



MOU AGREEMENT WITH DISHA EDUCARE & BUSINESS CONSULTANCY
(PAGE 1 OF 4)

131
MEMORANDUM OF UNDERSTANDING FOR
ACADEMIC COOPERATION
BETWEEN



(1) DISHA EduCare & Business Consultancy
In collaboration with



EMPOWERING People Knowledge LLP, Bangalore
Shri Guru Raghavendra Complex
NH 66, Kaikini, Bhatkal, Uttar Kannada,
Karnataka State-5814 21
<http://www.dishaeducare.in>

AND



(2) ANJUMAN ARTS, SCIENCE, COMMERCE COLLEGE &
PG CENTRE, Anjumanabad, BHATKAL

This Memorandum of Understanding is between DISHA EduCare & Business Consultancy, Kaikini, Bhatkal Taluk, Uttar Kannada District, Karnataka State, in collaboration with EMPOWERING People Knowledge LLP, Bangalore, hereinafter referred to as "The First Party" and Anjuman Arts, Science, Commerce College & PG Centre Bhatkal, hereinafter referred to as "The Second Party" and jointly referred to as "Parties".

ACKNOWLEDGING that,

DISHA EduCare & Business Consultancy, Kaikini in collaboration with EMPOWERING People Knowledge LLP, Bangalore having its official address at Shri Guru Raghavendra Complex, NH 66, Kaikini, Bhatkal, Uttar Kannada, Karnataka State-5814 21 is a Private Registered Consulting Company engaged in providing educational services such as educating, training, mentoring, empowering and upskilling the rural young generation in area of Skills Training & Development for Higher Education, Entrepreneurship Education, Personality Development, Corporate training, Management Consulting & Incubation and need based technologies.

Anjuman Hami-e-Muslimeen's Anjuman Arts, Science, Commerce College & PG Centre Bhatkal, Anjumanabad, Bhatkal is a leading Educational Institution offering both undergraduate and post-graduate degree in Commerce apart from undergraduate courses in Arts and Science Streams.



MOU AGREEMENT WITH DISHA EDUCARE & BUSINESS CONSULTANCY **(PAGE 2 OF 4)**

DESIRING to support the cooperation between the Parties in education and training programmes pursuant to the prevailing laws and regulations, policies and procedures of these parties.

Objectives

The primary objective of this Memorandum of Understanding is to foster collaboration, facilitate advancement of knowledge and imparting professional training to the students on the basis of reciprocity, best effort, mutual benefit, and frequent interactions between the parties.

1. Exchange on Best Practices in education and training.
2. Skill based Certification Courses
 - Payroll & Advanced Excel Workshop
 - Accounts, tally Prime & GST
 - Corporate HR Analytics Training
 - Soft Skills Development
3. Other areas such as:
 - Pool Campus Driven Placements
 - Career Guidance Services
 - Industry Expert Lectures and Workshops from Industry Senior Executives
 - Faculty Development Programmes
 - Research and Publication
4. State/National/International Level Conferences, Seminars and Workshops in collaboration with foreign Institutions/Universities as mutually agreed upon by the Parties.
5. **INTELLECTUAL PROPERTY RIGHTS**

Each Party shall protect, within its territory, intellectual property rights of the other party in accordance with the domestic law in force in their respective countries. In case of specific arrangement, programs or projects that may result in intellectual property, the Parties shall conclude separate arrangement in accordance with their respective laws and regulations.
6. **CONFIDENTIALITY**

In the event that either Party wishes to disclose any data and/or information supplied in or resulted from the implementation of this MOU, the disclosing Party shall have prior written consent from the other Party.



A.H.M.'s
ANJUMAN ARTS, SCIENCE AND COMMERCE COLLEGE,
ANJUMANABAD, BHATKAL-581320
(AFFILIATED TO THE KARNATAKA UNIVERSITY, DHARWAD)

MOU AGREEMENT WITH DISHA EDUCARE & BUSINESS CONSULTANCY
(PAGE 3 OF 4)

7. LIMITATION OF PERSONNEL ACTIVITIES

The Parties shall ensure that their personnel engaged in the activities under this MOU shall engage only in activities under the framework of this MOU.

