

# SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS

Unaided- Private, Linguistic Minority (Sindhi) Institute Approved by A.I.C.T.E. Certified under ISO 9001:2015

Affiliated to Savitribai Phule Pune University, NAAC Accredited with "B+" Grade. Institute Codes: SPPU: IMMP016030, D.T.E.: 6614, AISHE: C-44578, AICTE: 1-21641511

3.3.2 Number of books and chapters in edited volumes/books published and papers published in national/international conference proceedings per teacher during last five year.

# Calendar Year [January-2022 to December-2022]

# **Books/Chapters**

Sr. No.	Name of Faculty/Author	Name of Book	Name of Chapter and Name of Book	ISBN Number	Name of Publisher	Calendar Year of publication
1	Ms. Harshali Bhalerao	Business to Business Marketing	Business to Business Marketing	978-93- 5625-126-7	Scientific International Publishing House	2022
2	Dr. B.H. Nanwani	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	Adapt and Innovate : Best Mantra for Successful Business	978-93- 93008-40-4	Ave Maria Publications	2022
3	Dr. Divya Yogesh Lakhani	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	Delectable Dishes	978-93- 93008-40-4	Ave Maria Publications	2022
4	Ms. Vaishali Rajendra Patil	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	Chapter: Art Galleria 'Emotions on Glass'	978-93- 93008-40-4	Ave Maria Publications	2022
5	Ms. Sonali Joshi	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	A Journey of Passionate lady	978-93- 93008-40-4	Ave Maria Publications	2022
6	Ms. Harshali Rahul Bhalerao	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	KKR : Hair and Beauty Salon	978-93- 93008-40-4	Ave Maria Publications	2022
7	Ms. Harshali Rahul Bhalerao	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	KKR : ALFA Pets	978-93- 93008-40-4	Ave Maria Publications	2022
8	Dr. Kaiwade Abhijeet Jayprakash	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	Home Tuition	978-93- 93008-40-4	Ave Maria Publications	2022
9	Dr. Kalpana Babaso Salunkhe	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	Young Designer	978-93- 93008-40-4	Ave Maria Publications	2022
10	Dr. Reshma Pramod Kadam	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	A Motivational Teacher	978-93- 93008-40-4	Ave Maria Publications	2022

DR. B. H. NANWANI
DIRECTOR
BADAU PASH PINISTINUTE OF MEASURE STUDE STORE STORE STUDE STORE STORE

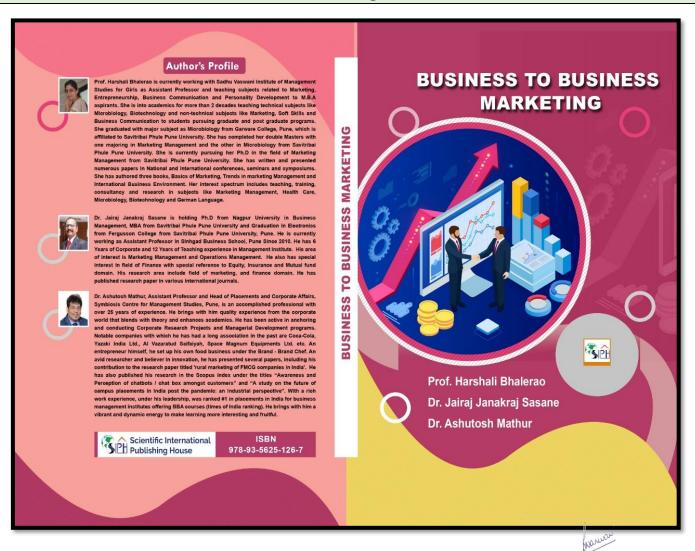
11	Dr. B.H. Nanwani	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	Multi Business Owner	978-93- 93008-40-4	Ave Maria Publications	2022
12	Dr. Divya Yogesh Lakhani	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	New Look Fancy Store	978-93- 93008-40-4	Ave Maria Publications	2022
13	Ms. Vaishali Rajendra Patil	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	Invictus - A Kerala Grocery Store	978-93- 93008-40-4	Ave Maria Publications	2022
14	Ms. Sonali Joshi	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	Dream 9 Studio	978-93- 93008-40-4	Ave Maria Publications	2022
15	Ms. Harshali Rahul Bhalerao	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	JM Stores : An Online Kerala Mart	978-93- 93008-40-4	Ave Maria Publications	2022
16	Dr. B.H. Nanwani	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	We Style You	978-93- 93008-40-4	Ave Maria Publications	2022
17	Dr. Kaiwade Abhijeet Jayprakash	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	An Attitude to Never Give Up	978-93- 93008-40-4	Ave Maria Publications	2022
18	Dr. Kalpana Babaso Salunkhe	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	Customised Online Business	978-93- 93008-40-4	Ave Maria Publications	2022
19	Dr. Reshma Pramod Kadam	Believe and Achieve- (Case Studies of Women in Entrepreneurship)	The Shutterbug	978-93- 93008-40-4	Ave Maria Publications	2022
20	Dr. B.H. Nanwani	POLICIES for Good Governance for Higher Educational Institutions	Policies, Processes and Procedures in Educational Institutions: Roadmap to Quality	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022
21	Dr. B.H. Nanwani and Ms. Vaishali Rajendra Patil	POLICIES for Good Governance for Higher Educational Institutions	Certificate Courses- Policy and SOPs	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022
22	Dr. B.H. Nanwani and Ms. Vaishali Rajendra Patil and Dr. Divya Yogesh Lakhani	POLICIES for Good Governance for Higher Educational Institutions	Summer Internship Project (SIP)	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022
23	Dr. B.H. Nanwani and Ms. Vaishali Rajendra Patil	POLICIES for Good Governance for Higher Educational Institutions	Stakeholders' Feedback Mechanism Policy	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022
24	Dr. B.H. Nanwani and Dr. Divya Yogesh Lakhani	POLICIES for Good Governance for Higher Educational Institutions	Outcome Based Education Policy	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022
25	Dr. B.H. Nanwani and Dr. Kaiwade Abhijeet Jayprakash	POLICIES for Good Governance for Higher Educational Institutions	Advanced and Slow Learner Policy	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022
26	Dr. B.H. Nanwani and Ms. Vaishali Rajendra Patil	POLICIES for Good Governance for Higher Educational Institutions	Comprehensive Concurrent Exam Grievance Redressal	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022

