



**Prof. Dr. Tanaji Sawant**  
B.E.(Elect.), PGDM,Ph.D  
**FOUNDER SECRETARY**

**Dr. Manohar Karade**  
Ph.D., UGC-SET, MBA-HRM  
M.A.-ENG,B.Ed, DIT  
**Incharge Director**

Ref. No. JSPM/JSIMR/2023-24/ 655

Dates: 09/12/2023

## HEI Undertaking

### 3.3.1.2-Number of Ph.Ds registered per eligible teacher during the year 2022-2023

#### The list of faculty who are Ph.D Registered and Guide

- 1) Dr. Manohar Mahadeo Karade –Guide
- 2) Dr.Santosh Sameul Putta
- 3) Dr. Umesh Balkrishna Nath
- 4) Dr.Kalpana Sobhachand Lodha

  
Dr. Manohar Karade  
**DIRECTOR**  
D. J. S. P. M.'S  
Jayawantrao Sawant Institute  
Of Management & Research  
Hadapsar, Pune - 411 028





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**Incharge Director**


Ref. No. JSPM/JSIMR/2023-24/ 654

Date: 10/12/2023

### HEI Undertaking

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

Name of full time teacher with Ph.D./D.M/M.Ch./D.N.B Superspeciality/D. Sc./D'Lit.	Qualification (Ph.D./D.M/M.Ch./D.N.B Superspeciality/D. Sc./D'Lit. ) and Year of obtaining	Year of Recognition as Research Guide	Name of the scholar	Year of registration of the scholar	Title of the thesis for scholar
Dr.Manohar Karade	Ph.D, MBA-HRM, UGC-SET, MA-English, B.Ed-Eng, BA-Eng, DIT	2018	Suresh Babu	2019	"Study of moonlighting w.r.t. selected companies in Maharashtra"
		2018	Chandru Kumar R	2019	" Study of work force diversity and its impact on performance w.r.t. selected service industry"

  
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Hadapsar, Pune - 411 028





# Arunodaya University

( Established Under Section 2(f) of UGC Act, 1956)

Ph.D. (Cell) / RRC / Guide /AU156

Dated: 19.03.2018

To,

Dr. MANOHAR KARADE

304, Genuji Villa, Sai Colony,

Kale Padal, Hadapsar,

Pune - 411028.

**Subject: Recognition as a Supervisor for Ph.D.**

Dear Sir / Madam,

This is in reference to your application, we are pleased to inform you that our university has found you eligible as a supervisor for Ph.D. in the stream of **Human Resource Management & General Management** under the Department of **Commerce & Management**.

We hope to have a long successful professional relationship with you and wish you all the very best.

This is for your information.

Yours Truly,



Joint Research Director



## Allocation of Guide / Supervisor

Ref. No: GA/AU/2019/052

Date: 05/12/2019

To,  
Chandru Kumar R  
(Management)

Sub: **Supervisor Allocation Letter**

Dear Ph.D. Scholar,

With reference to the above mentioned subject, we wish to inform you that Dr. Manohar Karade, Faculty of Management, Department of Commerce & Management is the Research supervisor of Arunodaya University. He will supervise your research work leading to Ph.D. degree. He will guide you for the entire duration of your research work and will supervise your work throughout the research process.

Thanking you.

Joint director- Research

Arunodaya University

Itanagar, Arunchal Pradesh







## Allocation of Guide / Supervisor

Ref. No: GA/AU/2019/051

Date: 05/12/2019

To,

SURESH BABU

(Commerce)

Sub: **Supervisor Allocation Letter**

Dear Ph.D. Scholar,

With reference to the above mentioned subject, we wish to inform you that Dr. Manohar Karade, Faculty of Commerce, Department of Commerce & Management is the Research supervisor of Arunodaya University. He will supervise your research work leading to Ph.D. degree. He will guide you for the entire duration of your research work and will supervise your work throughout the research process.

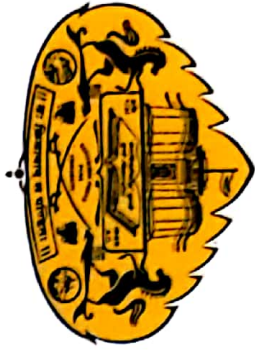
Thanking you.

Joint director- Research

Arunodaya University

Itanagar, Arunchal Pradesh





# Savitribai Phule Pune University

(formerly University of Pune)

We, the Chancellor, the Vice Chancellor and the Members of the Management Council and the Academic Council of the Savitribai Phule Pune University certify that

*Karade Manohar Mahadeo, Mother's Name: Suman*  
having been examined and found duly qualified for the degree of

**Doctor of Philosophy**

*(Human Resource Management)*

*The said degree has been conferred on him. In testimony whereof is set the seal of the said University.*

## सावित्रीबाई फुले पुणे विद्यापीठ

(पूर्वीचे पुणे विद्यापीठ)

आम्ही, सावित्रीबाई फुले पुणे विद्यापीठाचे कुलग्नी, कुलगुरु आणि व्यवस्थापन परिषद व विद्या परिषद सदस्य, प्रमाणित करितो की,

**कराडे मनोहर महादेव , आईचे नाव: सुमन**

**विद्यावाचस्पती**

(मानव संसाधन व्यवस्थापन)

पदवीस पात्र झाल्याबद्दल त्यांना ही पदवी प्रदान करण्यात येत आहे. याची साक्ष म्हणून विद्यापीठाची अधिकृत मुद्रा येथे अंकित करण्यात येत आहे.



