



# 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

**Dr. B. H. Nanwani**  
Director

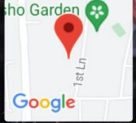
Affiliated to Savitribai Phule Pune University, NAAC Accredited with "B+" Grade  
Institute Codes: SPPU: IMMP016030, D.T.E.: 6614, AISHE: C-44578, AICTE: 1-21641511

<b>CRITERION – III</b>	
<b>KEY INDICATOR</b>	3.2 Innovation Ecosystem
<b>METRIC NO.</b>	3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

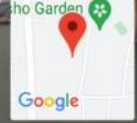
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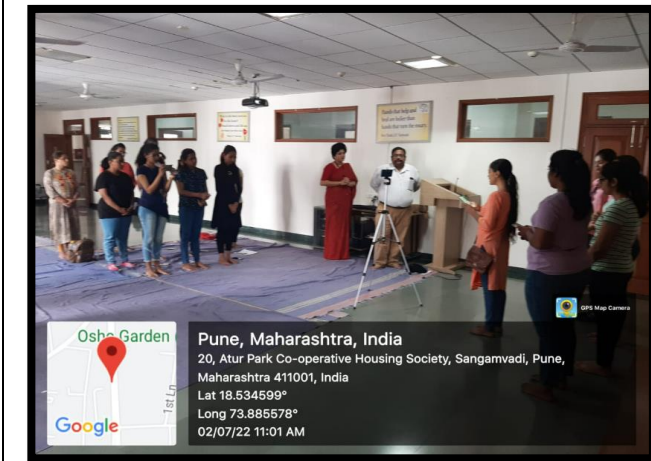
# Sanctuary



**Pune, Maharashtra, India**  
 7-9, Lane No.1, near Osho Ashram, Vasani Nagar, Koregaon Park, Pune,  
 Maharashtra 411001, India  
 Lat 18.534487°  
 Long 73.887296°  
 02/07/22 11:09 AM



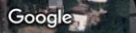
**Pune, Maharashtra, India**  
 7-9, Lane No.1, near Osho Ashram, Vasani Nagar, Koregaon Park, Pune,  
 Maharashtra 411001, India  
 Lat 18.534487°  
 Long 73.887296°  
 02/07/22 11:26 AM



**Pune, Maharashtra, India**  
 20, Atur Park Co-operative Housing Society, Sangamvadi, Pune,  
 Maharashtra 411001, India  
 Lat 18.534599°  
 Long 73.886578°  
 02/07/22 11:01 AM



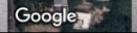
GPS Map Camera



**Pune, Maharashtra, India**  
 6, Koregaon Road, Near Hotel Blue Diamond, Koregaon Park, Pune,  
 Maharashtra 411001, India  
 Lat 18.534758°  
 Long 73.886847°  
 06/09/23 09:00 AM GMT +05:30



GPS Map Camera



**Pune, Maharashtra, India**  
 6, Koregaon Road, Near Hotel Blue Diamond, Koregaon Park, Pune,  
 Maharashtra 411001, India  
 Lat 18.534754°  
 Long 73.886847°  
 06/09/23 09:59 AM GMT +05:30

### **Malady of Modern Education**

Today's education is ample in information but empty in the interior. It is spiritually and socially impotent as it fails to teach about Life and promotes a cult of ego – personal enjoyment rather than community welfare; it sharpens the brain but fails to educate the heart – seat of emotions and of the mind that helps to distinguish between the right and the wrong.

Our Holy Founder, Saint, Philosopher and Educationist, Sadhu Vaswani conceptualized Mira Education, to address the maladies of modern education. Sanctuary refers to special value education sessions conducted every day for 30 minutes. Students irrespective of caste, creed assemble in a place called Sanctuary to attend these sessions. These sessions, attempt to **help students move towards Light – Light of Wisdom and Knowledge.**

### **Sanctuary emphasizes on**

- Love of God
- Promotion of Indian culture and spiritual ideals of courage, love, compassion, simplicity, humility, brotherhood and purity of mind and body
- Service of suffering humanity; using Education as an instrument of service of community
- Instilling the value of self- discipline
- Dharma or doing one's duty as part of discipline
- Reverence for the Earth, all forms of Life; Reverence for great ones of history and spiritual masters

During the 30 minutes, students sing **Invocation** [ given below] hymns and recite prayers that reflect universal and brotherhood aspects of every religion, **SVIMS Song** [Attributes of an SVIMS Graduate] and Thought for the Day. Every day, there is an enlightening talk [ Refer Themes for Sanctuary given below] by an in-house or external speaker and students on values like truth and honesty, self-development, anger management, value-based leadership, skill development etc, motivation and personal growth. There are talks on Life and Teachings of Great Ones of Humanity irrespective of caste and religion. **Each daily session is concluded with a minute of prayerful silence.**

## INVOCATION

In All Religions, The Light Is Thine

In All The Scriptures, The Inspiration Is Thine

In All The Saints, The Picture Is Thine

In All The Races, The Song Flute Is Thine

In All The Countries, The Rose Dust Is Thine

Master Sing The Song Of Union Anew And Rekindle The Light Of Love

## THE SVIMS SONG

I would be simple, for I would be strong.

To wrestle with the dark and right the wrong!

I would be pure, for shrine am I of him,  
Whose holy light I must reflect, not dim!

