



ASHOKA EDUCATION FOUNDATION'S

# ASHOKA BUSINESS SCHOOL

**REPORT ON FDP & ADP**

**ASHOKA EDUCATION FOUNDATIONS**  
**ASHOKA BUSINESS SCHOOL**  
**Faculty Development Programs & Admin Development Program**

<b>Sr. No.</b>	<b>Topic</b>	<b>Date</b>
<b>1</b>	Faculty Induction & Refresher Course	10th Sep 2022
<b>2</b>	Faculty Induction & Refresher Course	20th Sep 2022
<b>3</b>	Research Quality Indicators- Impact Factor, Citations, I-10, And H-Index	10th March 2023
<b>4</b>	How To Develop The Interest Amongst The Students For Learning Through Case Studies?	05th May 2023
<b>5</b>	“Effective Class Engagement Through Case Study Pedagogy- II”	29th June 2023
<b>6</b>	Faculty Development Program On “Outcome Based Education-(OBE)”	29th July 2023
<b>7</b>	Faculty Development Program On “Stress Management”	04th Oct 2023
<b>8</b>	Admin Development Program On "Motivation & Personal Development "	04th Oct 2023
<b>9</b>	Faculty Development Program on "IPR "	27th Nov 2023
<b>10</b>	Expert Session on how to make Research proposal for gaining the "Research Grants"- FDP	01st Dec 2023
<b>11</b>	FDP on AI tools in Management Education	02nd Dec 2023

## Faculty Induction & Refresher Course-

The Faculty Induction Program in any institute mainly aims to help new teachers:

- a. Understand their roles and responsibilities as faculty members.
- b. Familiarize themselves with the structure, functioning and professional expectations of the institute.
- c. Make them well acquainted with the systems & culture.

Same way an induction program was organized at ABS for its new faculties.

It was taken up in two parts:

### DAY 1- 10<sup>th</sup> Sep 2022

<b>Faculty Orientation Program for Ashoka Business School Practices &amp; Execution</b>				
<b>10th Sept 2022</b>				
<b>INDUCTION SCHEDULE</b>		<b>Time : 10:am- 5:00pm</b>		
<b>Sr. No.</b>	<b>Activity/Particular</b>	<b>Resource Person</b>	<b>Time Required</b>	<b>Time Line</b>
1	ABS Intro	Dr. Vikas Gaundare	15min	10.00 am
2	Admission and Promotion Process	Dr. Vaibhav Bhalerao	15 min	10.15 am
3	Mentoring	Pooja A Gholap	30 min	10.30 am
4	ERP	Dr. Sarita Dhawale	15 min	11.00 am
<b>SHORT BREAK</b>			15 min	11.15 am
5	ISO	Dr. Sarita Dhawale	1 Hour	11.30 am
6	IQAC	Dr. Sarita Dhawale	15 min	12.30 pm
7	E- Bulliten	Dr. Vikas Gaundare	15 min	12.45 pm
8	Vyaktiv	Dr. Vikas Gaundare	15 min	01.00 pm
<b>LUNCH BREAK</b>				01.15 pm
9	Monthly Reports & Class Observation	Pooja A Gholap	30 min	02.00 pm
10	Great Teacher	Dr. Sarita Dhawale	30 min	02.30 pm
11	SRPS	Dr. Vaibhav Bhalerao	30 min	03.00 pm
<b>TEA BREAK</b>			10 min	03.30 pm
12	AISC	Dr. Vikas Gaundare	15 Min	03.45 pm
13	Microplan & Course File	Dr. Vikas Gaundare	30 min	04.00 pm
14	ELITE club	Dr. Vaibhav Bhalerao	15 min	04.30 pm
15	5 S	Mr Vishal Sonkamble	15 min	04.45 pm
	Conclusion -Discussion & VOT	Pooja A Gholap	15 min	05.00 pm



All the various activities which are being conducted for the students, the tasks which are performed by the faculties and the work that is being distributed to the entire team was explained.

#### Day 2- 20<sup>th</sup> Sep 2022

<b>DAY 2</b>		<b>Time : 10:am- 1:00pm</b>		
<b>Sr. No.</b>	<b>Particular/Activity</b>	<b>Resource Person</b>	<b>Time Required</b>	<b>Time Line</b>
1	Criteria 1	Dr. Vikas G	30 min	10:00am
2	Criteria 2	Dr. Vaibhav B	30 min	10.30 am
3	Criteria 3	Mrs. Pooja G	30 min	11:00am
4	Criteria 4	Mr. Vishal G	30 min	11.30 am
5	Criteria 5	Mr Mandar Dixit	30 min	12:00
6	Criteria 6	Dr. Sarita D	30 min	12.30 pm
7	Criteria 7	Dr. Leena G	30 min	1:00pm



