

Organizing Committee

Dr. Nitin L. Ghorpade

Principal & Convener

Dr.L.K.Nikam

Vice-Principal

Dr.V.V.Pimple

Co-ordinator

Committee Members

Prof. P.B.Pangare

(Mob. 9823479568)

Prof. S.V.Sonar

(Mob. 9763240219)

Dr. R.R.Bhuyan

(Mob.7841018334)

Prof Rashmi Yadhav

(Mob. 9637185653)

Prof. V.V.Maltumkar

Prof S.L.Sasturkar

Prof Savita Wasunde

Dr. N.S.Giri

Asst. Co-ordinator (Mob.9689901127)

Prof. A.M. Inamdar

(Mob. 8975762614)

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(Mob.9960183192)

Prof. Sominath Avhad

(Mob. 9028873115)

Dr K.S Borawake

Prof. D.R. Chinchwade

Prof. Rohini Yewale

College Committee Members

Prof. Apeksha Jadhav

Dr. S.V. Jagtap

Dr. C.P. Hase

Dr. N.A. Rashinkar

Dr. Dr. A.B. Doke

Dr. M.S. Misar

Prof. D.A. Joshi

Prof. D.S. Kulkarni

Prof. R.S. Rasale

Mr. S.V. Alkunte (OS)

Prof.P.R.Yewale

Prof.B.U.Kangude

Dr.V.M.Bansod

Prof S.D.Jadhav

Dr. S.T. Ghodke

Prof S.S.Chowhan

Dr. M.M.Bagul

Prof D.S.Jambhulkar

Prof V.D.Pathare

Prof S.N.Ghatwale

Chief Patron

Hon. Shri. Ajit Pawar

Deputy Chief Minister, Govt. of Maharashtra,

President, P.D.E.A., Pune

Patron

Mrs. Sunetratai Pawar

Management council Member, SPPU, Pune

Hon. Rajendra Ghadge

Vice President P.D.E.A., Pune

Hon. Adv. Sandeep Kadam

Hon. Secretary, P.D.E.A., Pune,

Senate Member SPPU, Pune

Hon. Adv. Mohanrao Deshmukh

(Treasurer, P.D.E.A.)

Hon. L. M. Pawar

(Dy. Secretary, P.D.E.A.)

Hon. A. M. Jadhav

(Joint. Secretary, P.D.E.A.)

Chief Guest

Hon.Dr.Nitin Karmalkar

Vice Chancellor, SPPU Pune

Hon.Dr.N.S.Umrani

Pro.Vice Chancellor, SPPU Pune

Dr. Prafulla A. Pawar

Registrar SPPU Pune

Dr.Dhanraj Mane

Director Higher education Pune

Dr.Mahesh Khatal

Joint Director, Higher education, Pune

Dr.Parag Kalkar

Dean Commerce & Management SPPU Pune

To,

Book-Post

National Level Seminar on Human Resource Management: Challenges and Opportunities

6th and 7th March, 2020.



Organised by

Department of Commerce

Pune District Education Association's

Baburaoji Gholap College

Sangvi, Pune-411027, Maharashtra, India

Affiliated to Savitribai Phule Pune University

NAAC Reaccredited 'B+' grade

Our Inspiration



Hon'ble Ajitdada Pawar

Dy. Chief - Minister, Government of Maharashtra,
President, Pune District Education Association, Pune

Under Quality Improvement Program

Sponsored by



Savitribai Phule Pune University, Pune



Dr.Vandana V. Pimple
HOD & Co-ordinator



Dr.Nitin.L.Ghorpade
Principal & Convener

Venue

Seminar Hall, Baburaoji Gholap College,

Sangvi, Pune-27



Welcome....

Dear participants we are very happy to gather at two days national conference on Human Resource Management: Challenges and Opportunities to be organized by Pune District Education Association, Baburaoji Gholap College, Sangvi, Pune-27 on 6th and 7th March 2020.

Pune District Education Association (P.D.E.A.)