I would in worship lift my heart to God,  
Without whose mercy I am but a clod!

I would in service grow from more to more,  
For in the poor is He whom I adore!

I would be humble, for in pride is Fall:  
I would send out my sympathy to all!

I would be friend of man and bird and beast:  
I would the One 'Atman' greet in West and East

I would in races and religions all:  
Hear still my Holy Master's sacred call!

I would in silence serve SVIMS still;  
I would, in great and small, adore the One Eternal Will!

Unit no	Themes for Sanctuary	No. of sessions
1	Values and Ethics: from the individual, corporate and spiritual standpoints Respect: to do things 'Right' Reliability: through integrity and competence Resourcefulness: to be creative and take initiatives Reverence for life: standing up for human causes, nonviolence, animal rights; taking up CSR Believe and Achieve: motivational talks and interactions, audio-videos sessions, reflections and thoughts by eminent speakers, mentoring	6 weeks
2	Universal Values: Integrity, Empathy, Nonviolence, Compassion, Peace, Truth, Justice, Equality, Contentment, Service and Devotion	4 weeks
3	Value based Leadership: Importance of Value based leaders in social, national and global context; developing traits of value based leaders.	4 weeks
4	Essence of Religions: Spiritual masters and spirituality; teachings on spirituality and values; personal development and spirituality.	4 weeks
5	Self-Management: I-Goal setting; self-motivation; positive attitude; self-confidence; healthy life style and balanced diet; time and stress management, organizational skills	4 weeks
6	Self-Management II: Overcoming-fear, anger and temptations; forgiveness; attitude of gratitude; character building; believing and achieving	4 weeks
7	Personal success: Personal achievement; career planning, developing good work habits; creativity, discipline; therapy of giving	4 weeks
8	Failure Management and Learnings: through relevant biographies and lessons from lives of leaders and eminent personalities; developing the spirit in students to accept failures and emotional stability	4 weeks
9	Daily practice of meditation for ½ hour followed by teachings of spiritual masters, eminent philosophers and guides	4 weeks
10	Talks on Life and Teachings of Spiritual Master- Sadhu Vaswani	4 weeks

**Sanctuary was thus conceptualized as a technique of delivering integral education to students with emphasis on value based, transformative education encompassing reverence for all life, service, and universal brotherhood.**

Along with Sanctuary, the Institute also has 'SEVA'[ service] programmes. Donations are collected and used for the service of the blind, the aged, destitute and animals. These programmes help students to establish a bond of empathy and compassion for all Creation. Students take interest in organizing and participating in various social service initiatives and have helped to make CSR /ISR a crucial aspect of life at SVIMS.

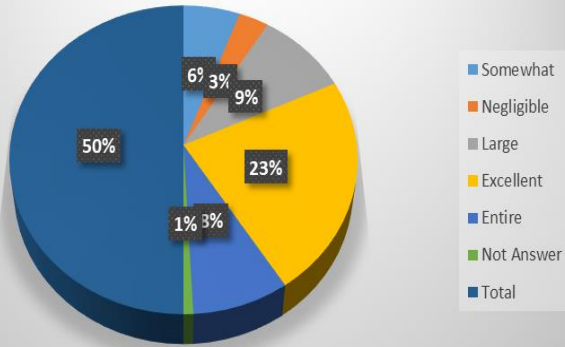
### **Process of Assessing Learnings**

- To analyze the impact of Sanctuary on the participants (students) a structured questionnaire has been designed.
- After completion of the Sanctuary of one academic year, students from 1st and 2nd year are required to fill up the questionnaire and submit it to their program coordinators.
- The Feedback is analysed to study the impact of sanctuary on the value quotient of students.

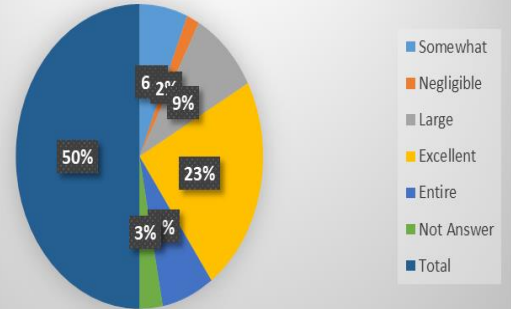
Feedback on Sanctuary

II. How much credit do you give to SANCTUARY for:

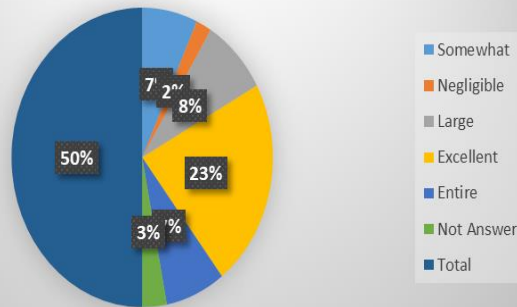
Building your character/values



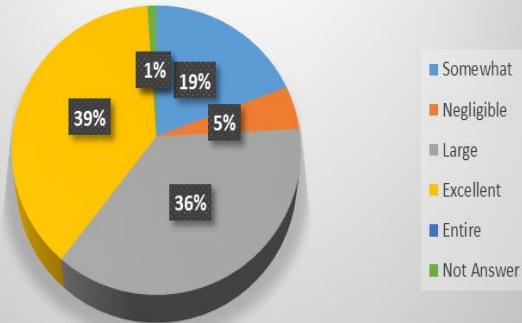
Your becoming a sensitive and good human being