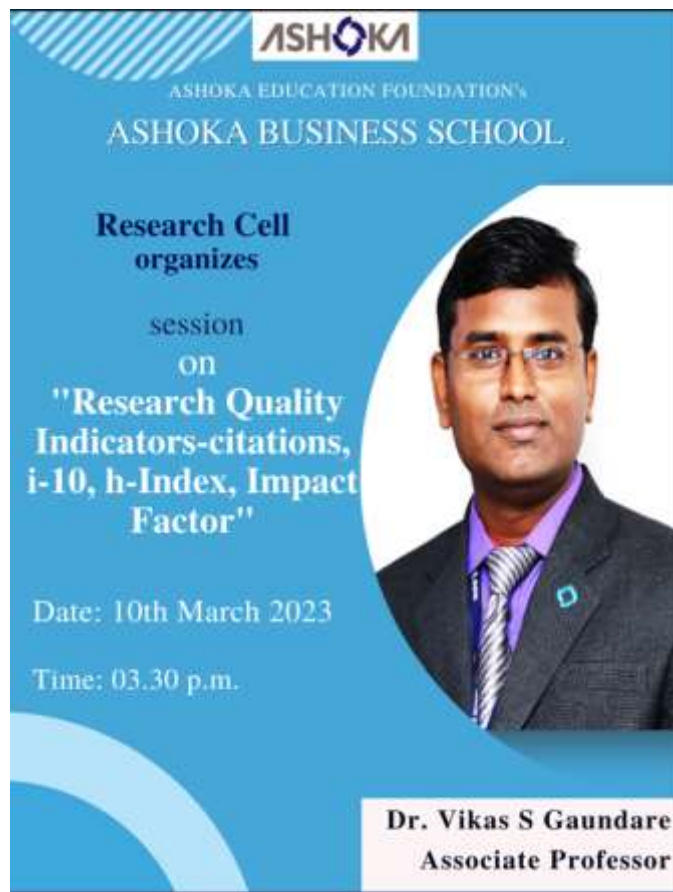
As accreditation plays a major role in the higher education institute, the new faculties were being briefed about the NAAC. All the seven criteria were explained to them in a very precise manner.

This way the two-day induction concluded with making the new joiners' as a part of the current team and making them a member in various activities and clubs.

# **RESEARCH QUALITY INDICATORS- IMPACT FACTOR, CITATIONS, I-10, AND H-INDEX.**

## **Introduction:**

Research over the years has gained a great importance and is becoming the most crucial part of an educational institutes. Over the last more than 5 decades there has been mushrooming growth of the journals which provided an easy option for researchers to publish their work, even if unsound. Quality indicators are needed and also helpful for identification and authentication of the quality of the research. Such quality indicators are: Impact Factor, Citations, i-10, and h-Index. But to know about it in detail can contribute to follow the fair research practices and ethics in research.



## **Objectives:**

1. To know about the quality indicators in research.
2. To learn about the various quality indicators in detail.
3. To understand the significance of the Research Quality indicators like Impact Factor, Citations, i-10, and h-Index.
4. To know about their importance to the authors who publish their work



A session on Research Quality Indicators was organized for the Faculties at ABS. Research plays a very crucial role in the academic journey and enhancing the knowledge by adding new dimensions. The quality of research will matter much and would be utmost important. So, to guide the faculties in terms of having quality in research they were being briefed regarding the various quality index like h Index, i10 Index, and g index. Impact factor was also sea criterion that was explained by the expert along with Eigen factor. If these parameters are considered, then the quality of research can be improvised and maintained.

# HOW TO DEVELOP THE INTEREST AMONGST THE STUDENTS FOR LEARNING THROUGH CASE STUDIES?

## **Introduction**

The case method is an excellent way for students to learn new cognitive skills, as well as improve their analysis and evaluation skills. Case study improves various skills like knowledge, comprehension, application, analysis, etc. Top business schools use the case study method for making teaching more effective and efficient. Hence, training the teachers with skills on writing case studies on their own will not only upgrade the domain knowledge of the faculty and students but also give an opportunity to explore their area of interest.



## **PURPOSE**

B School faculties can make their teaching and learning more interesting by using the case studies in their teaching pedagogy which not only upgrade the intellectual skills of the students but would connect them to the real life examples from industry. Faculties when put the appropriate case studies in the class, the students can have an in-depth view about the knowhow of industry as well as would be able to link the theoretical concepts to the practical world. Case



study analysis enhances the critical and creative thinking amongst the students. It also helps to apply the management tools and models in it which gives a strategic view to look and resolve the problem.



### Objectives

1. To make teachers/faculties make effective use of the “Cases” as a teaching pedagogy.
2. To involve the students into the cases and make learning a fun in a creative way.
3. To learn and apply the management concepts and the domain knowledge in the best possible way as per the situations.