8. SETTLEMENT OF DISPUTES

Any dispute concerning the interpretation and/or application of this MOU shall be settled amicably through consultation or negotiation between the Parties.

9. AMENDMENT

This MOU may be amended or revised at any time by mutual written consent of the Parties, and such amendment shall form an integral part of this MOU. Such amendment or revision shall come into force on the date as may be determined by the Parties.

10. ENTRY INTO FORCE, DURATION AND TERMINATION

- (1) This MOU shall enter into force on the date of signing.
- (2) This MOU shall remain in force for a period of Two years and may be extended for another period as desired by the parties by mutual written consent of the Parties.
- (3) Either Party may terminate this MOU at any time by giving written notification to the other Party on its intention to terminate this MOU, two months prior to the date of the termination.
- (4) The termination of this MOU shall not affect the completion of any projects and programs in progress and not completed at the time of termination.

11. FINANCIALS AND MODE OF COURSE DELIVERY

The course opted by the students and being delivered shall be purely on chargeable basis as per the course chosen by the students. The charges of the courses are appended below;

Advanced Diploma in Payroll & Excel Administration

Including Payroll, Excel, Accounts, Tally Prime & GST of 70 Hours Rs. 5500.00
(Per Student)

Corporate HR Analytics of 70 Hours covering 70 topics Rs. 3200.00
(Per Student)

(Students can either opt for both the courses or any one of these as per their choice)

Mode of Delivery: Courses shall be delivered off line as well as on-line as preferred by the College without disturbing their regular academic calendar.

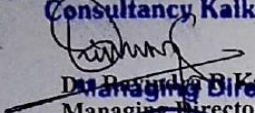


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MOU AGREEMENT WITH DISHA EDUCARE & BUSINESS CONSULTANCY
(PAGE 4 OF 4)

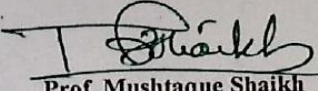
IN WITNESS WHEREOF, the undersigned, have signed this MOU on day in the year
2023 in two Originals in English

DISHA EduCare
& Business Consultancy
For, **DISHA EduCare & Business
Consultancy Kaikini**


Managing Director



Anjuman Arts, Science, Commerce College &
PG Centre, Bhatkal


Prof. Mushtaque Shaikh
Principal
Anjuman Arts, Science, Commerce College
Bhatkal, Bhatkal
581320





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ANJUMAN ARTS, SCIENCE COMMERCE COLLEGE, BHATKAL

CIRCULAR

Ref. No.: MoU/131/DEC/2020-21/

Date: 15th July, 2023

This is to inform all the Commerce students that, A One Day Workshop on 'Basics of Research Methodology' is scheduled on July 18, 2023 to be organized in collaboration with our MoU Partner Disha Edu-Care. Dr. Vinayak A. Kamat, Lecturer in Physics will enlighten the audience. A good number of students from Disha Edu-Care are expected to participate.

Therefore, all the students are informed to be a part & take the benefit of this workshop.




Principal
(Prof. M. K. Shaikh)
Anjuman Arts, Science & Commerce
College, BHATKAL (U K) 581320



A.H.M.'s
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**DR. VINAYAK ANAND KAMAT - A SESSION ON THE BASICS OF
RESEARCH METHODOLOGY FOR STUDENTS (18-07-2023)**





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(AFFILIATED TO THE KARNATAKA UNIVERSITY, DHARWAD)

**DR. VINAYAK ANAND KAMAT - A SESSION ON THE BASICS OF
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anjumandegreecollege One Day Workshop on Basic
Of Research Methodology was organized for more





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**PARTICIPATION OF DISHA EDUCARE STUDENTS IN THE SESSION ON
THE BASICS OF RESEARCH METHODOLOGY FOR STUDENTS (18-07-2023)**





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**DR. VINAYAK ANAND KAMAT - A SESSION ON THE BASICS OF
RESEARCH METHODOLOGY FOR STUDENTS (18-07-2023)**

