

Dr. Prachi Ajit Murkute

Email – [drprachiajeet@gmail.com](mailto:drprachiajeet@gmail.com)

Mobile no - +91 9623185231



## SNAPSHOT

**ACADEMICS** -1. 14+ years of teaching, training, and research experience.

2. Around 22+ research papers published.

3. Holds one patent on her name

**Expertise in** –Teaching HRM and General management subjects with research methodology and practical applications

Conducted various Management Development Programs

**Core Competencies** - Strong hold on the subject knowledge with excellent communication skills

**Career Objective:** To seek career opportunities in a stimulating and challenging environment that will provide advance opportunities to grow and reach excellence to meet personal and organizational goals. To implement inclusive reforms for adopting Outcome-Based Education (OBE) approach with the intention to prime management aspirants as globally competent.

## Highlights/Areas of Expertise

### *Innovative Teaching-Learning process*

- OBE Based Learning
- Outcome Attainment process
- Case study method
- Presentations
- Situation handling and Role Plays
- Field Projects/Assignments
- Business Quiz/Exercises
- Indirect evaluation by students' feedback

Participation in symposium, competitions, conferences

## Academic Qualification:

- Ph. D from Bharati Vidyapeeth Deemed University (BVDU) Pune. December 2014 – Ph.D. Topic: “A study to assess the relationship of training on Job performance and its Impact on the promotions of the administrative staff of Deemed Universities Pune”
- MMS (HR) - Bharati Vidyapeeth Deemed University (BVDU), Pune, 2010 – 62%
- PGDBM - Bharati Vidyapeeth Deemed University (BVDU), Pune, 2008 -68%
- B. Com. - Gogte College, Belgaum. Dharwad University – 1993.- 60%

## Professional Experience- Academics

Sr. No.	Institute	Designation	Duration	Course taught	Responsibilities
1	Sinhgad Institute of Business Administration and Research from	Assistant Professor	14 <sup>th</sup> Feb. 2022 till date.	Human Resource Management. Competency Based HRM Quantitative Research Methods Organisational Diagnosis and Development Performance Management System, Management of Non-Profit Organisations	Promote – Executive Employee Program and Research Consultancy  Consultancy – Collaboration – MOU Etc.  Co -Po mapping for Outcome Based Education
2	MIT SDE	Subject Matter Expert	1/1/2020 to 14/2/22	Principles of Management. Learning and Development Compensation and Benefits Business Research Methods	Designing the Course contents, delivering and recording the modules using Canvas and Moodle (LMS)
2	Ibra College of Technology – Sultanate of OMAN	Lecturer	1/10/2019 to 26/9/2020	Principles of Management. Learning and Development Compensation and Benefits Managing Troubled Employees.	Member of NBA Accreditation Team.  IN charge Summer Internship Programs.
4	Bharati Vidyapeeth Institute of Management and Research (New Delhi) and Bharati Vidyapeeth Institute of Management studies and Research	Assistant Professor	May 2013 to 23-09-19	Principles of Management. Learning and Development Compensation and Benefits Diagnosis and Development Performance	Core Member of NBA Accreditation  Incharge of Exam Dept. and Student welfare.

				Management System	
5	SINHGAD INSTITUTE OF BUSINESS ADMINISTRATION AND COMPUTER APPLICATIONS	Assistant Professor	Jan 2010 to May 2013	Principles of Management. Learning and Development Compensation and Benefits Diagnosis and Development Performance Management System Organisational Behaviour	Member of Exam Department, NAAC Accreditation and Placements
6	Symbiosis Institute of Computer Studies and Research	Training and Placement Officer	June 2008 to Jan 2010		Incharge of Training and Placement, Student Development, Corporate Connect.
7	ISTD	Incharge of Diploma Program	2016-2019		
8	Bharati Vidyapeeth Institute of Computer and Management, New Delhi	Student Counsellor	March 2001 to Oct 2007		

## Professional Membership and Certifications

- ☐ Life Member of Indian Society for Training and Development (ISTD).
- ☐ Life Member of International Economics Development Research Centre (IEDRC).
- ☐ Successfully completed the MOOC's online course on "Learning to Teach online" through Coursera. Certified by UNSW (The University of New South Wales).
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## Patents, Projects, and Grants