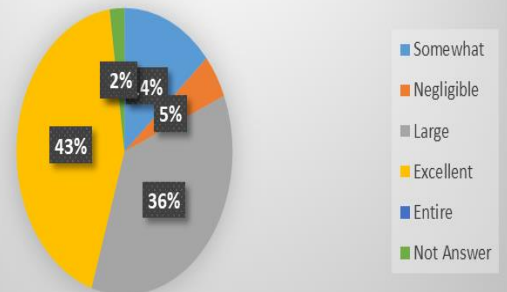
Your overall development as a human being



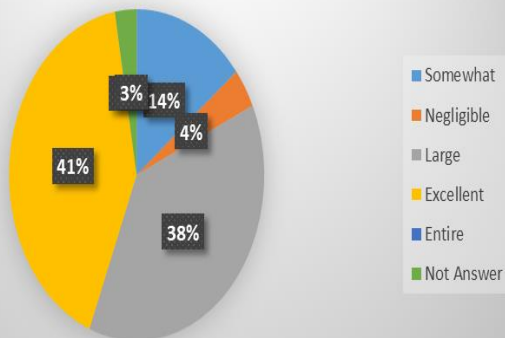
Has sanctuary contributed to enhancing your spiritual quotient?



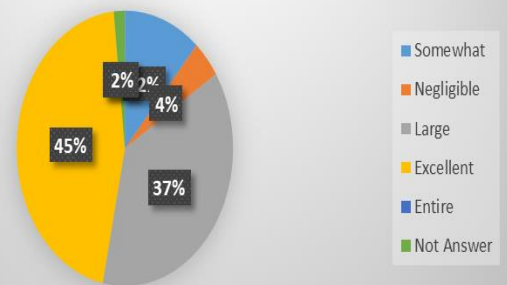
Did Sanctuary help to promote ideas/values of unity, integrity, peace and love?



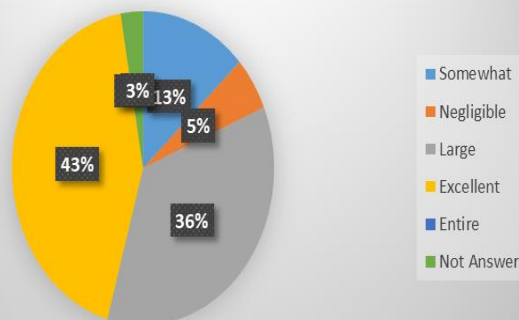
Has Sanctuary made you sensitive about contributing to the society?



How much has the mentoring by faculty helped you to deal with your career?

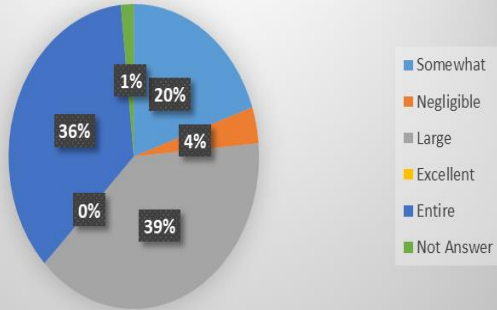


How much has SVIMS inspired you to excel in your field?

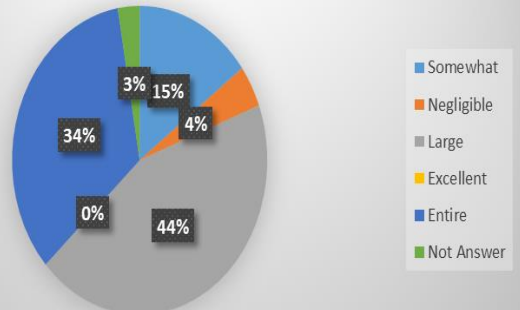


**VIII. Rate Sanctuary's role in contributing to:**

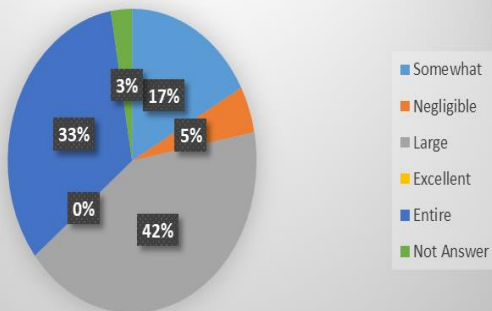
**Your becoming a socially skilled woman**



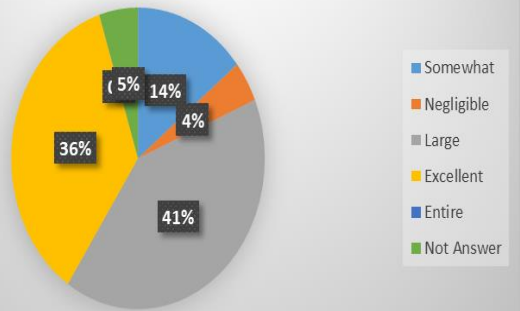
**Your developing into a confident personality**