Pune District Education Association (PDEA) was established in 1941 much before independence by Late Shri Baburaoji Gholap with the philosophy of eradicating illiteracy in rural area of Pune district; and in order to bring the social and educational development of the masses. The PDEA's mission is 'Bahujan Hitay Bahujan Sukhay' and this is being accomplished by the institution through providing quality education. The PDEA successfully completed 75 years in the year 2015-16 and was Celebrated as 'Platinum Jubilee Year' The efforts of the institution have been recognized by the government and society. PDEA was honored with 'Best Educational Institute' award by Government of Maharashtra in the year 2000. PDEA has emerged into a conglomerate of the institutions providing education from pre-primary to postgraduate and Ph.D. programs in almost all streams. PDEA is spear headed by Deputy CM, Hon. Mr. Ajit Pawar, who through his dynamic abilities and vision brought a facelift in the infrastructure facilities of the school and colleges of the institution.

College at a Glance

Baburaoji Gholap College was established in 1989 at Sangvi (Pune). It is surrounded by rapidly developing area of the suburban Aundh, Baner, Mhalunge, Wakad, Pimpri, Kalewadi, etc. It's a multi-faculty college affiliated to Savitribai Phule Pune University, offering UG & PG programs in Commerce, Arts, Science, Computer Science, Computer Application and B. Voc. College offers Ph. D. program in Economics, Physics, Environment Science and Chemistry. We regularly organize curricular and co-curricular activities for the overall development of the students. Majority of the faculty members are actively involved in research and extension activities.

Achievements of College

- Mamasahab Mohol Trophy for Best College of PDEA, (2009-10)
- Recipient of Best College Award by University of Pune (2010-11)
- Award for Tree Plantation by PCMC (2010-11)
- Best college NSS unit awarded by Red Cross Society, (2010-11)
- First Prize at University level for "JAGAR JANIVANCHA" a Competition organized by Government of Maharashtra twice (2012-2013 & 2013-2014)
- College received Second Prize for College Magazine

PRATIBIMB* by University of Pune. (2014-15)

- Swami Vivekanand Puraskar (2015-16)
- Recognition of Star College Status by DBT, UGC New Delhi Grants received from DST-FIST.
- B.Voc. Courses, (Fashion Technology, Software Development, Retail Management, Beauty Therapy and Aesthetics and travel and Tourism management.)
- Received **Best Principal Award** for the Academic Year 2019-20 to our Resp. Principal **Dr. Nitin Ghorpade** by Savitribai Phule Pune University.

About Organizing Department

The Faculty of commerce is major wing of the college, having more than 1300 students it was established in 1989 with student's strength 55. It offers commerce under graduate program B. Com., BBA(CA) and post graduate program M.Com., DTL and newly started Retail Management Course(B.Voc) with 70 students. The faculty has highly qualified academicians. The alumni of the faculty are well placed in the field of banking and finances, general management and administration, civil services and academics. Many are successfully their own business establishment. The faculty also strives to develop their overall personality by organizing various activities of the students throughout the year. Some of the activities are seminar, presentation, industries visit, Google classroom, digital test, and value added course for value education, gender sensitivity.

The faculty has been taking special efforts to promote entrepreneurial spirit among student through organizing "Job Rojgar Mela".

About Conference with Objectives

There are number of human resource management challenges (HR Challenges) that need to be address as it is an important function of any organization. These HR challenges might be environmental challenges, organizational challenges and individual challenges, etc. Always remember that these challenges are not related to the single dimension; rather they are directed towards multi-dimensional issues that should be tackled with immediate care. Following are the broad categories of the [Human Resource Management challenges](#) in the today's competitive world.

Objectives:-

1. To discuss various aspects of Human resource Management.
2. To discuss HRM in Service sector
3. To discuss HRM in corporate sector
4. To converse various challenges and opportunities in HRM sector
5. To discuss present scenario of Human resource Management
6. To discuss future of Human resource Management

Sub Themes:-

- Human Resource Management
- Job Analysis and Job Evaluation
- Recruitment and Selection
- Career Development
- Human Resource Planning
- Workforce Diversity
- Performance Appraisal
- Training and Development