Vice Chancellor

118th Convocation (Summer)

MG20-00017





# Savitribai Phule Pune University

(formerly University of Pune)

## Declaration of Result of the Doctor of Philosophy (Ph.D.)

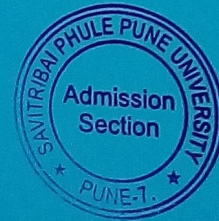
Karade Manohar Mahadeo ( कराडे मनोहर महादेव )

Mother's Name : Suman ( सुमन )

University has accepted thesis submitted by the above mentioned candidate for award of Ph.D. Degree, as per reports of referees and examiners of the open defence of the thesis. Accordingly it is hereby notified that the above mentioned candidate is declared to have passed the Ph. D. Degree Examination and has become eligible for the award of the Ph.D. Degree.

### RELEVANT DETAILS ARE AS UNDER :

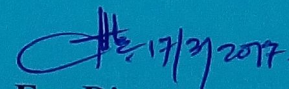
1. Faculty : Management
2. Subject : Human Resource Management
3. Title of the Thesis : " A study of ROI of training and development activities with special reference to multinational companies in Pune District "
4. Place of Research : Sinhgad Institute of Management  
S. No. 44/1, Vadgaon (Bk)  
Off Sinhgad Road  
Pune - 411 041
5. Name and address of the Guide : Dr. Tripathy Laxman Kumar  
Sinhgad Institute of Management  
S. No. 44/1, Vadgaon (Bk)  
Off Sinhgad Road  
Pune - 411 041
6. Date of Registration : 02<sup>nd</sup> August, 2012
7. Date of Declaration of Result : 15<sup>th</sup> March, 2017



Ganeshkhind, Pune - 411 007.

Ref. No. PGS/Ph.D./ 137

Date: 17 MAR 2017

 17/3/2017

For Director,

Board of Examinations and Evaluation







**Savitribai Phule Pune University**  
(formerly University of Pune)

**Declaration of Result of the Doctor of Philosophy ( Ph. D. )**  
**Putta Santhosh Samuel Prabhakarrao ( पुट्टा संतोष सॅम्युएल प्रभाकरराव )**  
**Mother's Name : Shakuntala ( शकुंतला )**

University has accepted thesis submitted by the above-mentioned candidate for award of Ph. D., as per reports of referees and examiners of open defence of the thesis. Accordingly, it is hereby notified that, the above-mentioned candidate is declared to have passed the examination of Ph. D. and has become eligible for the award of Ph.D. Degree.

**RELEVANT DETAILS ARE AS UNDER :**

1. Faculty : Commerce
2. Subject : Business Administration
3. Title of the Thesis : "A Study on Impact of Entrepreneurial Leadership Styles on Organizational Innovation in Medium-Scale Enterprises (With Special Reference to Auto - Ancillary Enterprises Located in Pune, India)."
4. Place of Research : Department of Commerce & Research Centre, Savitribai Phule Pune Universtiy, Ganeshkhind Rd, Pune - 411 007.
5. Name and Address of the Guide : Dr. Anita Sathe  
H. V. Desai Arts, Commerce College, Budhwar Peth, Pune - 2.
6. Date of Registration : 20<sup>th</sup> July 2012.
7. Date of Declaration of Result : 03<sup>rd</sup> June, 2015.



Ganeshkhind, Pune - 411007.

Ref. No. PGS/Ph.D./245

Date : 8 JUN 2015

  
For Controller of Examinations



# Savitribai Phule Pune University

(formerly University of Pune)

*We, the Chancellor, the Vice Chancellor and the Members of the Management Council and the Academic Council of the Savitribai Phule Pune University certify that*  
*Putta Santhosh Samuel Prabhakar, (Student's Name: Shaktantala*  
*having been examined and found duly qualified for the degree of*

**Doctor of Philosophy**

*( Business Administration )*

*The said degree has been conferred on him. In testimony whereof is set the seal of the said University.*

## सावित्रीबाई फुले पुणे विद्यापीठ

(पूर्वीचे पुणे विद्यापीठ)

आम्ही, सावित्रीबाई फुले पुणे विद्यापीठाचे कुलपति, कुलगुरु आणि व्यवस्थापन परिषद व विद्या परिषद सदस्य, प्रमाणित करितो की,

पुढटा संतोष सॅम्युएल प्रभाकरराव, आईचे नाव: शाकुंतला

विद्यावाचस्पती

( व्यवसाय प्रशासन )

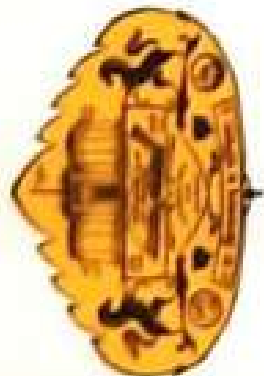
पदवीस पात्र झाल्याबद्दल त्यांना ही पदवी प्रदान करण्यात येत आहे. याची साक्ष म्हणून विद्यापीठाची अधिकृत मुद्रा येथे अंकित करण्यात येत आहे.