27	Dr. B.H. Nanwani and Ms. Harshali Rahul Bhalerao	POLICIES for Good Governance for Higher Educational Institutions	Research Policy	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022
28	Dr. B.H. Nanwani and Dr. Kaiwade Abhijeet Jayprakash	POLICIES for Good Governance for Higher Educational Institutions	Innovation, Incubation and Start Up (IISC) Policy	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022
29	Dr. B.H. Nanwani and Dr. Divya Yogesh Lakhani	POLICIES for Good Governance for Higher Educational Institutions	Staff Welfare Policy	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022
30	Dr. B.H. Nanwani and Dr. Kaiwade Abhijeet Jayprakash	POLICIES for Good Governance for Higher Educational Institutions	Scholarship Policy	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022
31	Dr. B.H. Nanwani and Dr. Divya Yogesh Lakhani and Dr. Kaiwade Abhijeet Jayprakash and Ms. Vaishali Rajendra Patil	POLICIES for Good Governance for Higher Educational Institutions	Events	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022
32	Dr. Divya Yogesh Lakhani	POLICIES for Good Governance for Higher Educational Institutions	Resource Mobilization and Utilization	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022
33	Dr. B.H. Nanwani and Dr. Kaiwade Abhijeet Jayprakash	POLICIES for Good Governance for Higher Educational Institutions	Infrastructure and Maintenance	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022
34	Dr. B.H. Nanwani and Dr. Divya Yogesh Lakhani	POLICIES for Good Governance for Higher Educational Institutions	e-Governance Policy	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022
35	Dr. B.H. Nanwani and Ms. Sonali Joshi and Ms. Vaishali Rajendra Patil	POLICIES for Good Governance for Higher Educational Institutions	Gender Policy	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022
36	Dr. B.H. Nanwani and Ms. Sonali Joshi	POLICIES for Good Governance for Higher Educational Institutions	Green and Sustainable Campus Policy	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022
37	Dr. Divya Yogesh Lakhani and Ms. Sonali Joshi	POLICIES for Good Governance for Higher Educational Institutions	Policy for Ban on Plastic	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022
38	Dr. B.H. Nanwani and Dr. Divya Yogesh Lakhani	POLICIES for Good Governance for Higher Educational Institutions	Water Conservation	978-81- 954143-7-6	Sadhu Vaswani Institute of Management Studies for Girls, Pune	2022

					Sadhu Vaswani	
	Dr. B.H. Nanwani	POLICIES for Good	Disabled-	978-81-	Institute of	
39	and Ms. Sonali	Governance for Higher	Friendly, Barrier	954143-7-6	Management	2022
	Joshi	Educational Institutions	Free Environment	934143-7-0	Studies for Girls,	
					Pune	