**DR. MANPREET UPPAL**  
*Educationist, Author, Researcher, Trainer & Coach*

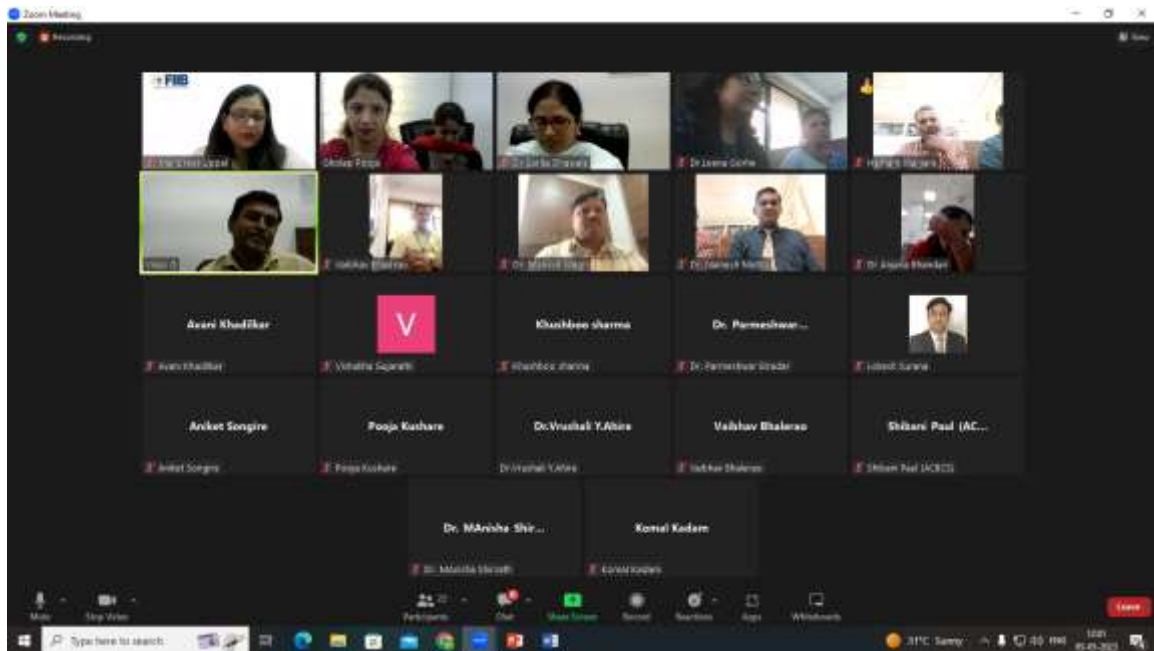
**The Professional**

- 24+ years in Academia and Corporate
- Ph.D. in CRM and Retail Markets
- University Medal awardee in Economics
- Current Role – Area Chair- Strategy, Entrepreneurship & Chair- Centre of Executive Education @FIR, New Delhi

**The Person**

- Love reading, socializing, and watching movies
- A daughter, sister, wife, and mother

*Life Mantra – Believe, and it shall be.*



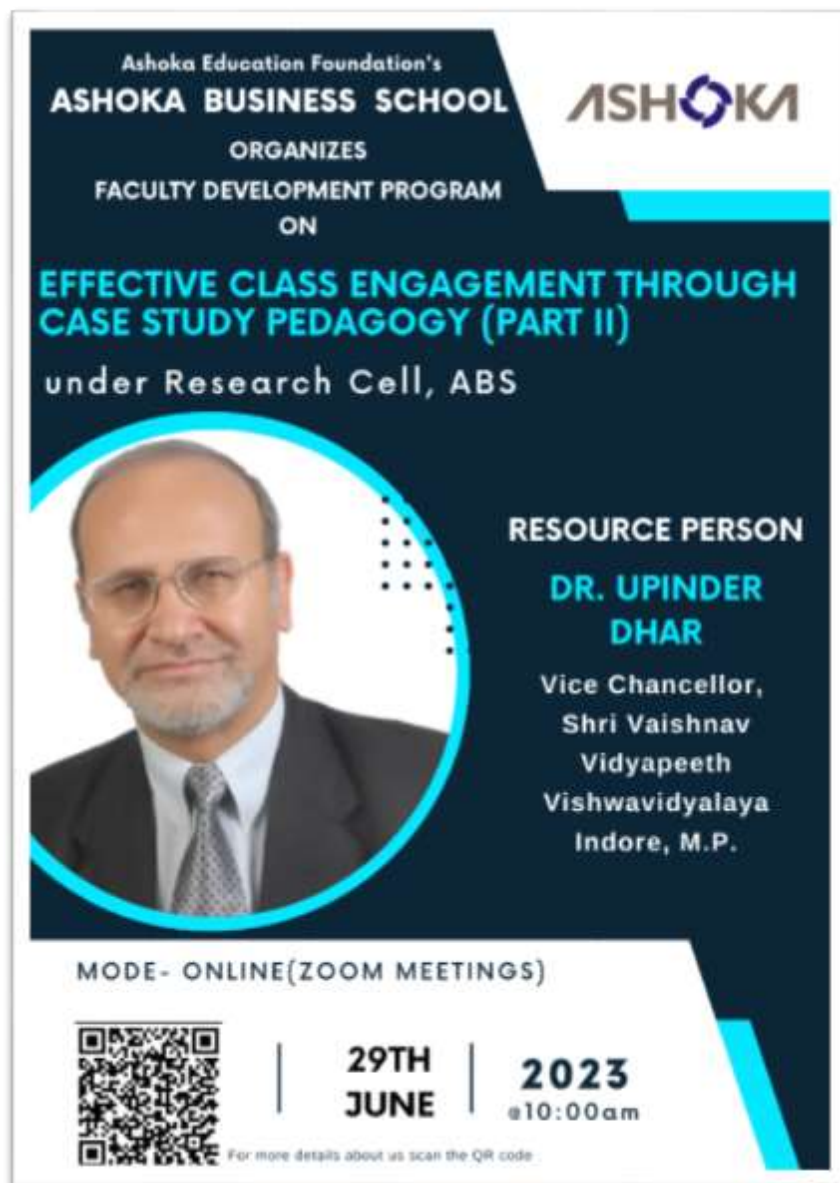
### **Outcome:**

1. Faculty members gained a deeper understanding of how to effectively incorporate case studies into their teaching methodologies.
2. It also helped to learn creative techniques to actively involve students in case studies, making learning enjoyable and meaningful, that involves using multimedia, role-playing, group activities, and real-world examples.
3. Developed strategies to help students apply management concepts and domain knowledge effectively in diverse scenarios presented by case studies.
4. Fostered a collaborative learning environment where faculty members shared best practices, resources, and experiences related to teaching with case studies.