**Your ability to deal with issues of life in general**

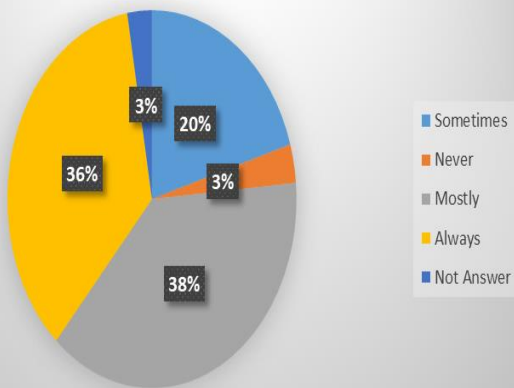


**Your willingness to strive for excellence**

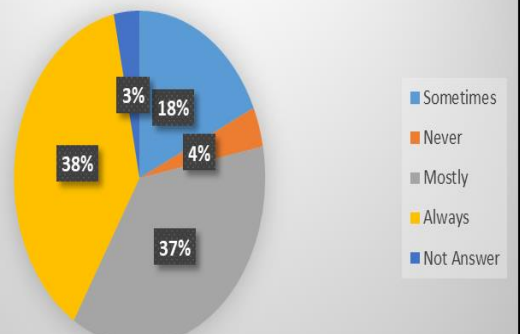


**IX. Rate Sanctuary's role in the following aspects**

**I can take my own decisions**

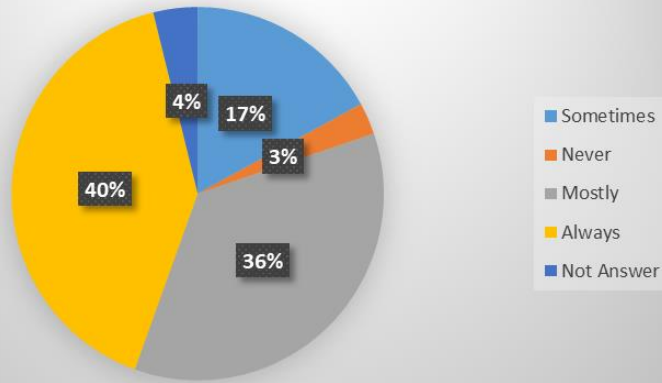


**I can confidently talk to people at higher level at home, and outside**



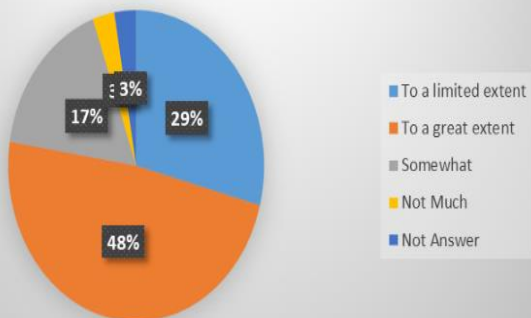


### I can be assertive when I want to

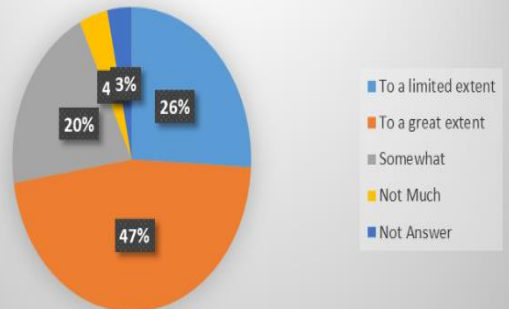


### X. Has Sanctuary contributed to you on the following parameters?

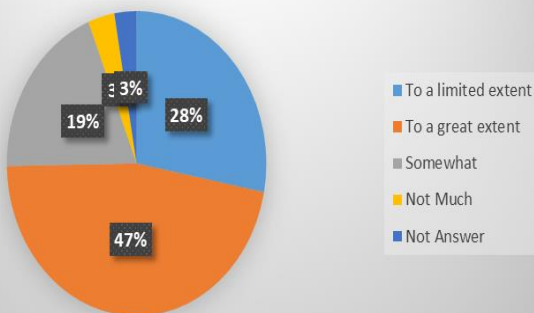
#### Inculcating a positive attitude to life and work



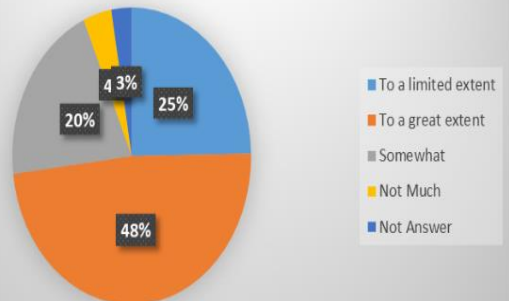
#### Your being a principled and ethical employee



#### For developing qualities of discipline, dedication and commitment to work



#### Your ability to deal with complex & Difficult Issues in the work place



SEVA Programmes [Students in Villages / Tribal Areas]





सावित्रीबाई फुले पुणे विद्यापीठ

गणेशखिंड, पुणे - ४११ ००७.

Savitribai Phule Pune University

Ganeshkhind, Pune - 411007.