# **Title- Business to Business Marketing**

## **Cover Page**



DR. B. H. NANWANI
DIRECTOR
BADHU WASHINGSTUDED FANAGERERI STUDES FAR GRI
BADHU WASHINGSTUDED FANAGERERI STUDES FAR GRI

# **Content Page**

# TABLE OF CONTENTS

Unit No		Contents	Page No
1	SERVICE	ES MARKETING-AN INSIGHT INTO	1
	EMERGI	NG SECTOR OF ECONOMY	
	1.1 Introd	uction	1
	1.1.1	Services marketing	1
	1.1.2	Scope of service marketing	1
	1.1.3	Service Economy	3
	1.1.4	Factors contributing to the growth of	3
		service sector	
	1.1.5	Importance of service marketing	5
	1.1.6	Challenges and issues in service	7
		marketing	
	1.1.7	Marketing challenges of services	8
	1.2 Differe	ence between goods and services	10
	1.3 Goods	-service continuum	11
	1.4 Key cl	assification of the services	14
	1.5 Charac	cteristics of services	18
	1.5.1	Intangibility-services cannot be felt	18
		before buying	
	1.5.2	Intangibility-service are generated and	19
		consumed together.	
	1.5.3	Variability - Service Quality Never	20
		stay the Same	
	1.5.4	Perishability - Services Cannot Be	20
		Stored	
	1.6 Tradit	ional elements of services Mix	21

1.7 Extended Marketing Definition	26
1.7.1 Need for extended marketing mix	27
element in services	
1.7.2 Opening of new ideas	28
1.7.3 Advancement of economy	28
1.7.4 Making informed decisions	28
1.7.5 Developing a budget	29
1.7.6 Creating a complete plan	29
1.7.7 Marketing research process	29
1.8 Need to study service marketing	30
1.9 Evolution of service as value contributors	31
1.10 Service sector beyond 2020	33
1.10.1 India	33
1.10.2 Service sector beyond 2020-Asian an	id 37
Pacific perspective	
1.11 Strategies Adopted For Service Marketing	39
2 ROLE OF PROCESS, PEOPLE & PHYSIC	14.T 45
EVIDENCE IN SERVICES MARKETING	CAL 45
2.1 Introduction	45
2.2 The 7 Ps service marketing	45
2.3 Role of process in service marketing	46
2.3.1 Types of processes	51
2.4 Services system, Servicescape and Servution	52
System	n 55
2.4.1 Service system in service marketing	
2.4.2 Servicescape system	55
2.4.3 Servuction system	59
	67
	70

	2.5 Mapping the process	71
	2.5.1 Types of process maps	71
	2.6 Variety in service process	72
	2.7 Value addition in process	75
	2.8 People as part of the marketing mix	76
	2.9 People dimensions in services marketing	79
	2.10 Service profit chain	85
	2.11 Physical evidence in service marketing	88
	2.11.1 Types of physical evidence	89
	2.11.2 Components of physical evidence	90
	2.11.3 Managing physical evidence	92
	2.12 Physical evidence strategy in service	93
	marketing	
3	MANAGING CONSUMER BEHAVIOUR &	97
	SERVICE QUALITY	
	3.1 Introduction	97
	3.1.1 Meaning of service quality	98
	3.2 Consumer and organizational behavior in	99
	Services	
	3.2.1 Understanding our customers &	100
	Collaborators in service	
	3.3 Stages of service consumption service quality	102
	3.3.1 Dimensions of service quality	107
	3.4 Service quality models	110
	3.5 Managing demand and capacity	115
	3.5.1 Strategies for managing capacity to match	119
	Demand	
	3.5.2 Capacity constraints in service marketing	120
	3.5.3 Understanding the demand pattern	122

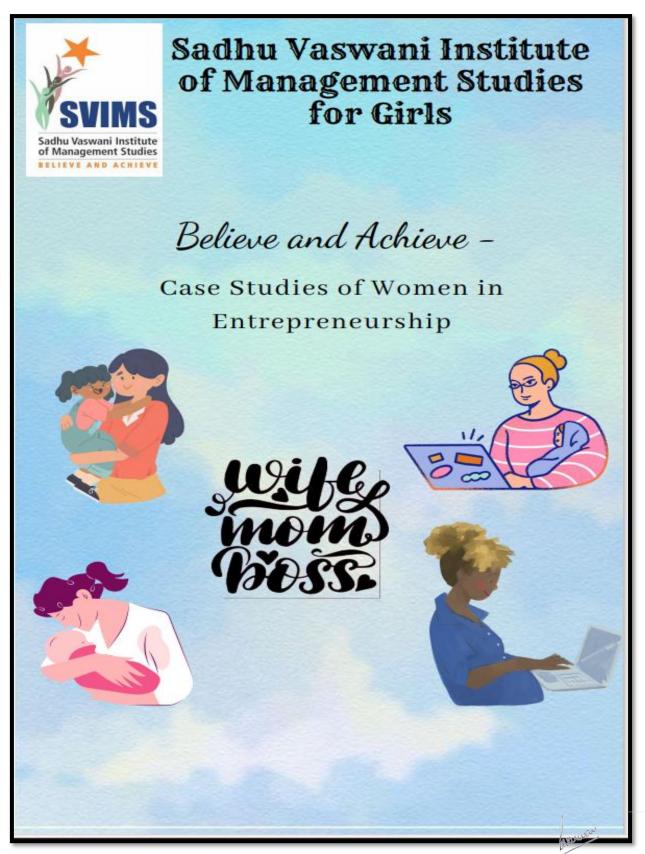
	3.6 Service recovery process	126
	3.6.1 Importance of service recovery	130
	3.7 Impact of service failures	133
	3.8 Nature of complaining behavior	135
	3.9 Complaint resolution in service marketing	136
4	SEGMENTATION, TARGETING &	
	POSITIONING OF SERVICES IN MODERN	
	ERA	
	4.1 Introduction	143
	4.1.1 Market segmentation practices	144
	4.1.2 STP in strategy building	145
	4.2 Market segmentation	145
	4.3 Market targeting	146
	4.4 Market positioning	146
	4.4.1 Targeting positioning marketing tips	147
	4.4.2 Benefits of targeting positioning	148
	4.4.3 Useful tools and resources for targeting	149
	positioning	
	4.5 Selecting target markets	150
	4.5.1 Market targeting approaches	151
	4.6 Techniques of positioning services	158
	4.6.1 Positioning of services in service	160
	Marketing	
	4.7 Managing of relationships in services  Marketing	161
	4.7.1 Relationship marketing strategy ideas	163
	4.7.2 Importance of customer relationship management	166