# “EFFECTIVE CLASS ENGAGEMENT THROUGH CASE STUDY PEDAGOGY- II”

## **Introduction**


The case method is an excellent way for students to learn new cognitive skills, as well as improve their analysis and evaluation skills. Case study improves various skills like knowledge, comprehension, application, analysis, etc. Top business schools use the case study method for making teaching more effective and efficient. Hence, training the teachers with skills on writing case studies on their own will not only upgrade the domain knowledge of the faculty and students but also give an opportunity to explore their area of interest.



Ashoka Education Foundation's  
**ASHOKA BUSINESS SCHOOL**  
ORGANIZES  
FACULTY DEVELOPMENT PROGRAM  
ON  
**EFFECTIVE CLASS ENGAGEMENT THROUGH  
CASE STUDY PEDAGOGY (PART II)**  
under Research Cell, ABS

**RESOURCE PERSON**  
**DR. UPINDER  
DHAR**  
Vice Chancellor,  
Shri Vaishnav  
Vidyapeeth  
Vishwavidyalaya  
Indore, M.P.

MODE- ONLINE(ZOOM MEETINGS)

 | **29TH  
JUNE** | **2023**  
@10:00am

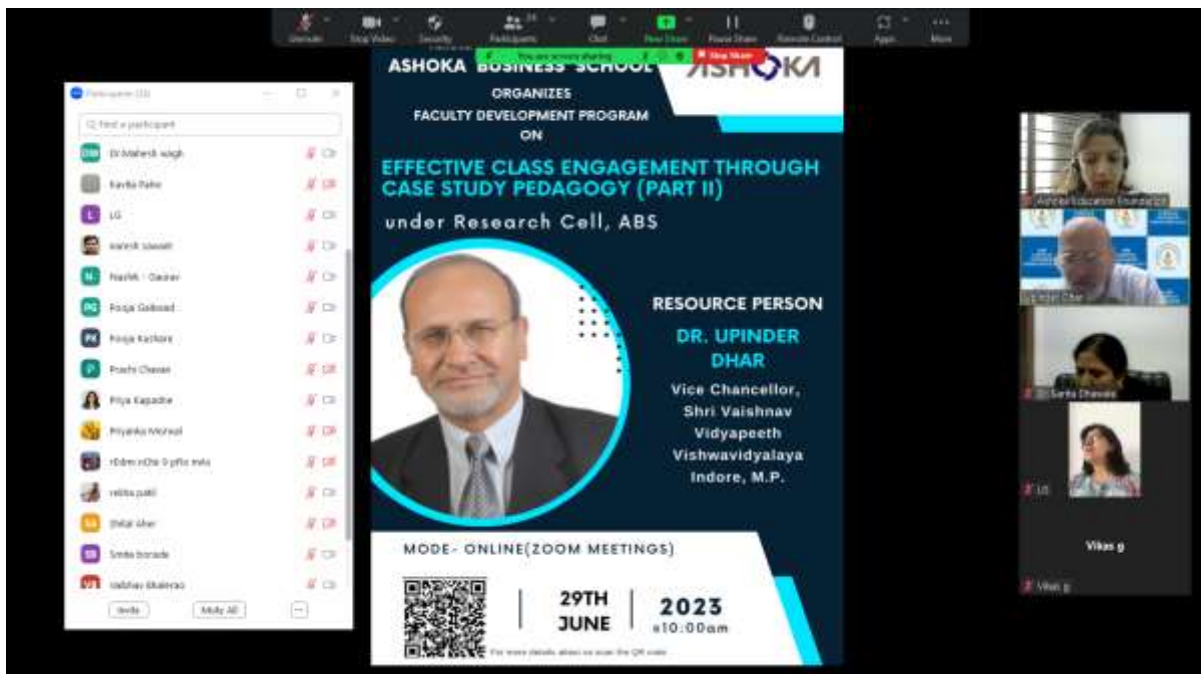
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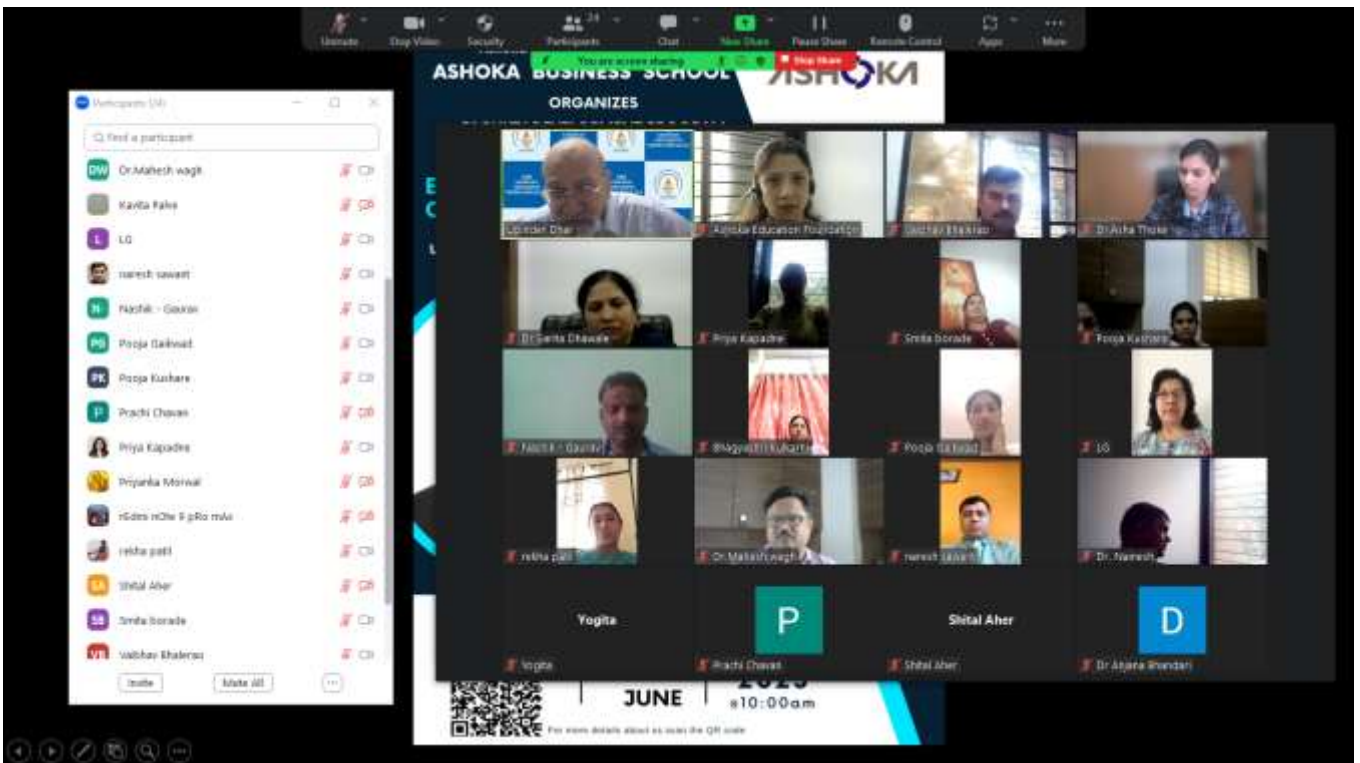
## PURPOSE:

Many students are more inductive than deductive reasons, which means that they learn better from examples than from logical development starting with basic principles. The use of case studies can therefore be a very effective classroom technique. The B-School faculties can make their teaching pedagogy interesting by using case studies in the class to make it easier and more practical learning for students. Also it will connect them to real-life examples from industry. Faculties when putting the appropriate case studies in the class, the students can have an in-depth view of the know-how of industry as well as would be able to link the theoretical concepts to the practical world. Case study analysis enhances critical and creative thinking among the students. It also helps to apply the management tools and models in it which gives a strategic view to look at and resolve the problem.

## Objectives

1. To make teachers/faculties make effective use of the “Cases” as a teaching pedagogy.
2. To involve the students into the cases and make learning a fun in a creative way.
3. To learn and apply the management concepts and the domain knowledge in the best possible way as per the situations.
4. To brief the faculties regarding the outline for case writing for the classroom teaching.






### Outcome:

1. Increased motivation and enthusiasm for innovative teaching methods to create dynamic and interactive learning environments.
2. Greater confidence in utilizing technology and multimedia resources to supplement case study-based instruction.
3. Heightened awareness of different approaches to integrating case studies into various disciplines and classroom settings.


## **FACULTY DEVELOPMENT PROGRAM** **ON “OUTCOME BASED EDUCATION-(OBE)”**

The Higher Education Faculty Development Program on Outcome-Based Education (OBE) marks a significant initiative in advancing pedagogical practices and enhancing the quality of education in higher learning institutions. With a steadfast commitment to academic excellence and student-centric learning approaches, this program aimed to equip faculty members with the knowledge, skills, and tools necessary to effectively implement Outcome-Based Education frameworks in their respective disciplines. The faculties were immersed in the principles and practices of OBE, empowering them to create meaningful learning experiences, assess student outcomes, and foster continuous improvement in teaching and learning processes.