स्वातंत्र्याचा अमृत महोत्सव

शैक्षणिक विभाग (मान्यता कक्ष)

Academic Section (Approval Cell)

वेबसाइट / Website: www.unipune.ac.in

दूरध्वनी क्रमांक : ०२०-२५६२११५६/५७/६०

Telephone : 020-25621156/57/60

ईमेल / Email : boards@unipune.ac.in

Ref. No. : CB/543

Date : 19/06/2023

To,  
The Principal/Director  
Sadhu Vaswani Mission Sadhu Vaswani  
Institute of Management Studies for Girls  
Addr: 6 Koregaon Road Pune Tal: Pune  
(corporation Area) Dist: Pune Pincode:  
411001

**Subject** : Regarding Continuation for Value Added Courses ....

Sir/Madam,

With reference to your application regarding Value Added Course/Courses, you are hereby informed that, as per the decision taken by the University Authorities continuation of approval for the following Course/Courses is/are granted.

Sr.No.	Faculty	Course Name	Approved For A.Y.
1	Commerce and Management	Fundamentals of Stock Market and Online Trading	2022-2023
2	Commerce and Management	IT Skills for Managers	2022-2023
3	Commerce and Management	Spirituality for Leadership, Employee Wellbeing and Organizational Excellence [I]	2022-2023
4	Commerce and Management	Spirituality for Leadership, Employee Wellbeing and Organizational Excellence [II]	2022-2023
5	Commerce and Management	The Basics of Content Writing	2022-2023
6	Commerce and Management	Understanding Gender Equity	2022-2023

(Dr. M. V. Rasve)  
Deputy Registrar

**Certificates of Completion of Course on Spirituality for Leadership, Employee Wellbeing and Organizational Excellence**


**SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS, PUNE**  
*In Association with Savitribai Phule Pune University*


**CERTIFICATE OF COMPLETION**

This certificate is awarded to **Kamara Venkataroja Venkateshwarlu**  
 Roll Number **21166**  
 for successfully completing the Certificate Course  
 Spirituality For Leadership Employee Wellbeing And Organizational Excellence -II  
 [Two Credits]  
 with a consolidated score of **73 %**  
 Total Number of Candidates certified in this course: **69**

SPPU Ref. Letter: CB/477 Dated 27/05/2023  
 Date: 30/06/2022  
 Academic Year: 2021-2022  
 Certificate No.: 75



  
**Dr. B. H. Nanwani**  
 Director

(To Validate the Certificate)


**SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS, PUNE**  
*In Association with Savitribai Phule Pune University*


**CERTIFICATE OF COMPLETION**

This certificate is awarded to **Tiwari Pinky**  
 Roll Number **21165**  
 for successfully completing the Certificate Course  
 Spirituality For Leadership Employee Wellbeing And Organizational Excellence -II  
 [Two Credits]  
 with a consolidated score of **69 %**  
 Total Number of Candidates certified in this course: **68**

SPPU Ref. Letter: CB/477 Dated 27/05/2023  
 Date: 30/06/2022  
 Academic Year: 2021-2022  
 Certificate No.: 78



  
**Dr. B. H. Nanwani**  
 Director

(To Validate the Certificate)


**SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS, PUNE**  
*In Association with Savitribai Phule Pune University*


**CERTIFICATE OF COMPLETION**

This certificate is awarded to **Abinaa Fatimson**  
 Roll Number **21164**  
 for successfully completing the Certificate Course  
 Spirituality For Leadership Employee Wellbeing And Organizational Excellence -II  
 [Two Credits]  
 with a consolidated score of **53 %**  
 Total Number of Candidates certified in this course: **67**

SPPU Ref. Letter: CB/477 Dated 27/05/2023  
 Date: 30/06/2022  
 Academic Year: 2021-2022  
 Certificate No.: 77



  
**Dr. B. H. Nanwani**  
 Director

(To Validate the Certificate)


**SADHU VASWANI INSTITUTE OF MANAGEMENT STUDIES FOR GIRLS, PUNE**  
*In Association with Savitribai Phule Pune University*


**CERTIFICATE OF COMPLETION**

This certificate is awarded to **Patil Snehalata Bhikaji**  
 Roll Number **21161**  
 for successfully completing the Certificate Course  
 Spirituality For Leadership Employee Wellbeing And Organizational Excellence -II  
 [Two Credits]  
 with a consolidated score of **69 %**  
 Total Number of Candidates certified in this course: **66**

SPPU Ref. Letter: CB/477 Dated 27/05/2023  
 Date: 30/06/2022  
 Academic Year: 2021-2022  
 Certificate No.: 76



  
**Dr. B. H. Nanwani**  
 Director

(To Validate the Certificate)

## Indian Ethos and Business Ethics

### [Syllabus]

Course Outcomes: On successful completion of the course the learner will be able to

CO#	COGNITIVE ABILITIES	COURSE OUTCOMES
CO402.1	REMEMBERING	Recall and spell the human universal values of Indian Ethos and its applications in Business ethics
CO402.2	UNDERSTANDING	Recognize and Demonstrate the relevance of Indian Ethos by taking the rationale and ethical business decision derived from Indian Heritage Scriptures.
CO402.3	APPLYING	Apply the concepts of Indian Ethos, Values, and Ethics with moral reasoning to develop sustainable solutions to solve complex business issues...
CO402.4	ANALYSING	Analyze and make inferences to contemporary business practices in relation to Indian Ethos & Business Ethics
CO402.5	EVALUATING	Appraising the importance of business decisions on the basis of ethics and thus create a value driven management.
CO402.6	CREATING	ELABORATE Ethical dilemmas in different business areas of marketing, HRM and Finance and ADAPT dilemma resolution interventions by referring to Ethical decision making.