	4.8 Service marketing triangle	166
	4.9 Current customer retention and customer	171
	lifetime value	
	4.9.1 Current customer retention	171
	4.9.2 Important of customer retention	172
	4.9.3 Measuring of your customer retention	173
	rate	
	4.9.4 Ways to maximize customer lifetime	176
	value	
	4.9.5 Strategy to build a customer retention	178
	4.9.6 List of examples in customer retention	181
	4.10 Service marketing strategies for small &	183
	Medium business enterprises	
	4.11 Importance & Challenges of service	188
	marketing	
	4.11.1 Importance of service marketing	188
	4.11.2 Service marketing challenges	190
5	MARKETING OF SERVICES: NEW	193
	PARADIGM AND PERSPECTIVES	
	5.1 Introduction	193
	5.1.1 Working principles of new paradigm	196
	5.1.2 Importance of new paradigm	196
	5.2 Service marketing perspectives	197
	5.2.1 Customer perspective	198
	5.3 Customer as the center of attention	199
	5.3.1 Managing tips to customer's relationship	199
	5.4 Services as key differentiators	202
	5.4.1 Characteristics of a key differentiator	203
	5.4.2 Types of competitive differentiators	204

5.5	New service opportunities	206
:	5.5.1 Future of service marketing	209
5.6	New technologies in services	210
	5.6.1 New marketing technology to implement	214
	5.6.2 Service marketing opportunities in India	
5.7	Applications of service marketing	215
	5.7.1 Hospitability marketing	215
	5.7.2 Travel and tourism marketing	217
	5.7.3 Banking and financial sector marketing	220
	5.7.4 Health care marketing	225
	5.7.5 Entertainment marketing	227
	5.7.6 Retail marketing	228
	5.7.7 Event management marketing services	231
	5.7.8 Non-profit organizations	234
	5.7.9 Airlines marketing	237
	5.7.10 IT & ITES marketing	243
	5.7.11 Sports marketing	246

Manuelly

## Front Cover Page

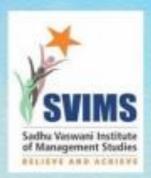


# **Content Page**

# **INDEX**

Chapter	Title	Authors	Page Number
1	Adapt and Innovate: Best Mantra for Successful Business	Dr. B. Nanwani & Ms. D. Behrani	7
2	Delectable Dishes	Dr. D. Lakhani & Ms. G. Sandbhor	9
3	Art Galleria 'Emotions on Glass'	Ms. V. Patil & Ms. J. Kandhari	12
4	A Journey of Passionate lady	Ms. S. Joshi & Ms. K. Yadav	14
5	KKR: Hair and Beauty Salon	Ms. H. Bhalerao & Ms. A. Nikalje	17
6	ALFA Pets	Ms. H. Bhalerao & Ms. M. Shaikh	20
7	Home Tuition	Dr. A. Kaiwade & Ms. P. Vishwakarma	26
8	Young Designer	Dr. K. Salunkhe & Ms. S. Gandhi	29
9	A Motivational Teacher	Dr. R. Kadam & Ms V. Patil	37
10	Multi Business Owners	Dr. B. Nanwani & Ms. B. Jagwani	40
11	New Look Fancy Store	Dr. D. Lakhani & Ms. P. Bhure	44
12	Invictus - A Kerala Grocery Store	Ms. V. Patil & Ms. T. Roy	48
13	Dream 9 Studio	Ms. S. Joshi & Ms. P. Yadla	51
14	JM Stores: An Online Kerala mart	Ms. H. Bhalerao & Ms. S. John	54
15	We Style You	Dr. B. Nanwani & Ms. M. Sadwani	57
16	An Attitude to Never Give Up	Dr. A. Kaiwade & Ms. R. Roy	61
17	Infinity - Customised Online Business	Dr. K. Salunkhe & Ms. D. Asnani	64
18	The Shutterbug	Dr. R. Kadam & Ms. M. Shaikh	67