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1	Patent  Topic - EFFECT OF MANAGEMENT INFORMATION SYSTEM (MIS) ON O Patent Topic - EFFECT OF MANAGEMENT INFORMATION SYSTEM (MIS) ON OPERATIVE HUMAN RESOURCE MANAGEMENT IN AN ASSOCIATION PERATIVE HUMAN RESOURCE MANAGEMENT IN AN ASSOCIATION	Dr. Prachi Murkute	April 2022	Published by Department of Industrial Policy and Promotion, Ministry of Commerce and Industry, Govt. Of India.	
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2	Issues in Designing & Sustainability of MOOC: Learning Analytical Model	Dr. Prachi Murkute (and few faculty from BVIMSR)	2018-19	ICSSR	Rs. 10,00,000/-
3	NABARD-BVIMSR National Conference on “Make in India”: Perspective Boon for Microfinance, 15th& 16th July 2016	Dr. Prachi Murkute (and few faculty from BVIMSR)	2016- 17	NABARD	Rs. 30,000/-

### Research Paper Publication & Conference Participation:

1. “WORKFORCE DIVERSITY: A DETERMINANT OF COMPETITIVE ADVANTAGE” April 2023. 134 UGC Care JOURNAL OF THE ASIATIC SOCIETY OF MUMBAI, ISSN: 0972-0766, Vol. XCVI, No.14, 2023
2. A STUDY ON THE IMPACT OF MONETARY AND NONMONETARY INCENTIVES ON EMPLOYEE RETENTION WITH SPECIAL REFERENCE TO TALENT MANAGEMENT STRATEGIES OF THE PRIVATE SECTOR BANKS -Madhya Bharti (मध्य भारती) UGC Care Group I Journal ISSN: 0974-0066 Vol-82 No. 23, July – December: 2022. IF – 6.28
3. <https://www.int-jecse.net/abstract.php?id=2339> DOI: 10.9756/INT-JECSE/V14I1.299 - Volume 14 No 1 (2022): International Journal of Early Childhood Special Education – “ECONOMIC DEPENDENCE THROUGH THE LENS OF EMPLOYEE LOYALTY” Powered by Scopus.
4. <http://ilkogretim-online.org/?mno=51672> , Doi: 10.17051/ilkonline.2021.01.651. “A Systematic Review of Human Resource Management Systems and Their Responsibilities”
5. <https://www.psychosocial.com/article/PR2021368/39493/> - “The Phenomenon of An Overqualified Employee: A Review” - DOI: 10.37200/IJPR/V24I3/PR2021368 – Vol 24 Issue 3 - ISSN:1475-7192
6. <http://www.jcreview.com/admin/Uploads/Files/6296f795209ef7.99747267.pdf> - “Formulation of Research Foundation for Hiring Bias Control”- ISSN- 2394-5125 VOL 7, ISSUE 01, 2020
7. Published – A research paper at Science, Technology and Development Multidisciplinary Journal UGC CARE APPROVED GROUP 'A' MULTIDISCIPLINARY JOURNAL- Science, Technology and

8. Participated and presented a research paper at NCRD's Sterling Institute of Management Studies, Nerul, Navi Mumbai "Global Transformation" Challenges and Opportunities" held on 9<sup>th</sup> and 10<sup>th</sup> **March 2018**. "Analysis of the perception of customers towards digitization of banking sector". Published in the Peer Reviewed E-Journal" NCRD's Business Review" Volume3, Issue 1, ISSN:2455-0264. <http://ncrdsims.edu.in/site/views/pdfs/Business-Review2018/039-ANALYSIS-BANKING-SECTOR-Mrinal-Dr-Prachi.pdf>
9. All India Management Association - AIMS Convention 2016 Held at Ranchi, India. A STUDY ON EMPLOYABILITY SKILLS OF POSTGRADUATE –MANAGEMENTSTUDENTS OF NAVI MUMBAI. ISBN -2794-1587. **August 2016** Bagged the Gold medal for the Best Paper Presentation.
10. Attended one-week online faculty development program on "Outcome based Education A step towards excellence" from 11<sup>th</sup> to 15<sup>th</sup> May 2020, Under Marg darshan scheme of AICTE, New Delhi.
11. Participated and presented a research paper at NCRD's Sterling Institute of Management Studies, Nerul, Navi Mumbai at their International Conference 2019 "ICT for Organizational Effectiveness and Project Exhibition" paper tittles "Bridging the significant Gap: A study on Learning Management Studies and Corporate need" held on 14<sup>th</sup> to 16<sup>th</sup> **March 2019**.
12. Participated and presented a research paper at IBS, Powai Mumbai A STUDY TO ANALYSE THE PERFORMANCE APPRAISAL IN THE INFORMATION TECHNOLOGY SECTOR." for 2the 2ndHR International conference held on 18<sup>th</sup> April 2019.
13. Participated and presented a research paper at NCRD's Sterling Institute of Management Studies, Nerul, Navi Mumbai at their International Conference 2019 "ICT for Organizational Effectiveness and Project Exhibition" paper tittles "Bridging the significant Gap: A study on Laughing Management Studies and Corporate need" held on 14<sup>th</sup> to 16<sup>th</sup> **March 2019**.
14. Participated in the National Conference at Prin. L.N. Willinglar Institute of Management, Mumbai on 11<sup>th</sup> Aug. 2017. "Industry Disruption and Reimagining the Role of Education"
15. Participated in Faculty Development Programme at Bharati Vidyapeeth Institute of Management Studies and Research, Navi Mumbai. **On 6<sup>th</sup> May 2017**. "Data Analysis Using SPSS"
16. 2nd International Conference on Evidence Based Management 2017 (ICEBM'2017) DEPARTMENT OF MANAGEMENT Birla Institute of Technology & Science, Pilani, Rajasthan, India. Held on 17<sup>th</sup> and **18<sup>th</sup> March 2017**." A Study on Performance of Microfinance in the Development of Rural India" - ISBN: 978-93-86238-17-7
17. International Journal of Technology and Management- IJSTM, ISSN (Online) 2394-1537  
– Role of Women Entrepreneur in Indian Economy. **2016**
18. CBM 2016 IIT DELHI Publication –EMERALD, Importance of Creativity, and Innovations in the Organization (Conference on 16<sup>th</sup> and 17<sup>th</sup> April **2016**)
19. **ICTTM-2015** IIT DELHI- Publication –EMERALD. Managing and Developing High Performance teams

