

## Dr. Sambhaji Vishnu Mane

### • General Information

Name : Dr. Sambhaji Vishnu Mane  
Date of Birth : March 16, 1975  
Educational Qualifications : M.B.A., M. Phil., Ph.D., GDC&A  
Designation : Reader  
Address of Organization : School of Management, Swami Ramanand Teerth  
Marathwada University, Sub centre Latur - 413 512 [INDIA]  
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Date of Appointment : 24<sup>th</sup> Feb. 2009  
Area of Specialization : Human Resource Management

### • Educational Qualifications

Sr. No	Degree	University	Subject	Year
1	B.Sc.	Shivaji University, Kolhapur	Chemistry	May 1994
2	M.B.A.	Shivaji University, Kolhapur	Personnel Management & Marketing Management	Aug 1998
3	M. Phil.	Shivaji University, Kolhapur	Personnel Management & I. R.	Nov.1999
4	Ph.D.	Shivaji University, Kolhapur	Human Resource Development	June2007
5	GDC&A	G.D.C.& A Board, Pune	All	1997
6	MSc (Sub. Commu)	Y.C.M.O.U. Nashik	1. Communication Modes in Education 2. Assessment and Evaluation 3. Instructional Systems Design	Appear [July 2007]

### • Experience Details

Total Experience : 14 Years  
Professional Experience : 3.3 Years  
Post Graduate Teaching : 11 Years  
Research Experience : 08 Years

- **Administrative Experience**

**Professor & Head**, Dept. of Management Studies, SKNCOE, Vadgaon bk, Pune  
From 25<sup>th</sup> July 2008 to 23<sup>rd</sup> February 2009

- **Courses and Subject Taught**

**Courses Taught                      Subject Taught**

<b>M.B.A.</b>	1. Human Capital Management	8. Organization Change & Development
<b>M.M.M.</b>	2. Training, Dev & Compensation Mgt	9. Human Resource Accounting and Audit
<b>M.P.M.</b>	3. Performance App & Talent Mgt	10. Emerging Trends in HR
<b>B.B.A.,</b>	4. HR Admin – Applicat & Procedure	11. Leadership Skills and Team Building
<b>B.C.A.,</b>	5. Organization Behavior	12. Research Methodology
<b>D.B.M.</b>	6. International HRM	13. International Business
<b>M.Com.</b>	7. Services Marketing	14. Business Environment

- **Research Statement**

The research statement covers various area of research as industrial sector, agriculture sector, natural resources including Human Capital Development, society and Dairy co-operatives with all other functional areas of Management. Research findings are extensively deployed for taking decisions and solving problems of the organizations and society to sustain in globalization.

- **Publications:**

Books, Monograph	01
No. Papers / Articles in Conferences/ Workshops / Seminars	05
Total Publications	06

- **Books / Monograph**

1. A Monograph jointly written on ' HRD practice: Performance Appraisal System' published by Sinhgad Institute of Management, Vadgaon (BK), Pune -41, First edition, 2007.

- **Published Papers in Journals, Conferences / Workshops / Seminars :**

SSr. No	Duration	Regional	National	International	Total
1	Last 5 Years	2	2	1	5

**List of Publications:**

1. **Research paper** on "Human Resource Development Practices in Public Sector Milk Processing Organizations in Western Maharashtra" is presented in the **Inter-National Seminar** on 'IT in Academics' organized by STES's Sinhgad Institute of Management, Vadgaon Bk Pune-41 on 20<sup>th</sup> & 22<sup>nd</sup> February 2009; and published in "Seminar Proceedings".

**2. Research paper** on “*Management of Human Beings - Most Versatile Natural Resource*” is presented in the **National Level Conference** on ‘Natural Resource Management : Past , Present and Future’ organized by Bharati Vidhyapeeth University’s Institute of Management and Rural Development Administration, Sangli on 7<sup>th</sup> & 8<sup>th</sup> December 2007; and published in “Conference proceedings ‘**National Conference BVCON 2007**’ , December 2007, pp. 125-126

**3. Research paper** titled “To study the high performance organizational HR - practices in selected private sector milk processing organizations in western Maharashtra” is published in ‘**SIOM Journal**’, of Sinhgad Institute Of Management, Vadgaon (BK), Pune -41, Volume -5, Issue -2, November 2007, pp. 54- 59

**4.** A Case Study published in the book of ‘**Case Studies-2007**’, published by Sinhgad Institute of Management, Vadgaon (BK), Pune -41,2007, pp. 47-58

**5. Research paper** on “A study of HRD practices in selected milk processing organizations in Western Maharashtra”, has **submitted for publication** to The Editor, National Institute of Personnel Management, Calcutta’s, a Quarterly National Magazine “**Personnel Today**” in January 2007.