manuar



# Sadhu Vaswani Institute of Management Studies for Girls

 Koregaon Road, Next to St.Mira's College For Girls Pune,411001

Website - http://svims-pune.edu.in/

# Encouraging Readers to Learn from these Cases

The book on Women Entrepreneurs is an exquisite collection of case studies that captures the beauty and motivation behind the journeys of remarkable women. Each case study explores the triumphs and challenges faced by these entrepreneurs as they navigate through various industries showcasing their resilience and determination. It serves as a powerful source of inspiration for aspiring female entrepreneurs illustrating that with passion, hard work and innovative thinking one can overcome barriers and achieve great success.

Through their compelling and well-researched stories this book beautifully demonstrates the transformative power of female leadership and entrepreneurship.

Address
Ave Maria Publications
10 B Mitali, 45/98 Bhusari
Colony Paud Road,
Pune- 411038
Contact: 020-24452540
Email id: avemariapub23@gmail.com



ISBN 978-93-93008-40-4 Price Rs. 120/-



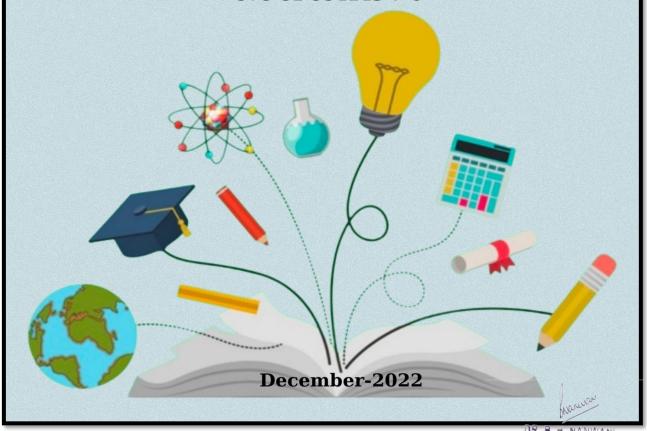
## Front Cover Page



# Sadhu Vaswani Institute of Management Studies for Girls

# Policies for Good Governance for Higher Educational Institutions

ISBN 978-81-954143-7-6



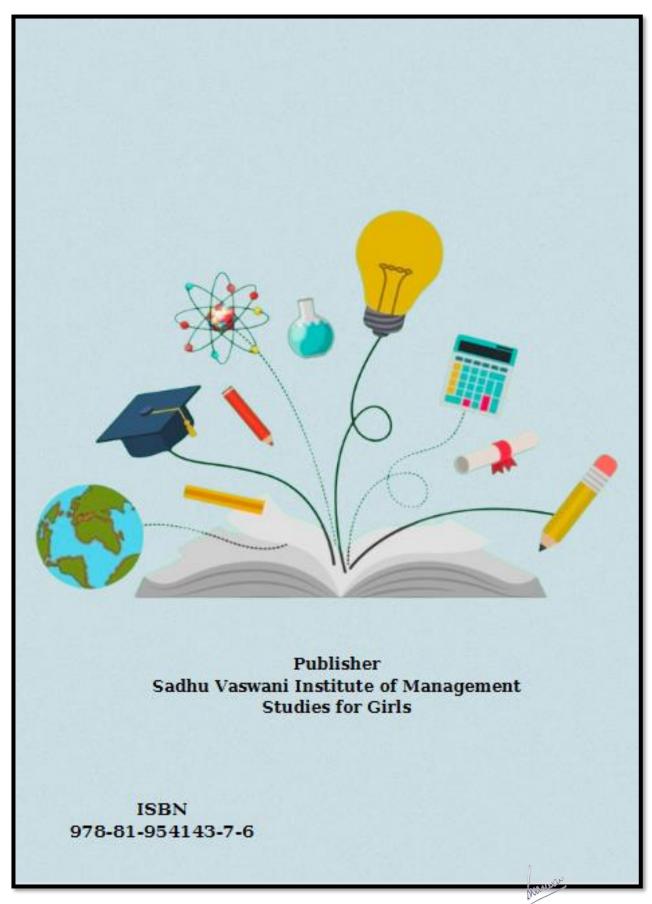
# **Content Page**

# INDEX

Chapter	Title	Authors	Page Number
1	Policies, Processes and Procedures in Educational Institutions: Roadmap to Quality	Dr. B.H. Nanwani	01
2	Certificate Courses- Policy and SOPs	Dr. B.H. Nanwani and Ms. Vaishali Rajendra Patil	25
3	Summer Internship Project (SIP)	Dr. B.H. Nanwani and Ms. Vaishali Rajendra Patil	32
4	Stakeholders' Feedback Mechanism Policy	Dr. B.H. Nanwani and Ms. Vaishali Rajendra Patil	50
5	Outcome Based Education Policy	Dr. B.H. Nanwani and Dr. Divya Yogesh Lakhani	55
6	Advanced and Slow Learner Policy	Dr. B.H. Nanwani and Dr. Kaiwade Abhijeet Jayprakash	64
7	Comprehensive Concurrent Exam Grievance Redressal	Dr. B.H. Nanwani and Ms. Vaishali Rajendra Patil	68
8	Research Policy	Dr. B.H. Nanwani and Ms. Harshali Rahul Bhalerao	76
9	Innovation, Incubation and Start Up (IISC) Policy	Dr. B.H. Nanwani and Dr. Smita Iyer	80
10	Staff Welfare Policy	Dr. B.H. Nanwani and Dr. Divya Yogesh Lakhani	85

11	Scholarship Policy	Dr. B.H. Nanwani and Dr. Kaiwade Abhijeet Jayprakash	88
12	Events	Dr. B.H. Nanwani , Dr. Divya Yogesh Lakhani , Dr. Smita Iyer and Ms. Bindiya Rangwani	105