- Employee Compensation
- Employee Motivation and Employee Welfare
- Industrial Relation
- Risk Management
- Human Capital Management
- HR Challenges in Insurance Industry
- HRM within the hair and beauty sector
- HRM and Fashion Technology
- HR Challenges in Software Industry Any other theme related to HRM.
- HR Research and Information Systems
- Human Resource Accounting
- Quality of Working Life
- Human Resource Management in Travel and Tourism Sector
- Retail Sector and Human Resource Management
- Organizational Development
- Stress Management
- Human Resource Audit
- HRM in Education Sector
- Gender Issues in HRM

Call for Research Paper:-

Research/ review/ papers and case studies related to the theme and subthemes are invited from academic leaders, faculty members, research scholars and industry personnel. Papers are to be submitted at bgccomns2020@gmail.com in the font: English- Times New Roman, 12 points, justified, Heading size 14, Marathi- Kruti Dev 714 or Shivaji-01 size-14 in single line spacing, Heading Size- 16.

Selected papers shall be included in the Peer Review Journal International Journal of multifaceted and multilingual studies (ISSN 2394207S)

Important Dates: Last Date of Paper Submission: 29.2.2020
Notification of Acceptance/ Rejection: 2.3.2020

Registration Fees:

Faculty/Research Scholars/- Rs 1,000/- Students UG/PGRs 500/- (Accommodation charges are to be born by individual participant separately. No TA/ DA is admissible)

The registration fee include tea, breakfast and Lunch and seminar kit

Note:- The soft copies of bank deposit / RTGS along with the college ID must be mailed on bgccomns2020@gmail.com for the publication of the paper.

Mode of Payment: Cash/ Demand Draft (Made in favor of the Principal, Baburaoji Gholap College Sangvi, payable at Pune.)

Bank Details: For RTGS/ Online payment **Bank:** Union Bank of India, Branch, Sangvi, Pune. **Account Name:** Principal, Baburaoji Gholap College, Sangvi **Account No:** 546802010002911

IFSC Code: UBIN0554685 **MICR Code:** 411026030

Contact Details:

E Mail: bgccomns2020@gmail.com Website: www.pdea-bgc.org
(The receipts of the bank transaction must be submitted at the time of registration)

Report of National Seminar
“Human Resource Management”

6th and 7th MARCH 2020

Commerce department have organized two days national seminar on **“Human Resource Management: Challenges and Opportunities”** on 6th and 7th March 2020 funded by BOD, SPPU, Pune. Amount sanctioned for this seminar of **Rs 2, 00,000/-** and **119** participants are participated for this seminar.

The Resource Persons Were Called From

Sr. No.	Name	Address & Contact No.
1	Dr.Parag Kalkar	Dean, Commerce & Management, SPPU, Pune
2	Mr.Balaji Patil	Future Group of India
3	Mr.Shrinivas Sarmane	Scrum Start Pvt. Ltd.
4	Mr.Vinod Mandal	Hello Beautiful Ent.
5	Dr.Vandana Joshi	MSIHMCT
6	Prof.Yogesh Joshi	Director & Head Department of MBA, SP University, Gujrat.
7	Dr.Rondy D'Silva	Vice Principal, Damodar College of Commerce, Margao, Goa
8	Dr.Anil Adsule	Prin. St. Vincent College of Commerce, Pune
9	Dr.M.G.Mulla	Asso. Professor Abeda Inamdar College, Pune
10	Dr.Tanaji Salve	Prin. Annasaheb Waghire College, Otur, Dist. Pune

For this seminar, **112 Research Papers** have been received from Goa, Orisa, Karnatak and from various universities of Maharashtra State. Selected research papers were published in Peer Reviewed Journal AMIERJ having impact factor 6.236, ISSN2278-5655, Vol IX special issues Part A and B.