• **Extracurricular Activities**

Seminars/Conferences/Workshops Attended and Papers Presented

Sr. No	Duration	Total
1	Last Ten Years	6

**List of Seminars/Conferences/Workshops Attended and Papers Presented -**

**1.** Participated in the **DALE CARNEGIE TRAINING** “*Unleashing the Winner in You*” organized by *Dale Carnegie & Associates, Inc. Trainer, Mumbai* at Sinhgad Technical Education Society’s, Sinhgad Institute of Management, Lonavala campus, Lonavala in July 2007.

**2.** Research paper presented on “A study of HRD practices in selected private sector milk processing organizations in Western Maharashtra” in a National Level **Doctoral Thesis Conference** organized by ICFAI University, Hyderabad on 9<sup>th</sup> & 10<sup>th</sup> March 2007.

**3.** Research paper presented on “To study the high performance organizational HR - practices in selected private sector milk processing organizations in western Maharashtra” in a **National Level Paper Presentation Seminar** organized by Chh. Shahu Central Institute of Business Education & Research, Kolhapur on 5<sup>th</sup> & 6<sup>th</sup> March 2007.

4. Participated in the workshop on “**Case Study Methodology of Teaching** for faculty members of SIBER” conducted by **Indian Institute of Management (IIM) Bangalore** from May 2-4, 2007.
5. Participated in “**One day workshop for P.G. Teachers**” organized by Shivaji University, Kolhapur at D.G. College of Commerce, Satara on 23<sup>rd</sup> Oct.2005.
5. Participated in **Faculty Development Program**: “Orientation Program on MBA revised syllabus” organized by Shivaji University, Kolhapur on 28<sup>th</sup> Sept.2003.
6. Research paper presented on “Strategic planning: A unique solution for business problems” in **State Level Seminar** on 13<sup>th</sup> oct.2003.

- **Co-Curricular Activities**

1. As Member of MBA Syllabus Design Committee, SRTMUN Sub centre Latur designed new syllabus for MBA from 2009-2010
2. As a Head, Dept of Management Studies at SKNCOE, organized One Day National Seminar on ‘Recent Trends in Management’ for faculty at SKNCOE, Pune
3. Organized Blood Donation Camp at Dept of Management Studies, SKNCOE, Pune
4. Coordinator of MBA batch at Sinhgad Institute of Management, Vadgaon, Pune - 41
5. Organized ‘HR MEET’ and Parent Meet at Sinhgad Institute of Management, Pune
6. Participated in three days *Faculty Development Program on Research Methodology & SPSS Training* for SIOM Faculty on 7<sup>th</sup> to 9<sup>th</sup> July 2008
7. Organized a three day National Seminar on “Recent Trends in Management” on 19<sup>th</sup> to 21<sup>st</sup> January 2008 at SIOM, Pune
8. Organize and Coordinate four annual **Inter-Collegiate Competitions** from 2003 to 2006 at VPIMSR, Sangli (ICC-2003, Buds Meet-2004, Quest-2005, Quest-2006)
9. Organized one day “Agri- Conference “workshop for farmers in association with RCF and Gram Panchayat at Jakhale on 23<sup>rd</sup> March 2002.
10. Visited different rural area colleges of Sangli, Satara & Kolhapur district and provided counseling to last year college students about MBA Program during 1999 to. 2003
11. Organize AICTE sponsored three days ‘Teachers Training’ Program for Faculty at Rajarambapu Institute of Technology Management Studies (MBA), Sakharale, Islampur during 19 – 20 May 2000

- **Examination Experience**

1. Worked as Chairman, Paper setter, Moderator & Examiner at P. G., U. G. examinations of Shivaji University Kolhapur, University of Pune and SRTMU Nanded
2. Worked as Referee for Ph. D. Thesis in Pune University
3. Worked as Referee for M. Phil. Dissertation in Shivaji University Kolhapur

- **Consultancy**

1. Worked as a **HR Consultant** to M/S. Datta Food Processors, Jaysingpur, Dist. Kolhapur from Dec.2003 to Jan. 2005.
2. As a '**Resource person**' to Agri-Clinic and Agri-Business Training Center, Sangli for five-entrepreneurship development Program of 2 months' duration for Agri-graduates since April 2002.

- **UGC Refresher Course**

1. Successfully completed "Orientation Program" conducted during 30<sup>th</sup> Jan. to 26<sup>th</sup> Feb.2006 by **UGC-Academic Staff College, University of Pune** at Chintamanrao College of Commerce, Sangli.
2. **M. Sc. (Subject Communication)** Y.C.M.O.U. Nashik: Admitted in Aug.2006; Passed theory exam in July 2007 and submission of project report is in progress. *[Relaxation of conditions for participation of Lecturers in the Refresher Courses for placement in Senior Scale/Selection grade/ Reader; as per the from UGC, New Delhi]*

- **Association with Other University**

1. Former Member, HRM syllabus design committee for BBA program, Shivaji University Kolhapur - 2005
2. Former Member, HRM syllabus design committee for MBA program, University of Pune - 2007

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