13	Resource Mobilization and Utilization	Dr. B.H. Nanwani and Ms. Bindiya Rangwani	114
14	Infrastructure and Maintenance	Dr. B.H. Nanwani and Dr. Kaiwade Abhijeet Jayprakash	117
15	e-Governance Policy	Dr. B.H. Nanwani and Dr. Divya Yogesh Lakhani	120
16	Gender Policy	Dr. B.H. Nanwani and Ms. Sonali Joshi and Dr. Smita Iyer	126
17	Green and Sustainable Campus Policy	Dr. B.H. Nanwani and Ms. Sonali Joshi	133
18	Policy for Ban on Plastic	Ms. Bindiya Rangwani and Ms. Sonali Joshi	140
19	Water Conservation	Dr. B.H. Nanwani and Dr. Smita Iyer	144
20	Disabled-Friendly, Barrier Free Environment	Dr. B.H. Nanwani and Ms. Sonali Joshi	147

DR. B. H. NANWANI
DRECTOR
BADHJ VASH RIKSTIJVI E OF HANAGEHEIT STUDES 188 C 2:1
8 KOREGRON ROAD, PUME 111 081



DR. B. H. NANWANI DIRECTOR BADHU PASHIPISTILUTE OF BANACEMENT STUDIES FOR GRI 5 KOREGRON ROAD, PURE LIS 60

# **Conference Proceedings**

Sr. No.	Name of Faculty/ Author	Name of the Conference	Name of Chapter and Name of Book	ISBN Number	Name of Publisher	Calendar Year of Publication
1	Ms. Sonali Joshi	International Conference on Rethinking Management, Leadership and Governance; A Strategic Fit in the New Normal	Significance of Artificial Intelligence in Talent Acquisition	2456-2750	Abeda Inamdar Senior College	2022
2	Ms. Vaishali Petil	International Conference on Rethinking Management, Leadership and Governance; A Strategic Fit in the New Normal	An Empirical Analysis of Personal Financial Planning in Emerging Economy	2456-2750	Abeda Inamdar Senior College	2022
3	Dr. Abhijeet Kaiwade	International Conference on Rethinking Management, Leadership and Governance; A Strategic Fit in the New Normal	Gender equality and Women's empowerment: feminist mobilization for SDGs	2456-2750	Abeda Inamdar Senior College	2022

DR. B. H. NANWANI
DIRECTOR
BADIGU PASHIRISTINIE OF HANAGEHENT STUDIES FOR G RI
6 KOREGRON ROAD, PRINE THE NOT

Type text here

## **Conference Brochure**



M.C.E. Society's

# **Abeda Inamdar Senior College**

Of Arts, Science & Commerce, (Autonomous) Camp, Pune-1. Affiliated to Savitribai Phule Pune University NAAC Accredited 'A' Grade

⟨INTERNATIONAL CONFERENCE ON ⟩

Rethinking Management, Leadership and Governance; A Strategic Fit in the New Normal

28th and 29th January 2022



Registration Link: https://forms.gle/KSK6j48SosKqxcAy7



# Venue:

DR. A.R.SHAIKH ASSEMBLY HALL

Azam Campus, 2390-B, K.B.Hidayatullah Road, New Modikhana, Camp, Pune, Maharashtra, India 411001