Dr. N. S. Giri
Asst. Coordinator



Dr. V. V. Pimple
Coordinator
H.O.D. Commerce
B. G. College
Sangavi, Pune- 411027

PDEA's
BABURAOJI GHOLAP COLLEGE, SANGVI, PUNE-411027
 Department of Commerce
 &
SAVITRIBAI PHULE PUNE UNIVERSITY, PUNE
 Jointly Organized
 National Level Seminar on
Human Resource Management: Challenges and Opportunities
 6th and 7th March, 2020
 Glimpse



("National Level Seminar on Human Resource Management: Challenges and Opportunities" Inaugural Speech by Pro VC SPPU Dr. N. S. Umrani in the Presence of Principal Dr. Nitin Ghorpade, (Baburaoji Gholap College College, Sangvi,Pune) Dr. V. V. Pimple (HOD Commerce, Baburaoji Gholap College College,Sangvi,Pune), Dr. Rodney D'Silva (HOD Commerce & Vice Principal, VVM's Shree Damodar College of Commerce & Economice, Margao, Gao) Dr. Yogesh Joshi(Speaker-Sardar Vallabhbhai Patel University, Gujarat) Dr. N. S. Giri (Asst. Proramme Coordinator), Dr. Prakash Pangare, Dr. Amruta Inamadar, Prof. Shushma Sonar, and Dr. Manisha Tryambake)

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("National Level Seminar on Human Resource Management: Challenges and Opportunities" in the Presence of **Principal Dr. Nitin Ghorpade**, (Baburaoji Gholap College College, Sangvi,Pune) **Dr. V. V. Pimple** (HOD Commerce, Baburaoji Gholap College College,Sangvi,Pune), **Dr. N. S. Giri** (Asst. Proramme Coordinator), **Dr. Prakash Pangare**, **Dr. Amruta Inamadar**, **Prof. Shushma Sonar**, and **Dr. Manisha Tryambake**)

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Savitribai Phule Pune University, Pune
and
Department of Commerce,
P.D.E.A's Baburaoji Gholap College, Sangvi, Pune-411027.

Organized

National Level Seminar on

"Human Resource Management: Challenges and Opportunities"

6th and 7th March, 2020

LIST OF PARTICIPANT'S REGISTRATION (For out of Maharashtra)

Sr. No	Name of the Participant	Name of the College	Name of the University	Name of the State	Contact No. and Email ID	Sign	Sign
						6 th March 2020	7 th March 2020
1)	Ms. Seema Dhanani	Shree Damodar College of Commerce & Economics	GOA	GOA	9579661719 Seema.dhanani@vnm.edu.in	<i>Seema Dhanani</i>	<i>Seema Dhanani</i>
2)	Ms. Pooja U. SHANBHAG	Shree Damodar College of Commerce & Economics	GOA	GOA	8806728171	<i>Pooja Shanbhag</i>	<i>Pooja Shanbhag</i>
3)	Ms. SHERYL DA SILVA	Shree Damodar College of Commerce & Economics	GOA	GOA	8806728451	<i>Sheryl Silva</i>	<i>Sheryl Silva</i>
4)	A. Mohan Muralidhar	School of mgmt Centurion Univ. of Technology	Centurion University of Technology Odisha	Odisha	8806728451 moham@vnm.edu.in	<i>M. Muralidhar</i>	<i>M. Muralidhar</i>
5)	Tabat jahan Begum	Journalism & mass comm. Central Univ. of Odisha, Karaput	Central University of Odisha	Odisha	94810622733 tabatib@vnm.edu.in	<i>T. Begum</i>	<i>T. Begum</i>
6)	Mr. Indresh M. L.	CFGL Channarayana	Mysore	Mysore (Karnataka)	94810622733 indreshm161@gmail.com	<i>Indresh M. L.</i>	<i>Indresh M. L.</i>
7)	Mr. Uthas Mohan Barsode	GOA Multi faculty college	GOA	GOA	9049269487 uthasbarsode100@gmail.com	<i>U. Barsode</i>	<i>U. Barsode</i>

H.O.D.






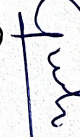


Department of Commerce
Baburaoji Gholap College
Sangvi, Pune-27

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National Level Seminar on
"Human Resource Management: Challenges and Opportunities"
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Sr. No	Name of the Participant	Name of the College	Name of the University	Name of the State	Contact No. and Email ID	Sign	Sign
						6 th March 2020	7 th March 2020
8.	Prof. Nijeskturag P.	Govt. First Grade College Hungund,	Mysore	Karnat aka.	988637095 doddamanik @gmail.com		
9.	Prof Gayatri Damani	Govt. First Grade college Hungund	Mysore	Karnat ka.	9429168367 gayatri.damani @gmail.com		
10.	Prof. Gulam Sandani	Govt. First Grade College Hungund	Mysore	Karnat ka,	9448701992 gulamsandani @gmail.com		
11.	Prof. Shrideni S. Kadival	Govt. First Grade College Hungund	Mysore	Karnat ka	08351-261321 9035228736 shridevi.pdai16 gmail.com		

