dudulgaon, Pump-412 105.



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

A. Payment By College To Faculty

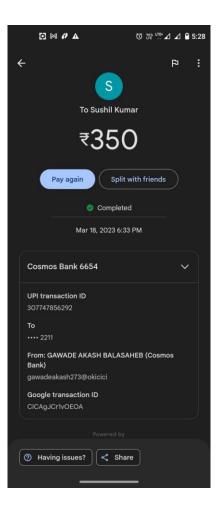




DIRECTOR RAJNATA JUAU SHIKSHAN PRASARAK MANDAL'S INSTITUTE OF COMPUTER & MANAGEMENT RESEARCH Daduigson, Pune-412 105.



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



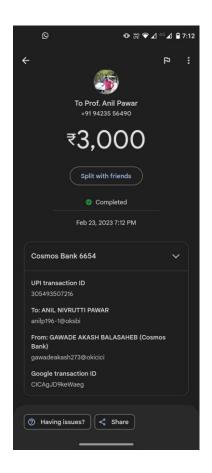




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- **B.** Payment By College To Faculty
- 4. Presented / Published Paper on topic "Organisational Practices And Organisational Development - A Literature Review" and attended conference of "Implementation of national Education Policy 2020- Industry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

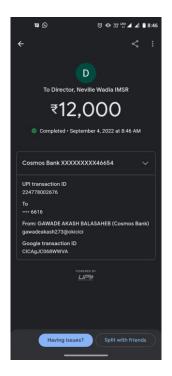




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- 5. Research methodology Workshop (Part I, Part II and Part III)
 - A. Payment By Faculty 12000 Rs



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



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. : 380	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. : 376	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. : 256	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. : 533	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:

Prepared by

Authorised Signatory

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

Dudulason Dune 440 405

Verified by