BIO-DATA OF THE RESOURCE PERSON

Dr. Vinayak Anand Kamat

Lecturer in Physics
Department of Physics
Anjuman Arts, Science and Commerce College
Bhatkal
e-mail: vkamat@anjuman.edu.in
Mobile: +917411106564/ +91 9483791732



Dr. **Vinayak Anand Kamat** is presently working as Lecturer at Department of Physics, Anjuman Arts, Science Commerce College & PG Centre, Bhatkal. He completed his M.Sc. and Ph.D degree from Department of Physics, Mangalore University, Mangalore, Karnataka, India. He has 6 years of research and teaching experience. His main area of research includes gamma radiation shielding properties of polymer composite materials and Thermo Luminescent Dosimeter (TLD) materials. He has more than 10 national and international publications in the field of nuclear radiation protection and Thermo Luminescent Dosimeters.

ACADEMICS:

Sl. No.	Degree Obtained	Board/University	Year
1	SSLC	Karnataka Education Examination Board	2007
2	PUC	Department of Pre-University Education	2009
3	B.Sc	Karnatak University, Dharwad	2012
4	M.Sc.	Mangalore	2014



University

5

Ph.D.

Mangalore
University

2021

RESEARCH PUBLICATIONS:

1. **Vinayak Anand Kamat**, K. Swaroop, K.U. Kiran, Benny George, and H.M. Somashekarappa (2019). Effects of Hematite-Lead Oxide Combination in Ethylene Propylene-Diene Monomer on Shielding 59.54 keV Gamma Rays. *Radiat. Phys. Chem.*, 156, 50-57.
2. **Vinayak Anand Kamat**, K. Swaroop, K.U. Kiran, and H.M. Somashekarappa (2018). Studies on the Effect of PbO-Magnetite (Fe₃O₄) on Shielding Properties of EPDM Composites for 662 keV Gamma Rays. *Indian J. Pure Appl. Phys.*, 56, 639- 642.
3. **Vinayak Anand Kamat**, K. Swaroop, K. U. Kiran, K. M. Eshwarappa & H. M. Somashekarappa (2021). Studies on the effects of Fe₃O₄-PbO combinations in peroxide vulcanisation of EPDM and shielding 59.54 keV gamma rays. *Radiat. Eff. Defects Solids*, 176, 690-703.
4. **Vinayak Anand Kamat**, K. Swaroop, K.U. Kiran, and H.M. Somashekarappa (2019). Preparation and Characterization of Hematite and Lead Oxide based Flexible EPDM Composites for Shielding Gamma Rays. *AIP Conf. Proc.*, 2115, 030047.
5. **Vinayak Anand Kamat**, K. Swaroop, K.U. Kiran, and H.M. Somashekarappa (2020). Optimization of PbO/Fe₃O₄/EPDM Flexible Composites for Gamma Shielding Applications. *AIP Conf. Proc.*, 2244, 040004.
6. M. Sheela, **Vinayak Anand Kamat**, K.U. Kiran, and K.M. Eshwarappa (2019). Preparation and Characterization of Bismuth-Filled High Density Polyethylene Composites for Gamma-Ray Shielding. *Radiat. Prot. Environ.*, 42, 180-186.
7. M. Sheela, **Vinayak Anand Kamat**, and K.M. Eshwarappa (2019). Mechanical and Electrical Properties of Bismuth Filled High Density Polyethylene Composites. *Int. J. Adv. Res. Innovative Ideas Educ.*, 5, 1176-1181.
8. K. Sharmila, **Vinayak Anand Kamat**, K. Swaroop and H.M. Somashekarappa (2019). Thermoluminescence Properties of TiO₂ Nanoparticles Synthesized using Co Precipitation Method. *AIP Conf. Proc.*, 2162, 020102.
9. Sheela M., **Vinayak Anand Kamat**, Kiran K.U., and Eshwarappa K.M