Vice Chancellor

22nd March 2016

S-CM-00179



# Shivaji University, Kolhapur

**WE**

the Chancellor, Vice-Chancellor and Members of the Management Council on the recommendation of the Academic Council certify that.

*Nath Umesh Balkrishna*  
*Mother's Name - Suman*



*has passed the*

*Doctor of Philosophy*

*in Commerce*

*in faculty of Commerce And Management*

*on 10<sup>th</sup> November, 2022.*

*The said degree has been conferred on him*

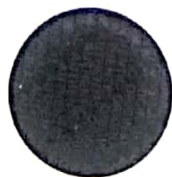
*at Kolhapur in the Summer Session*

*of the year two thousand twenty three.*

**In Testimony** *whereof are set the seal of the university and the signatures of the Registrar and the Vice-Chancellor.*

*Fajwal*

*Ag Registrar*



*Cishirke*

*Vice-Chancellor*

Sr.No. :B- 23 :

54997



19618

 <p>शिवाजी विद्यापीठ कोल्हापूर जयसिंगवाडी Estd 1962 "A++" Accredited by NAAC(2021) With CGPA 3.52</p>	<p>SHIVAJI UNIVERSITY, KOLHAPUR - 416 004, MAHARASHTRA PHONE : EPABX – 2609000 PGBUTR-0231 2609296/9139, www.unishivaji.ac.in, pgbutr@gmail.com शिवाजी विद्यापीठ कोल्हापूर - ४१६००४, फोन दूरध्वनि - २६०९००० दूरध्वनि पी जी बी यु टी आर - ०२३१ २६०९२९६/९१३९, www.unishivaji.ac.in, pgbutr@gmail.com</p>	
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Ref. No. SU/PGBUTR/Ph.D./19618

Date:

## Ph.D Declaration Certificate

It is hereby Certified that the thesis entitled,  
**IMPACT OF CATEGORY MANAGEMENT ON SALES AND CUSTOMER  
SATISFACTION : A STUDY OF SHOPPING MALLS IN P.M.C. AREA**  
submitted by **Shri. Nath Umesh Balkrishna** in the subject of **Commerce** under the  
**Faculty of Commerce and Management** is accepted by the university authorities  
for the award of the Degree of **Doctor of Philosophy** in **Commerce** under the  
**Faculty of Commerce and Management** on **10/11/2022**.

It is hereby also certified that the Ph.D. awarded to **Shri. Nath Umesh  
Balkrishna** is in compliance of the provision of UGC (Minimum Standard and  
Procedure for the award of Ph.D. Degree Regulation 2009)

This certificate is issued in the light of UGC directive F.No.1/1/2002 (PS) Pt  
file III dated 28 August 2009 and as per the decision of the academic council held  
on 11/02/2010.

  
Dy. Registrar



# Savitribai Phule Pune University

(formerly University of Pune)

## Declaration of Result of the Doctor of Philosophy (Ph.D.)

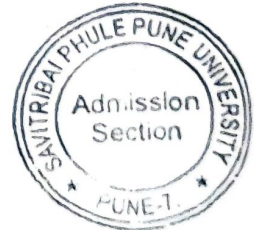
Lodha Kalpana Sobhachand ( लोढा कल्पना सोभाचंद )

Mother's Name : Vasanti ( वासंती )

University has accepted thesis submitted by the above mentioned candidate for award of Ph.D. Degree, as per reports of referees and examiners of the open defence of the thesis. Accordingly it is hereby notified that the above mentioned candidate is declared to have passed the Ph. D. Degree Examination and has become eligible for the award of the Ph.D. Degree

### RELEVANT DETAILS ARE AS UNDER :

1. Faculty : Management
2. Subject : Human Resource Management
3. Title of the Thesis : "A study of Human Resource Management (HRM) practices in management Institutions affiliated to University of Pune"
4. Place of Research : Padmashree Dr. D.Y. Patil Institute of Management Studies, Sector No. 29, Behind Akurdi Railway Station, Nigdi Pradhikaran, Pune - 411 044
5. Name and address of the Guide : Dr. Rachana Dubey  
Padmashree Dr. D.Y. Patil Institute of Management Studies, Sector No. 29, Behind Akurdi Railway Station, Nigdi Pradhikaran, Pune - 411 044
6. Date of Registration : 29<sup>th</sup> September, 2010
7. Date of Re-Registration : 29<sup>th</sup> September, 2015
8. Date of Declaration of Result : 22<sup>nd</sup> December, 2017



Ganeshkhind, Pune - 411 007.

Ref. No. PGS/Ph. D./ 634

Date :

28 DEC 2017

for Director

Board of Examinations & Evaluation