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Baburaoji Gholap College
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LIST OF PARTICIPANT'S REGISTRATION (For Other than SPPU, Pune)

Sr. No	Name of the Participant	Name of the College	Name of the University	Name of the State	Contact No. and Email ID	Sign	Sign
						6 th March 2020	7 th March 2020
25 8	Deshmukh Kedar Vilas	Smt. Meenalben Meheta College Pachgaon	Kolhapur University	Maharashtra	9835 297046 kedarcdmukh08@gmail.com	V. Deshmukh	V. Deshmukh
9	Balaji Kamthad Nagare	Ramkrishna Param Hans College Amonabad	SRTM Nanded	—	9096418721 Balajinagare@gmail.com	V. Deshmukh	V. Deshmukh
10	Ganesh K Injekar	—	—	—	9860232835 ganeswinjekar007@gmail.com	Ganesh Kamthad	Ganesh Kamthad
11	Sandeep Lokhande	Arts & Com. College Nagthane satra	Savitribai University	—	9881422224	Sandeep Lokhande	Sandeep Lokhande
12	Netaji Balaji Kale	S.V.S.S Tulja Bhawanani college Tuljapur	Dr. B.A.M. Aurangabad	—	9730414600 kalenetaji123@gmail.com	Kale Netaji	Kale Netaji
			H.O.D. Department of Commerce Baburaoji Gholap College Sangvi, Pune-27				

Savitribai Phule Pune University, Pune
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						6 th March 2020	7 th March 2020
1]	Dr. Vijay M. Raut	DSM. college parabhani	SRTMU. Nanded	Maharashtra	9423739242 rautvijay02@gmail.com	Vijay Raut	Vijay Raut
2]	Dr. Shikhar M. Kolhe.	DSM college Parabhani	SRTMU. Nanded	Maharashtra	9421490204 shikhar.kolhe@gmail.com	Shikhar Kolhe	Shikhar Kolhe
3]	Dr. Deepak Mahade Bhatti	MSPM ACS college Kille Bhatti	BAMU.	Maharashtra	9422353611 d.bhatti7@gmail.com	Bhuvan B	Bhuvan B
4]	Dr. Sheshwara S. Demalkar	Maharashtra college Nilanga Nanded	SRTMU. Nanded	Maharashtra	9850037250 s.demalkar@gmail.com	S.D. Demalkar	S.D. Demalkar
5]	Dr. Balaji S. Rajale	Shankar Education Society's College Nanded	BAMU	Maharashtra	9421449832 rajaleb@gmail.com	Prajwal Rajale	Prajwal Rajale
6]	Dr. Bhairavnath B. Mote	---	BAMU	---	9421094382 bhmote2011@gmail.com	B.B. Mote	B.B. Mote
7]	Dr. Sandeep Patil	Padmashri Dr. G.G. Jadhav Mahasarakholi	Savitribai Phule Pune University	Maharashtra	9421203497	Sandeep Patil	Sandeep Patil

Kolhapur H.O.D.

Department of Commerce
Baburaoji Cholap College
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LIST OF PARTICIPANT'S REGISTRATION FOR SPPU PUNE

Sr. No	Name of the Participant	Name of the College	Name of the University	Contact No. and Email ID	Sign	Sign
					6th March 2020	7th March 2020
1	Mr. N D Gaikwad	AISSMS, IOIT, Pune-411001	SPPU	9421055660 ndgaikwad@aiissmsioit.org		
2	Dr. Narsingh S. Gini	Baburaoji Gholap College Sangvi	SPPU	9689901124 gini.narsingh@gmail.com		
3	Prof. Pradyumn V. Dharamantakar	Nashwantrao Mohite College	Bharati	9765999214 dharamantar-pradyumn@yahoo.com		
4	Prof. Gopalram Soman Shinde	Shiv Chhatrapati Arts Commerce College Wadgaon	SPPU	9767359069 soman.gopalram@gmail.com		
5	Prof. Sugan Adak Kisan	Sangam Kashan Arts & Commerce College	SPPU	97020806868 suganadak@gmail.com		
6	Prof. E. J. Jagtap	Anandachet Magar Mahavidyalaya	SPPU	dr.ejjagtap@gmail.com 9960167725		
7	Prof. Revati Deshpande	Balaji College	SPPU	revati.kd@gmail.com		