1. **Indian Ethos and Values : Its relevance at Workplace: Indian Ethos-** Meaning, Features, Need, Evolution, Relevance, Universal Human values for continuity of happiness and prosperity, Development of Human Consciousness Principles Practiced by Indian Companies, Requisites, Elements, Role of Indian Ethos in Managerial Practices, Triguna Theory-OSHA Model. Work Ethos meaning, dimensions of Work Ethos. **Values** - Concepts, Values in business, Value system in work culture, and Values of Indian Managers, Relevance of Value Based Management in Global Change; Impact of values on Stakeholders; Trans-Cultural Human Values, need of ethos in business organisations with reference to Indian firms, Ethics v/s Ethos, Eastern Management v/s Western Management. (8+2)

2. **Indian Model of Management:** Concept of Indian Model of Management in the Indian socio-political environment, Laws of Karma and its relevance in business settings, Indian Heritage in Business-Management. Production and Consumption: Management lessons from Indian heritage scriptures (like Mahabharata & Ramayana), Leadership Pointers from Kautilya's Arthashastra, VEDA Model of Leadership, Corporate Rishi Model, Theory K, WE theory ( West-East Theory) (11+2)

3. **Business Ethics as Applied ethics:** Meaning, Characteristics of Business Ethics, Importance of Business Ethics (Long Term growth, Cost reduction, Risk mitigation, Limited resources, etc.), The Ethics of the Business, Types of Business Ethics (Transactional Ethics, Participatory Ethics, Recognition Ethics), Factors influencing business ethics, Svensson and Wood, A Model of Business Ethics. Categories of Ethics and Responsibilities (Personal, Professional, Managerial) Business Code of Conduct), Approaches to Business Ethics: Consequentialist & Non-Consequentialist The Ethical Audit, Theories of Ethics - Deontological Theory & Teleological Theory, Kohlberg's Six stage moral development, Chris Moon's Ethical fitness: a Four-Step Workout (Moral Awareness, Values Definition, Ethical Analysis, Dilemma Resolution). (11+2)

4. **Ethical decision making in business matrix:** Framework of Ethical decision making, Ethical dilemmas in different functional areas of Business (Finance, Marketing HRM and International Business), Difficulties for practice ethics in organization, Intellectual Property Rights and Business Ethics, Ethical challenges for Managers, Ethical Decision Making process, it's Model -STEP Model, PLUS Filter Model. (8+2)

5. **Applications of Ethical Principles to Contemporary, Moral and Ethical problems / issues related to Business:** Contemporary cases on Corporate Strategy, Moral Reasoning, personal responsibility and UN-17 SDG: Climate Change, Corporate Strategy and Natural resource depletion, Corporate Social Responsibility, transparency and accountability, Social Media and E-Platforms. Current ethical issues like Bank scams, Airlines etc. (7+2)

#### Suggested Text Books:

1. Business Ethics (Concept, Application, Framework and Cultural Impact) k. Aswathappa, J. Ushar Rani, Sunanda Gundavajhala, Himalaya Publishing House
2. Ethics in Management and Indian Ethos, Biswanath Ghosh , Vikas Publishing House
3. Indian Ethos of Management, Tushar Agarawal and Nidhi Chandorkar, Himalaya Publication House.
4. Indian Ethos and Values for Managers, Khandelwal , Himalaya Publishing House

#### Suggested Reference Books:

1. Indian Ethos & Values In Management, Nandagopal R, Ajith Sankar, Tata McGraw Hill Publishing Co. Ltd.
2. New Mantras in Corporate corridors From Ancient Routes to Global Roots, Subhas Sharma, New Age International Publishers
3. Business Ethics: Concepts and Cases, Velasquez, Pearson Education India.

4. Corporate Chanakya , Radhakrishnan Pillai , Jaico Publishing House
5. Business Ethics at work, Elizabeth Vallance, Cambridge University Press