in the Telecom Industry of INDIA

20. **ICEBM2015**- BITS Pilani-2016, Influences of Training on Administrative Staff's Job Involvement and Organizational commitment
21. International Conference on Managing organizations of Tomorrow BVIMR. Impact of training and Development on organizational performance. May 015
22. International Journal of Education and Applied Sciences Research (IJEASR). Challenges and Opportunities for training activities for administrative staff in the Deemed Universities in Pune, India, June 2015
23. International Journal of Management Contemplations (IJMC), An overview of Human Capital in IT Industry.
24. The International Interdisciplinary conference on contemporary Issues in Commerce, Management, Computer Application and Social Science, Participated and Presented a research paper entitled Approaches of Indian Women Entrepreneur: A Descriptive Study.
25. Research Development Association and Research Development Research Foundation, Jaipur in Collaboration with Rajasthan Chamber of Commerce and Industry, Rajasthan, Jaipur - RDA - 14<sup>th</sup> International Conference on Advances and Challenges in Global business, Management, Economics, Tourism, and Information Technology Oct- 2014
26. SHRM Illinois (USA), **Participated at the International Level SHRM conference at Chicago Illinois USA**
27. SIBACA- Sinhgad Institute of business Administration and Computer Applications, Management of Human Capital at IT sector
28. SIBACA- Sinhgad Institute of business Administration and Computer Applications, Tackling Quality Management Employment- Oriented Higher Education
29. SIBACA- Sinhgad Institute of business Administration and Computer Applications, Impact of Quality of Interaction on Subordinates Compliance with leaders Bases and Power.
30. IES Management College and Research Centre, Mumbai, **Best Practices in Human Resources.**

## Training Session Conducted:

### a. Management Development Program:

#### 1. Topic: "Skill and Team Building"

Corporate: Shipping Corporation of India, Mumbai Participants:

Middle and Lower-Level Management No. of Participants: 32

#### 2. Topic: "Effective Managerial Skills for Success"

Academic: Bharati Vidyapeeth's Institute of Management & Research, New Delhi. Participants: Faculties and Industry Professional.

No. of Participants: 30

3. Faculty Development Program:

**3. Topic:** “To nurture the students for Corporate Gateway”

**Academic:** Amrita Vishwa Vidyapeetham, College of Engineering and Management. **Participants:** All level of Engineering and Management Faculties

No. of Participants: 25 Engineering faculty and 30 Management Faculty (Two different Sessions)

**Date:** 9th March 2018.

Student Development Program:

**4. Topic:** “Corporate Readiness”

**Academic:** Amrita Vishwa Vidyapeetham, College of Engineering and Management, Coimbatore

**Participants:** Final Year Engineering and Management Students.

No. of Participants: 80 Engineering students and 92 Management Students (Two different Sessions)

**Date:** 8<sup>th</sup> March 2018

Similar Programs are conducted on regular basis at different institutes on demand.

### Personal Particulars:

☐ **Date of Birth:** 4<sup>th</sup> Jan 1972

☐ **Address** :

○ **Correspondence Address:** Flat no. A202, Marvel Albero, Opposite Angaraj Hotel, Yewalewadi road, Kondhwa Pune.

○ **Permanent Address:** Flat No.9, Jasmine Apartment, Swaraj Nagari, Talegaon, Pune, Maharashtra, India

☐ **Marital Status** : Married

☐ **Language Known:** English, Marathi, Hindi, and Kannada

Date: 10/06/2023

Place: Pune, India

**Dr. Prachi Ajit Murkute**