### Venue: | Contact Details:

Tel.: +91-20-26457577

Email: aisc.conference@gmail.com

Website: www.abedainamdarcollege.org.in

DR. B. H. NANWANI
DIRECTOR
BABHU WASHARIHISTINIE OF MANAGEMENT STUDIES FOR G 2:
4 KOREGROW ROAD, PHINE THE ME

## Ms. Sonali Joshi



# M.C.E. Society's ABEDA INAMDAR SENIOR COLLEGE

OF ARTS, SCIENCE & COMMERCE, (Autonomous) PUNE

(Affiliated to Savirribal Phase Plane University & Accredited by NAAC 'A' Grade)

2390-K.B. Hidayatullah Road , Azam Campus, Camp, Puns - 411001, Maharashtra , India

INTERNATIONAL CONFERENCE OF

# RETHINKING MANAGEMENT, LEADERSHIP AND GO. A STRATEGIC FIT IN THE NEW NORMAL

28th & 29th JANUARY 2022

Certificate
This is to certify that

Prof./Dr./Mr./Ms./Mrs. Somali Joshi

from Sadhu Vaswani Institute of Management Studies For Girls

has participated and presented a research paper titled Sanificance of Artifical

Intelligence in Talent Acquisition.

Ms. Anisa Khan Conference Co-ordinator Dr. Farzana V. Shaikh
Conference Co-ordinator

Dr. M. G. Mulla Conference Convenor Prof. Dr. Shaila Bootwala Principal & Conference Chairperson

DR. B. H. NANWANI

DIR. 88. H. NANYANI DIRECTOR BADHU YASHI KISTINTE OF HANAGERETI STUDIES FOR GRI 6 KOREGRON ROAD, PUME LIT 881

# Significance of Artificial Intelligence in Talent Acquisition

### Ms. Sonali Joshi

Assistant Professor Sadhu Vaswani Institute of Management Studies for Girls sonalijoshi@svims-pune.edu.in

#### Abstract

Artificial intelligence (AI) is radically impacting all the sectors, departments and industries at large revamping their operations, processes and systems; talent acquisition is not immune to this disruption. AI is rapidly advancing to the point where people's acquisitions and even succession planning at companies is being dramatically shaped by AI technology. One of the most common ways AI shapes talent acquisition is by sourcing and engaging candidates. AI-based recruiting technology is being used to automatically reach out to potential employees, with data taken in from multiple public and proprietary data sources. Recruiters and talent acquisition professionals use AI tools to source candidates more efficiently, assess them more accurately and onboard them more quickly. This research paper aims to touch upon on the significance of AI in companies, big or small, to find and hire better employees that shall help them be more successful. Is it true that AI supports HR in prioritizing the quality of their hires, workforce diversity, and recruiter efficiency or is it just a trend being followed?

Keywords: Artificial Intelligence, talent acquisition, disruptions, human resources.

M C E Society's Journal of Inter Disciplinary Research/Jan, 2022 | ISSN-2456-2750

Page 18

mari

### Ms. Vaishali Petil



M.C.E. Society's

## ABEDA INAMDAR SENIOR COLLEGE

OF ARTS, SCIENCE & COMMERCE, (Autonomous) PUNE

(Affiliated to Savitribai Phule Pune University & Accredited by NAAC 'A' Grade) 2390-K.B. Hidayatullah Road , Azam Campus, Camp, Pune - 411001, Maharashtra , India

## INTERNATIONAL CONFERENCE ON

# RETHINKING MANAGEMENT, LEADERSHIP AND GOVERNANCE; A STRATEGIC FIT IN THE NEW NORMAL

28th & 29th JANUARY 2022

Certificate This is to certify that

Prof./Dr./Mr./Ms./Mrs. Vaishali R.

of Management Studies for Girls from Sadhu Vaswani Institute

has participated and presented a research paper titled An imperical analysis personal

economy

Awia Ms. Anisa Khan Conference Co-ordinator

Fanzana P Dr. Farzana V. Shaikh Conference Co-ordinator

Dr. M. G. Mulla Conference Convenor

5. Books ala

Prof. Dr. Shaila Bootwala Principal & Conference Chairperson

> Manuar DR. B. H. NANWANI

DIRECTOR
BADHU VASWARIHSTHUTE OF MANAGEMENT STUDIES FOR G 2:1 6 KOREGAON ROAD PONE LIT 60

# An Empirical Analysis of Personal Financial Planning in Emerging Economy

### Ms Vaishali Patil

Assistant Professor Sadhu Vaswani Institute of Management Studies for Girls vaishalipatil@svims-pune.edu.in

### Ms Asawari Nawale

Student MBA

Sadhu Vaswani Institute of Management Studies for Girls

#### Abstract

This abstract presents an empirical analysis of personal financial planning in an emerging economy. It highlights the significance of understanding individual financial behaviors and planning strategies within the context of emerging economies, where unique challenges and opportunities exist.