**ASHOKA**  
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Faculty Development Programme on  
**Outcome Based Education**



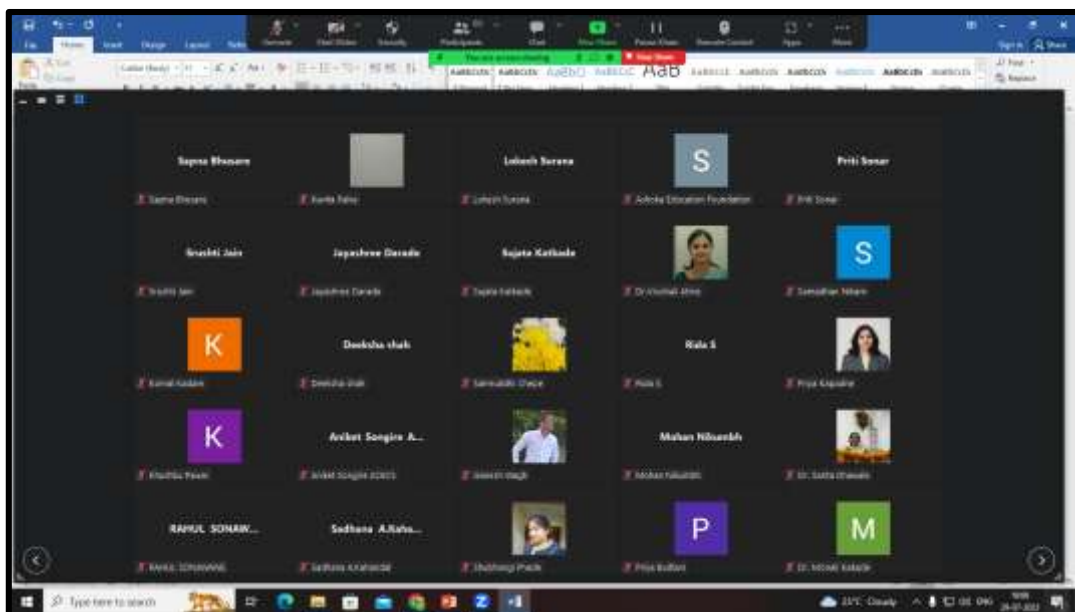
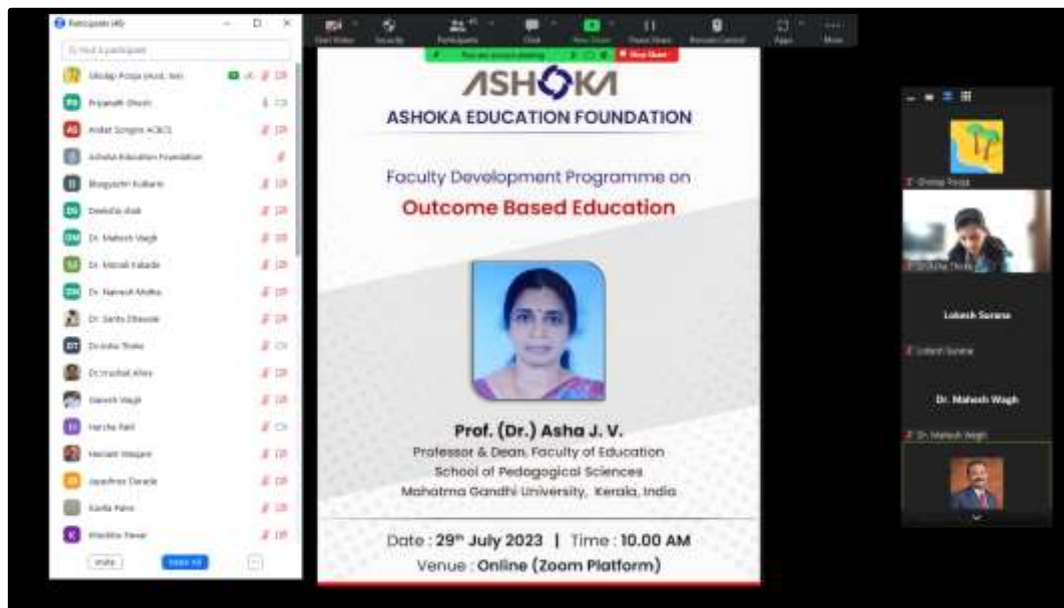
**Prof. (Dr.) Asha J. V.**  
Professor & Dean, Faculty of Education  
School of Pedagogical Sciences  
Mahatma Gandhi University, Kerala, India

Date : 29<sup>th</sup> July 2023 | Time : 10.00 AM  
Venue : Online (Zoom Platform)

## Objectives:

1. To enhance understanding of Outcome-Based Education (OBE) principles and methodologies.
2. To create ability to design, develop, and implement course curriculum aligned with OBE frameworks.
3. To Investigate the integration of Outcome-Based Education into teaching practices and pedagogical approaches across various disciplines.

## Some Glimpses.







# **FACULTY DEVELOPMENT PROGRAM** **ON “STRESS MANAGEMENT”**

## **Introduction:**

Distress is prevalent and costly problem in today’s workplace. Most of the employees are reporting high level of stress. Excessive work related stress can have serious behavioral, physical and psychological consequences. Relations with parents, students, workplace conflicts and deadlines are potential causes of distress and faculties must learn how to manage the same for efficient working.

## **Objectives:**

1. To identify the sources of stress and learn how to prevent it.
2. How to support the students to deal with a stressful situation?
3. To learn to acquire a concrete method to better handle stress.
4. To improve the stress and conflict management skills.



Ashoka Education Foundation's  
**Ashoka Business School**

UNDER  
INTERNAL QUALITY  
ASSURANCE CELL  
(IQAC)

**Faculty  
Development  
Programme  
on “Stress  
Management”**

DR. DATTATRAY  
GUJARATHI

Date: 4th October 2023  
Time: 9:45 am  
Venue: Seminar Hall, ABS



## Glimpses





**Outcome:**

1. Faculties experienced improved physical, mental, and emotional well-being as a result of engaging in yoga and meditation practices.
2. The session helped faculty members enhance their ability to focus and concentrate on tasks.
3. Faculty members learned strategies for promoting work-life balance through mindfulness practices.
4. Overall, the session on stress management for faculties through yoga and meditation yielded positive outcomes, equipping them with valuable skills, strategies, and resources to effectively manage stress, enhance well-being.