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- (2019). Nuclear Radiation Shielding Properties of Bismuth filled high-density polyethylene composites. *J. Rajasthan Acad. Phys. Sci.*, 18, 183-192.
10. K. Sharmila, **Vinayak Anand Kamat**, K. Swaroop and H.M. Somashekarappa (2020). Thermoluminescence Properties of Li doped TiO₂ Nanoparticles Synthesized using Co-Precipitation Method. *AIP Conf. Proc.*, 2244, 090003.
 11. K. Swaroop, M.J. Gaana, S.S. Shruthi, Shrinidhi, L.P. Shrikant, **A.K. Vinayak**, and H.M. Somashekarappa (2019). Studies on Swelling Behavior of Radiolytically Synthesised PVA/Gelatin Hydrogels. *AIP Conf. Proc.*, 2115, 030050.
 12. **Vinayak Anand Kamat**, K. Swaroop, K.U. Kiran, and H.M. Somashekarappa (2018). Studies on Effect of Magnetite (Fe₃O₄) on Shielding Properties of Natural Rubber Composites for 662 keV Gamma Ray. *Int. Conf. Recent. Adv. Mater. Sci. Biophys. (RAMSB) Conf. Proc.*, 145-148, ISBN 978-93-5291-953-6.
 13. P.V. Thulasi, Antony Joseph, Somashekarappa H.M., **Vinayak Anand Kamat** (2021). Coherent scattering cross sections of some rare earth compounds at small angles below 10° for 662 keV gamma rays, *65th DAE BRNS Symp. Nucl. Phys. Proc.*, 65 (2021), 812-813. ISBN 818372084-6.
 14. P.V. Thulasi, Antony Joseph, K.M. Varier, Somashekarappa H.M., **Vinayak Anand Kamat**, Vishnu C.V. (2023). Coherent scattering cross sections of some rare earth compounds at small angles below 10° for 59.54 keV gamma rays, *Radiat. Phys. Chem.*, 202, 110539.
 15. Sharmila Kankanady, Somashekarappa Hiriya Mallaiah, Nimitha S. Prabhu, Sudha D. Kamath, **Vinayak Anand Kamat**, Kumaraswamy Swaroop. (2023). Thermoluminescence Properties of Copper Doped TiO₂ Nanoparticles Synthesized using Co precipitation Method for High Dose Gamma Dosimetry, *Radiat. Prot. Dosim.* <http://doi.org/10.1093/rpd/ncad249>.

Papers Presented in National and International Conference/Seminars/Symposiums
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1. **Vinayak Anand Kamat** and H.M. Somashekarappa. Study of Ethylene Propylene Diene Monomer-Lead Monoxide-Magnetite Composites in Radioactive Waste Disposal. 2nd National Conference on Radiation Physics (NCRP-2022), Bangalore University, Jnana Bharathi Campus, Bengaluru, India, from 15th to 16th December 2022.