#### Research papers/Articles:

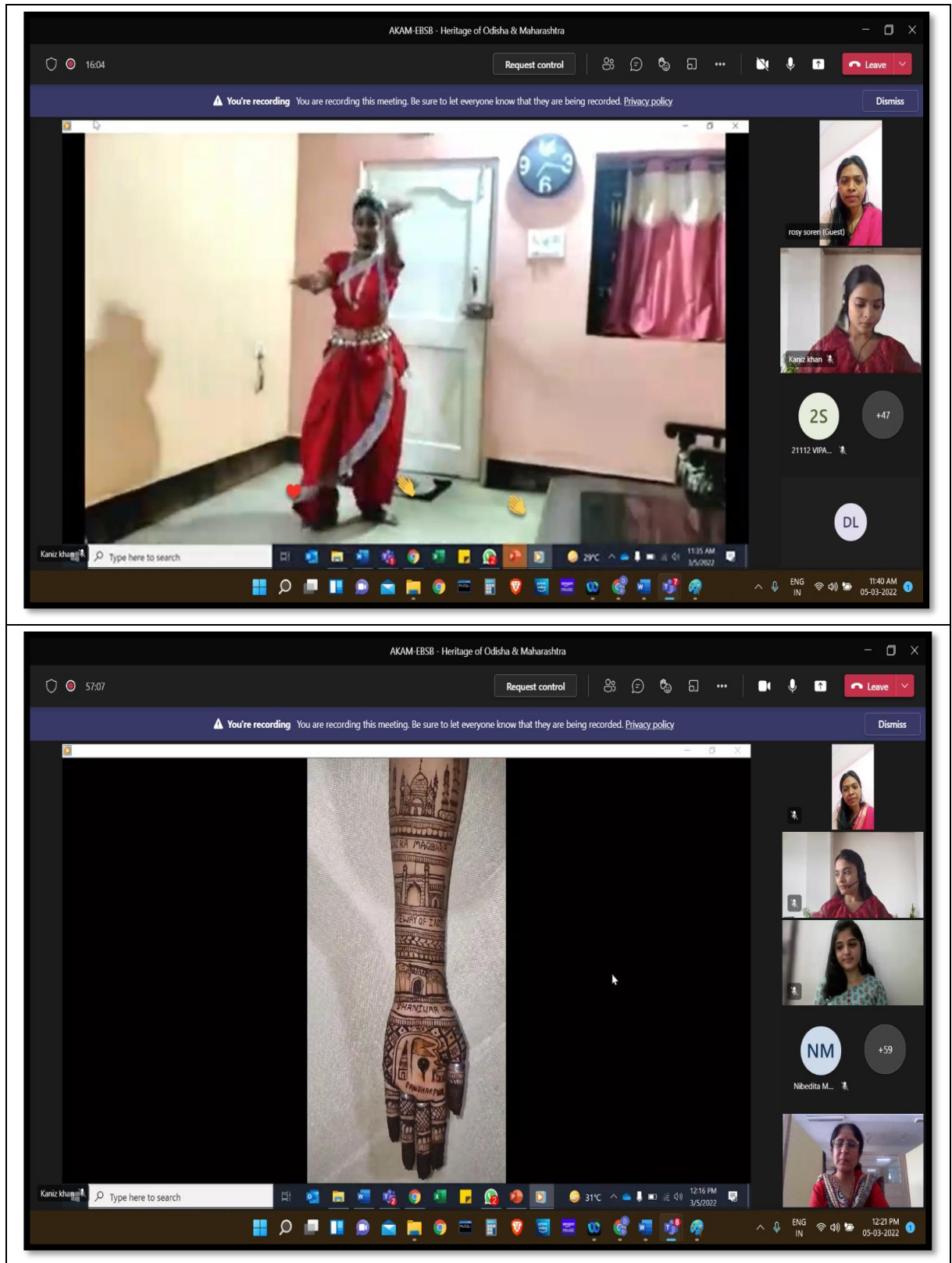
1. A Model of Business Ethics, GoranSvensson Greg Wood, Journal of Business Ethics (2008) 77:303–322, Springer 2007, DOI: 10.1007/s10551-007-9351-2
2. Fair Employment Agency: Eliminating Forced labor Through Ethical Business Practices, David Bishop, Joao Costa, KHU Business School, Asia Case Research Center, Harvard Business Publishing (HBPS#1296)
3. Case Study at Harvard Business Review 2007: Avoiding Integrity Land Mines, Ben W. Heineman, Jr.