# ADMIN DEVELOPMENT PROGRAM ON "MOTIVATION & PERSONAL DEVELOPMENT "

## Introduction:

Administrative and support staff plays a very crucial role in successful and smooth functioning of any organization or institute. They are the ones who majorly contribute towards multiple areas such as the statutory compliance, cleanliness of the institute, ambience, surroundings, classrooms, housekeeping etc. To keep this team always motivated and feel worthy is very essential. These are the people who keep working continuously but are never in the lime light. So to enhance their skills and keep them inspired and always work driven appreciating them is important. Along with appreciation motivating them for their personal growth would also help them succeed and so will the institute and society grow.



Ashoka Education Foundation's  
**ASHOKA BUSINESS SCHOOL**  
ORGANIZES  
ADMIN DEVELOPMENT PROGRAM  
ON  
**MOTIVATION & PERSONAL  
DEVELOPMENT**  
under Research Cell, ABS

**ASHOKA**

"ALL OUR  
DREAMS CAN  
COME TRUE  
IF WE HAVE  
THE  
COURAGE TO  
PURSUE  
THEM." ...

MODE- ONLINE(ZOOM MEETINGS)

 | **04TH  
OCT** | **2023**  
02.30 p.m.

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## Objectives:

1. To know the administrative and support staff in a better way through activity based learning.
2. To identify the areas of improvement for these personnel's.
3. To highlight the ways in which we can motivate them for their personal growth.
4. To continue to interact with them and bring change in the institute and to the society.





### **Outcome:**

1. Specific areas for improvement were identified for the personnel, enabling targeted development plans to be implemented.
2. Various motivational techniques and strategies were highlighted.
3. The program emphasized the importance of ongoing interaction and engagement with staff, fostering a culture of continuous improvement within the institute and extending its positive impact to the broader society.

**Staff Meeting**

Meeting of staff held on 04/10/2023 at 2:30 p.m. in the Board Room, Ashoka Business School, Rane Nagar, Nashik.

Subject/Agenda Admin Development Program -  
Personal Development & Motivation Session.

Following members attended the meeting

Sr. No	Name	Signature
1	Dr. Sapita Phawale.	<i>[Signature]</i>
2	Dr. Pooja Gholap.	<i>[Signature]</i>
3	Dr. Nainesh Mutha.	<i>[Signature]</i>
4	Dr. Mahesh Wagh.	<i>[Signature]</i>
5	Dr. Anjana Bhandari.	<i>[Signature]</i>
6	Mr. Vishal Sonkamble.	<i>[Signature]</i>
7	Mr. Sachin Bagul.	<i>[Signature]</i>
8	Mr. Sachin Londhe.	<i>[Signature]</i>
9	Mr. Amol Wagh.	<i>[Signature]</i>
10	Mr. Ranjeet Tathe.	<i>[Signature]</i>

- 11 Mr. Vishnu Pitale  
Minutes of the Meeting
- 12 Ms. Sonali Satish walunj *[Signature]*
- 13 Kavita pawar
- 14 Saurabh Shinde
- 15 Sushila ghanshi
- 16 Nisha gade
- 17 Chhaya B. Shete
- 18 Krishna V. Lad
- 19 Sunita Gargane
- 20



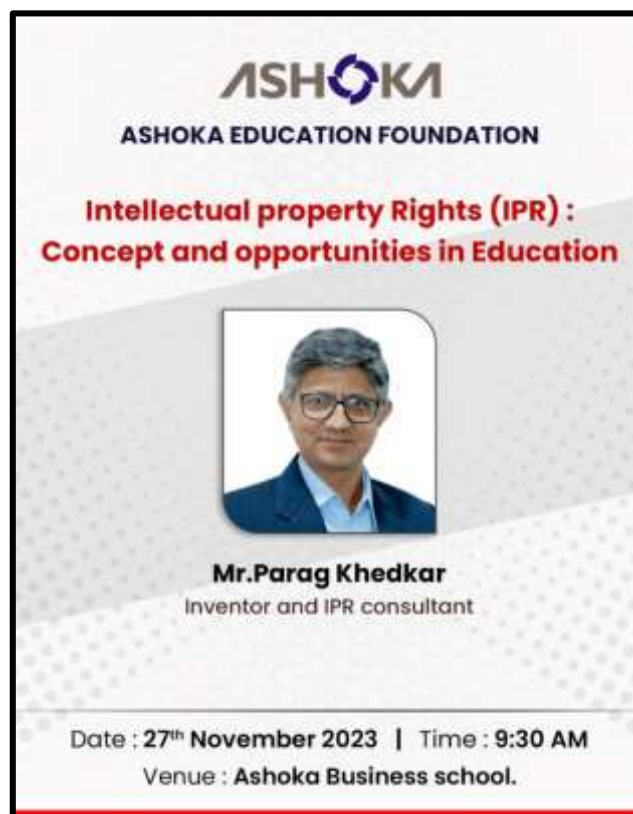
## **Faculty Development Program on "IPR "**

### **Introduction:**

Intellectual Property Rights (IPRs) is concerned with the protection of tangible and intangible property. It provides material awards and recognition to the inventors and contributors for their investment. Intellectual Property Rights (IPR) refer to legal rights granted to individuals or organizations for their creations or inventions, including patents, trademarks, copyrights, and trade secrets. Enforcing IPR prevents the entry of same products and services into the market and ensures that consumers can rely on the quality and safety of genuine products made by the original manufacturer.