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2. **Vinayak Anand Kamat**, K. Swaroop, K.U. Kiran, and H.M. Somashekarappa. Optimization of PbO/Fe₃O₄/EPDM Flexible Composites for Gamma Shielding Applications. International Conference on Physics of Materials & Nanotechnology, Mangalore University, Mangalagangothri, India, from 19th to 21th September 2019.
3. **Vinayak Anand Kamat**, K. Swaroop, K.U. Kiran, and H.M. Somashekarappa. Preparation and Characterization of Hematite and Lead Oxide based Flexible EPDM Composites for Shielding Gamma Rays. **63th DAE Solid State Physics Symposium**, Guru Jambheshwar University of Science & Technology, Hisar, India, from 18 to 22th December 2018.
4. **Vinayak Anand Kamat**, K. Swaroop, K.U. Kiran, and H.M. Somashekarappa. Evaluation of Gamma Shielding Parameters of PbO-Hematite (Fe₂O₃) Filled EPDM composites. National Seminar on Applications of Radioisotopes and Radiation in Industry, Healthcare and Agriculture, St. Aloysius College (Autonomous) and National Association for Applications of Radioisotopes and Radiation in Industry (NAARRI), Mangalore, India, from 10 to 11th September 2018.
5. **Vinayak Anand Kamat**, K. Swaroop, K.U. Kiran, and H.M. Somashekarappa. Studies on Effect of Magnetite (Fe₃O₄) on Shielding Properties of Natural Rubber Composites for 662 keV Gamma Ray. International Conference on Recent Advances in Materials Science and Biophysics, Mangalore University, Mangalagangothri, India, from 23th to 25th January 2018.
6. **Vinayak Anand Kamat**, K. Swaroop, K.U. Kiran, and H.M. Somashekarappa. Studies on Effect of PbO-Magnetite (Fe₃O₄) on Shielding Properties of EPDM Composites for 662 keV Gamma Rays. National Conference on Radiation Physics, Bangalore University, Bangalore, India, from 23th to 24th November 2017.
7. **Vinayak Anand Kamat**, K. Swaroop, K.U. Kiran, and H.M. Somashekarappa. Studies on Effect of PbO-Magnetite (Fe₃O₄) on Shielding Properties of EPDM Composites for 123 keV Gamma Rays. National Conference on Recent Trends in Applied Science and Technology, Alliance College of Engineering and Design, Bangalore, India, from 26 to 27th October 2017.
8. **Vinayak Anand Kamat**, K. Swaroop, K.U. Kiran, and H.M. Somashekarappa. Studies on Effect of PbO-Hematite (Fe₂O₃) on Shielding Properties of EPDM Composites for 662 keV Gamma Rays. National Conference on Reaching the Unreached through Science and Technology:



A.H.M.'s
ANJUMAN ARTS, SCIENCE AND COMMERCE COLLEGE,
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Recent Advance in Physical, Chemical, Mathematical and Biological Science for Energy, Health and Environment, Mangalore University, Mangalagangothri, India, from 8 to 9th September 2017.

9. K. Sharmila, Nimitha S. Prabhu, Sudha D. Kamath, **Vinayak Anand Kamat**, K. Swaroop and H.M. Somashekarappa. Thermoluminescence Properties of Copper Doped TiO₂ Nanoparticles Synthesized using Co-precipitation Method for High-Dose Gamma Dosimetry. 2nd National Conference on Radiation Physics (NCRP-2022), Bangalore University, Jnana Bharathi Campus, Bengaluru, India, from 15th to 16th December 2022.
10. K. Sharmila, **Vinayak Anand Kamat**, K. Swaroop and H.M. Somashekarappa. Thermoluminescence Properties of TiO₂ Nanoparticles Synthesized using Co Precipitation Method, International Conference on Advanced Materials, Nirmalagiri College, Kannur, India, from 12 to 14th June 2019.
11. K. Swaroop, M.J. Gaana, S.S. Shruthi, Shrinidhi, L.P. Shrikant, **A.K. Vinayak**, and H.M. Somashekarappa, Studies on Swelling Behavior of Radiolytically Synthesised PVA/Gelatin Hydrogels, **63th DAE Solid State Physics Symposium**, Guru Jambheshwar University of Science & Technology, Hisar, India, from 18 to 22th December 2018.
12. P.V. Thulasi, Antony Joseph, Somashekarappa H.M., **Vinayak Anand Kamat**, Coherent scattering cross sections of some rare earth compounds at small angles below 10° for 662 keV gamma rays, **65th DAE BRNS Symposium on Nuclear Physics**, DAE Convention Centre, Anushaktinagar, Mumbai, India, from 1 to 5th December 2021.

TEACHING EXPERIENCE:

- Worked as **Guest Lecturer** in **Govt. First Grade Degree College**, Honnavar, from 11th August 2014 to 14th January 2015
- Worked as Guest Faculty in the Medical Physics Division, Mangalore University, from 07th August 2018 to 31st July 2019.
- Worked as Guest Faculty in the Medical Physics Division, Mangalore University, from 01st August 2019 to 31st October 2020.
- Presently working as a Lecturer at Department of Physics, Anjuman Arts, Science, Commerce College and PG Centre, Bhatkal from 02 November 2021.