The study examines the factors influencing personal financial planning decisions, including income levels, education, cultural factors, and access to financial services. It investigates the effectiveness of various financial planning tools, such as budgeting, saving, investment, and debt management, in helping individuals achieve their financial goals.

Through quantitative analysis of survey data and statistical techniques, the study explores patterns and trends in personal financial planning practices. It assesses the level of financial literacy among individuals and examines its impact on financial planning behaviors.

Furthermore, the study investigates the role of financial institutions, policymakers, and educational institutions in promoting effective financial planning in the emerging economy. It identifies barriers and challenges faced by individuals in accessing appropriate financial products and services and suggests strategies to enhance financial inclusion and education.

Understanding personal financial planning in emerging economies is crucial for fostering economic growth, reducing poverty, and promoting sustainable development. By identifying effective strategies and addressing barriers, this study aims to empower individuals and create an enabling environment for sound financial decision-making in the emerging economy.

In conclusion, this empirical analysis sheds light on the dynamics of personal financial planning in an emerging economy. It emphasizes the importance of tailored approaches, financial literacy, and institutional support in facilitating individuals' financial well-being and contributing to overall economic development.

**Keywords**: personal financial planning, financial literacy, financial services, Sustainable Economical Development.

M C E Society's Journal of Inter Disciplinary Research/Jan, 2022 | ISSN-2456-2750

Page 19

DR. B. H. NANWANI DIRECTOR BABHJ YASH MINISTINIE OF HANAGEMENT STUDIES 1 ON G R.

F KOREGAON ROAD, PUNE LIT 601

## Dr. Abhijeet Kaiwade



M.C.E. Society's

### ABEDA INAMDAR SENIOR COLLEGE

OF ARTS, SCIENCE & COMMERCE, (Autonomous) PUNE

(Affiliated to Savitribai Phule Pune University & Accredited by NAAC 'A' Grade)
2390-K.B. Hidayatullah Road , Azam Campus, Camp, Pune - 411001, Maharashtra , India

### INTERNATIONAL CONFERENCE ON

# RETHINKING MANAGEMENT, LEADERSHIP AND GOVERNANCE; A STRATEGIC FIT IN THE NEW NORMAL

28th & 29th JANUARY 2022

Certificate
This is to certify that

Prof./Dr./Mr./Ms./Mrs. Abhijeet Kaiwade

from Sadhu Vaswani Institute of Management Studies for Girls.

has participated and presented a research paper titled Gender Equality & Women's

Empowerment: Feminist Mobilization for the SDGs

Anies

Ms. Anisa Khan

Fanzana?

Dr. Farzana V. Shaikh Conference Co-ordinator Dr. M. G. Mulla Conference Convenor S. Bashida

Prof. Dr. Shaila Bootwala Principal & Conference Chairperson

DR. B. H. NANWANI

DIRECTOR
BADHJ VASWARI HISTIANE OF MANAGEMENT STUDIES FOR G TO

# Gender equality and women's empowerment : feminist mobilization for SDGs

### Dr Abhijeet Kaiwade

Head of Department Sadhu Vaswani Institute of Management Studies for Girls Abhijeet.kaiwade-hod@svims-pune.edu.in

### Ms Isha Khandekar

Student MBA

Sadhu Vaswani Institute of Management Studies for Girls

### Abstract

This abstract explores the role of feminist mobilization in promoting gender equality and women's empowerment in the context of the Sustainable Development Goals (SDGs). It highlights the significance of feminist movements in advancing the SDGs' gender-related targets and fostering a more inclusive and equitable society.

Through grassroots activism, advocacy campaigns, and collaborative efforts, feminist movements have addressed a range of issues including violence against women, access to education and healthcare, economic empowerment, and political participation. They have sought to dismantle institutional barriers that perpetuate gender disparities and have worked towards creating a more just and inclusive society.

Feminist mobilization emphasizes the intersectionality of gender inequality, recognizing that women's experiences are shaped by other forms of discrimination such as race, class, ethnicity, and sexuality. This approach ensures a more comprehensive understanding of gender issues and enables the development of inclusive solutions for achieving gender equality and women's empowerment.

Moreover, feminist mobilization has focused on empowering women as agents of change, promoting their leadership and decision-making roles across all sectors. By challenging traditional gender roles and advocating for equal opportunities, feminists contribute to a more balanced and equitable society.

In conclusion, feminist mobilization is a crucial driving force behind progress towards gender equality and women's empowerment within the SDGs. Continued support for feminist movements, policies, and initiatives is essential for achieving sustainable development and creating a world where gender equality is a reality for all.

Keywords: Gender equality, Feminist, agents of change, Sustainable Development.

M C E Society's Journal of Inter Disciplinary Research/Jan, 2022 | ISSN-2456-2750

Page 17

manua