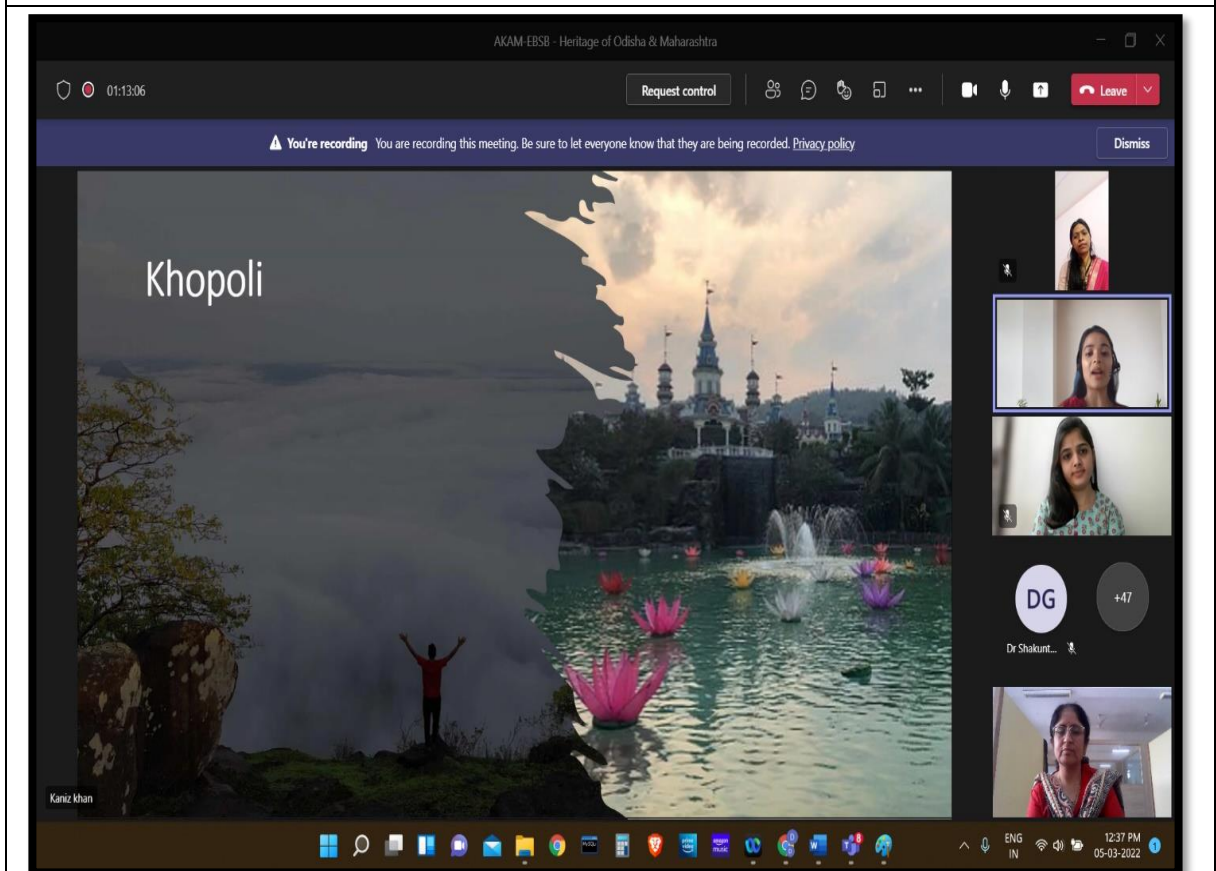
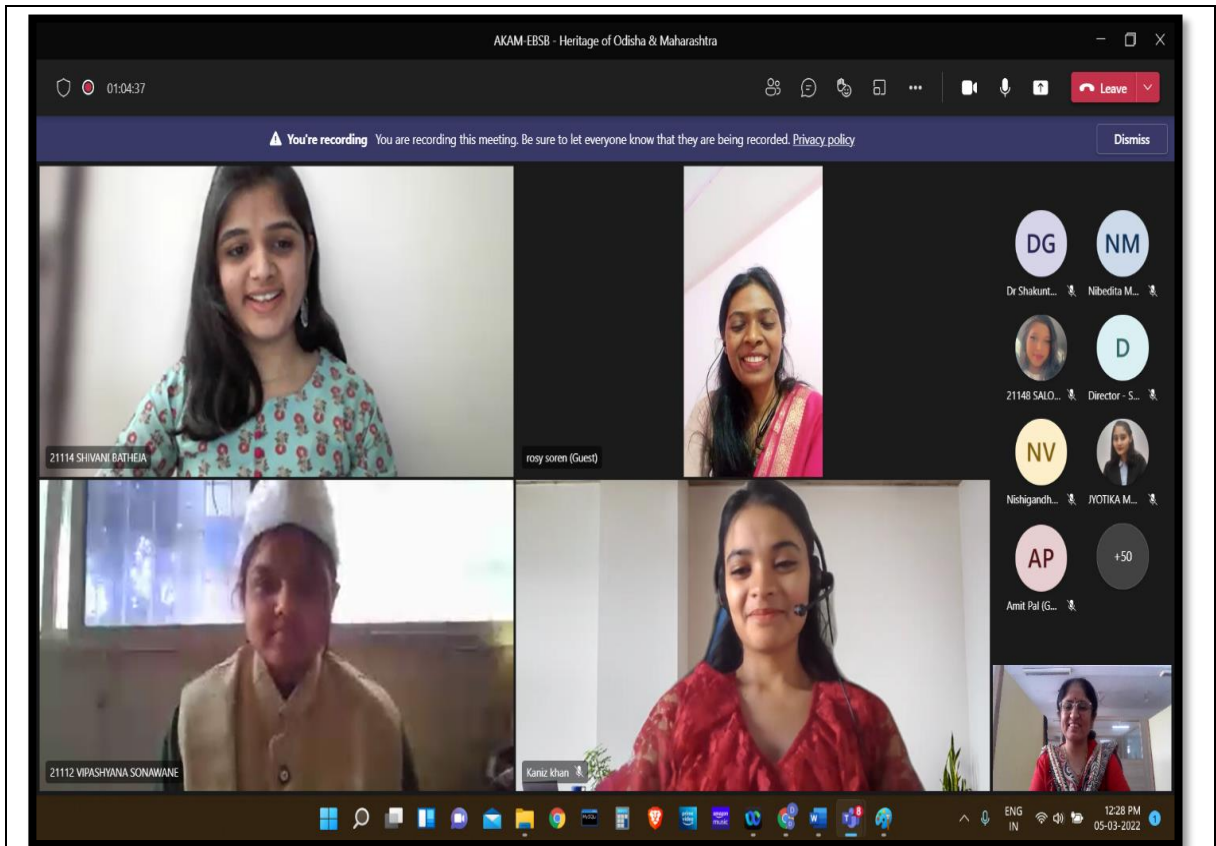
#### Useful Links:

1. <https://sdgs.un.org/goals>
2. <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>

## Events to Promote Knowledge of Indian Culture

### Ek Bharat Shrestha Bharat [ with DAMITIS, Odisha]





## Powada Competition

Facebook- [Birth Anniversary of Chhatrapati Shivaji Maharaj | To celebrate our hero Chhatrapati Shivaji Maharaj, we had organised 2 competitions namely Story narration and Powada. Powada is a genre of Marathi Poetry... | By Sadhu Vaswani Institute of Management Studies-SVIMS | Facebook](#)