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ACHIVEMENTS:

- ❖ Undergone "**the Specialised Training on Dry Rubber and Latex compounding**" at Rubber Training Institute (RTI), Kottayam in 2016.
- ❖ "**Best Oral Presentation**" has been Awarded in the "National Conference on Radaition Physics" held at Bangalore University in 2017.
- ❖ "**Young Researcher Award 2022**" has been Awarded from "**Institute of Scholars (InSc)**" for the work "**Studies on the effects of $\text{Fe}_3\text{O}_4\text{-PbO}$ combinations in peroxide vulcanization of EPDM and shielding 59.54 keV gamma rays**"

MEMBER

- ❖ Editorial member of "**EDWIN GROUP OF JOURNALS**", E-Elsevier, India.
- ❖ Reviewer and Life member of "**Institute of Scholars-InSc**", ISO 9001:2015 certified company.



WORKSHOP REPORT: BASICS OF RESEARCH METHODOLOGY

Date: July 18, 2023

Venue: Anjuman Arts, Science and Commerce College

Organized by: Anjuman Arts, Science and Commerce College in collaboration with Disha EduCare

Participants: 31 students

Introduction

On July 18, 2023, Anjuman Arts, Science and Commerce College, in collaboration with our MoU partner Disha EduCare, organized a workshop titled “Basics of Research Methodology.” The workshop aimed to provide students from both institutions with foundational knowledge and skills in research methodology.

Objectives

The primary objectives of the workshop were to:

- Introduce students to the fundamental concepts of research methodology.
- Equip students with the skills necessary to design and conduct research.
- Foster collaboration and knowledge exchange between students of both institutions.

Workshop Details

The workshop commenced with an inaugural session, where the principal of Anjuman Arts, Science and Commerce College welcomed the participants and emphasized the importance of research in academic and professional growth. Representatives from Disha EduCare also shared their insights on the significance of research methodology.

Sessions

The workshop was divided into several sessions, each focusing on different aspects of research methodology:

1. **Introduction to Research Methodology**
 - Definition and importance of research.
 - Types of research: Qualitative and Quantitative.
2. **Research Design**
 - Formulating research questions and hypotheses.
 - Designing a research study.
3. **Data Collection Methods**
 - Various data collection techniques.
 - Tools and instruments for data collection.
4. **Data Analysis**
 - Introduction to data analysis techniques.
 - Using software tools for data analysis.



5. Report Writing and Presentation

- Structuring a research report.
- Effective presentation of research findings.

Participation and Interaction

A total of 31 students actively participated in the workshop. The interactive sessions allowed students to engage with the speakers, ask questions, and discuss their research ideas. Group activities and practical exercises were conducted to reinforce the concepts learned during the sessions.

Feedback and Conclusion

The workshop concluded with a feedback session where participants shared their experiences and suggestions. The feedback was overwhelmingly positive, with students appreciating the comprehensive coverage of topics and the practical approach of the sessions.

The workshop on “Basics of Research Methodology” successfully achieved its objectives, providing students with valuable insights and skills that will aid them in their academic and research endeavors. The collaboration between Anjuman Arts, Science and Commerce College and Disha EduCare was instrumental in the success of this event, and both institutions look forward to organizing similar workshops in the future.


IQAC & NAAC CO-ORDINATOR
Anjuman Arts, Science,
Commerce College & P.G. Centre
Bhatkal




PRINCIPAL
Anjuman Arts, Science & Commerce College
& P.G. Centre
BHATKAL-581320



A.H.M.'s
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**A SPECIAL LECTURE ON ENTREPRENEURIAL DEVELOPMENT BY MR.
RAMASWAMY V N (30-06-2023)**

ANJUMAN ARTS, SCIENCE COMMERCE COLLEGE, BHATKAL

CIRCULAR

Ref. No.: MOU/131/2022-23

Date: 29th June, 2023

This is to inform all the commerce students that a special lecture on ENTREPRENEURIAL DEVELOPMENT By Mr. Ramaswamy V N of our MoU partner Disha EduCare and Business Solutions is organized on 30th June, 2023.