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					6 th March 2020	7 th March 2020
8	Kambole Shiramrao Rumbhar	Saraswati Mandir Nigam College, P.D.E.A.'s Mahatma Phule Institute of Management	SPPU	9822941609 shiramkambole@gmail.com		
9.	Wahetkar Ashwini Sahar.	P.D.E.A.'s Mahatma Phule Institute of Management	SPPU	9525571147 ashwinikadekar29@gmail.com		
10	Khaldar Santosh Babasaheb	—	—	9763439775 santoshkhaldar@gmail.com		
11.	Snehal Bokkar	MTC, Pune	SPPU	8796960807 sneharuss2311@gmail.com		
12	Dr. Akhaya Vishwanath Patil	Amruteshwar Pimpri College Pimpri	SPPU	8087604147		
13	Dr. Laxgade Sunil Sam-bhaji	Akhadeshwar Mahipale College, Pimpri	SPPU	9890310782		
14	Dr. Seema Ashok Bagul	Amruteshwar Arts, Commerce & Science College, Vinzar	SPPU	9657860244		

Vinzar

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15	Dr. Darandale Sharda Ranganath	Art, Commerce and Science College, Sangvi	Savitribai Phule University Pune - Pune	9423753598 shardadrandale@gmail.com	Sharda	Sharda
16	Manisha R. Bele	Modern College, Pune - 16	SPPU, Pune	9822756207 manishabele12@gmail.com	Manisha	Manisha
17	Jadhav Anirudh Baburao	Dr. Karade College, Junner	SPPU Pune	9822437472 anirudhjadav678@gmail.com	Anirudh	Anirudh
18	Gavade Anurag Vikram	Anurag Gavade A.C.S College Vitoral	SPPU Pune	9527730730 anuragavade@gmail.com	Anurag	Anurag
19	DR. MUKTI BAPNA	MMCC, Pune	SPPU	9850823935 mukti.bapna@gmail.com	Mukti	Mukti
20	Dr. Shilpa Kabra	MMCC, Pune	SPPU	9823959911 shilpa.kabra@gmail.com	Shilpa	Shilpa
21	Dr. Ramesh Shivaji Marachi	Shri. Shahu Maharaj Mahavidyalaya, Pune	SPPU	842192275	Ramesh	Ramesh

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20	Dr. Padmaavati Ingole Savajay	Prof Ramkrishna MCA ACS College Aherdi	SPPU	ingolepadmaavati@gmail.com 9326082872	PS Ingole	PS Ingole
21	Dr. Pokale Vijaya Marjaha	Mahatma Phule College Pimpri, Pune-17	SPPU	vijayaburungale@gmail.com 8975334040	Pokale	Pokale
22	Dr. Balwan + Bhimrao Londye	B.S.S. College Waghodi	SPPU	9028579800 blondye@ghini.com	Bhimrao	Bhimrao
23	Prof. Suresh K.K.	B.S.S. ASC College Waghodi	S.P.P.U	8888123939 suresh.suresh@33@gmail.com	SKK	SKK
24	Prof. Gaikwad J.R.	B.S.S. ASC College Waghodi	SPPU	7038206768 gaikwadjr6768@gmail.com	JR	JR
25	Prof. Tatyade A.P.	B.S.S. ASC College Waghodi	SPPU	7218957028 atamintatyade28@gmail.com	AT	AT
26	Prof. Waghmare P.S.	B.R. Ghatak College	Pune	8308813288 pswaghmare@gmail.com	Waghmare	Waghmare

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"Human Resource Management: Challenges and Opportunities"
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"Human Resource Management: Challenges and Opportunities" held on 6th and 7th March 2020.

Pimple

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Head of Commerce & Co-Ordinator

Phule

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