### **Objective:**

1. To outlined the importance of IPR today's environment.
2. To create the awareness about IPR among students.
3. To increase the importance and social benefits of IPR
4. To learn more about IRP as the definition of assets has grown from material to non-material







**Outcome:**

1. The session effectively communicated the contemporary relevance of IPR in the current business and technological landscape.
2. Through informative discussions and examples, the session successfully raised awareness about the concept of IPR.
3. The session facilitated a deeper understanding of how the definition of assets has evolved beyond traditional tangible assets to encompass non-material assets, such as intellectual property.

**Conclusion:** Overall, the session successfully achieved its objectives by imparting valuable insights into the importance, relevance, and societal impact of Intellectual Property Rights in contemporary contexts, thereby equipping the students with essential knowledge and awareness for their personal and professional development.

## Expert Session on how to make Research proposal for gaining the "Research Grants"- FDP

### Introduction

Research on timely and important topics attracts attention, which in turn leads to greater institutional visibility and reputation. An institute becomes known for its research in certain fields, they become magnets for students, faculty, grants, media coverage, and even philanthropy. Research can make your faculty better teachers, or at the very least, keep them up-to-date and on the cutting edge of their fields. Without money from research funding organizations researchers will not be able to conduct research and publish relevant papers in (highly cited) journals and will not be competitive for further grants and positions.

Ashoka Education Foundation's  
**ASHOKA BUSINESS SCHOOL** **ASHOKA**  
ORGANIZES  
AN EXPERT SESSION ON  
**HOW TO MAKE RESEARCH  
PROPOSAL FOR GAINING THE  
"RESEARCH GRANTS"**

under the  
initiative of  
Research Cell,  
ABS

**RESOURCE PERSON**  
**DR. MAHESH  
WAGH**  
Academic co ordinator,  
ABS  
Nasik

Board Room-ASHOKA BUSINESS SCHOOL

 | **01ST  
DEC** | **2023**  
@04.30 p.m.  
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### Purpose

The primary purpose of educational research is to expand the existing body of knowledge by providing solutions to different problems in pedagogy while improving teaching and learning practices. Educational researchers also seek answers to questions bothering on learner motivation, development, and classroom management.

## Objectives

1. To make faculties aware about the various grants available for the different areas of research.
2. To inculcate the habit of continues research amongst the faculties.
3. To help faculties prepare a proper proposal for availing the available research grants.
4. To identify and seek financial assistance from the external institutions for the research projects.





**Outcome:**

1. Equip faculty members with the necessary skills to develop compelling and competitive research proposals.
2. Enhance understanding of the key components essential for successful grant applications.
3. Provide insights into the latest trends, expectations, and best practices in research proposal writing.
4. Foster collaboration and knowledge-sharing among faculty members to strengthen the research culture within the institution.

## FDP on AI tools in Management Education

### **Introduction:**

Artificial intelligence (AI) involves using computers to do things that traditionally require human intelligence. AI can process large amounts of data in ways that humans cannot. Hence, AI cannot be an exception to the education industry too. With the help of AI tools teachers can automate administrative tasks, enabling them to focus more on instruction and student interaction. Furthermore, AI-powered virtual tutors can provide round-the-clock support to students, while customized learning solutions can empower students with special needs to reach their full potential. AI-powered educational tools can analyze data on student performance and provide tailored support to improve their grades. AI can also provide instant feedback which would help students to work on the grey areas soon and cope up with it.

Ashoka Education Foundation's  
**ASHOKA BUSINESS SCHOOL**  
ORGANIZES  
AN EXPERT SESSION ON

**AI TOOLS IN MANAGEMENT  
EDUCATION**

under the  
initiative of  
Research Cell,  
ABS

**RESOURCE PERSON**  
**DR. NAINESH  
MUTHA**  
Distance Education coordinator,  
ABS  
Nasik

Board Room-ASHOKA BUSINESS SCHOOL

 | **02ND  
DEC** | **2023**  
@03.30 p.m.

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### **Objectives:**

1. To learn about the various AI tools available in management education to make it more effective.
2. To understand the importance of each tool that would help bring efficiency in teaching learning process.
3. To study about the AI tools that would help in evaluation of the learner and would also suggest the areas of improvement.
4. To know how personalized attention can be given to each student keeping in mind the constraint of time.





**Outcomes:**

- Increased awareness and understanding of AI tools relevant to higher education management.
- Empowered faculty members with practical knowledge and skills to integrate AI into their teaching and administrative roles.
- Enhanced collaboration and exchange of ideas among faculty members for the effective adoption of AI tools.

This session on AI tools in higher education management aims to equip faculty members with the knowledge and confidence to embrace and leverage AI for improved teaching, learning, and administrative efficiency.