Therefore, all the commerce students are hereby informed to attend the lecture and get benefited.




Principal
(Prof. M. K. Shaikh)
Anjuman Arts, Science & Commerce
College, BHATKAL (U K) 581320



A.H.M.'s
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(AFFILIATED TO THE KARNATAKA UNIVERSITY, DHARWAD)

**A SPECIAL LECTURE ON ENTREPRENURIAL DEVELOPMENT BY MR.
RAMASWAMY V N from our MoU partner Disha EduCare and Business
Solutions. (30-06-2023)**





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A SPECIAL LECTURE ON ENTREPRENURIAL DEVELOPMENT BY MR. RAMASWAMY V N from our MoU partner Disha EduCare and Business Solutions. (30-06-2023)





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RAMASWAMY V N from our MoU partner Disha EduCare and Business
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A SPECIAL LECTURE ON ENTREPRENURIAL DEVELOPMENT BY MR.
RAMASWAMY V N from our MoU partner Disha EduCare and Business
Solutions. (30-06-2023)

ATTENDANCE SHEET

Name of the student	Class	Sign
Mohammed Afnan	B.COM IV	<i>Afnan</i>
Mohammed Irbaz	B.COM IV	<i>Irbaz</i>
SYED ALI LABEED	B.COM IV	<i>Tibaz</i>
Sujeet Doddayya Devadig	B.COM IV	<i>Syeh</i>
Touheed	B.COM IV	<i>Touheed</i>
MOHAMMED MAAN EKKERI	B.COM IV	<i>Syette</i>
JASIR JAMEE	B.COM IV	<i>Jasir Jamee</i>
Mohammed Ismail	B.COM IV	<i>Ismael</i>
Abdul Muyeez	B.COM IV	<i>Abdul Muyeez</i>
Mohammed Anas Dabapu	B.COM IV	<i>Mohammed Anas Dabapu</i>
MOHAMMED SHOAIB	B.COM IV	<i>Shoaib</i>
Abubaker Siddiq	B.COM IV	<i>Abubaker Siddiq</i>
Mohammed Asil	B.COM IV	<i>Asil</i>
Mohammed Shuraim	B.COM IV	<i>Shuraim</i>
SHAIKH MOHAMMED SAMEER	B.COM IV	<i>Shaiikh Mohammed Sameer</i>
Mohammed Nadeem	B.COM IV	<i>Nadeem</i>
Sayed Asim	B.COM IV	<i>Sayed Asim</i>
Mohammed Kaif	B.COM IV	<i>Kaif</i>
ABDUL MUKEET	B.COM IV	<i>Abdul Mukeet</i>
Mohammed Sufiyan	B.COM IV	<i>Sufiyan</i>
Danish Ali	B.COM IV	<i>Danish Ali</i>
MUHAMMED KAIF RUKNUDDIN	B.COM IV	<i>Muhammed Kaif Ruknuddin</i>
Mohammed Rayees	B.COM IV	<i>Rayees</i>
Mohammed Basim Ali Akbara	B.COM IV	<i>Basim Ali Akbara</i>
Mohammed Anser	B.COM IV	<i>Anser</i>
Naveen Mooka Gond	B.COM IV	<i>Naveen Mooka Gond</i>
Husain Mawaz	B.COM IV	<i>Naveen</i>
Sumair	B.COM IV	<i>Sumair</i>
Abdur Rahim Africa	B.COM IV	<i>Abdur Rahim Africa</i>
Ismail Safa	B.COM IV	<i>Ismail Safa</i>
Mohammed Zuwain Belli	B.COM IV	<i>Mohammed Zuwain Belli</i>
Sehrab Hasan	B.COM IV	<i>Sehrab Hasan</i>
Ahammed Raza	B.COM IV	<i>Raza</i>
Mohammed Sulaik Mulla	B.COM IV	<i>Mulla</i>
Abu Sufiyan	B.COM IV	<i>Abu Sufiyan</i>
Abbad	B.COM IV	<i>Abbad</i>
Mohammed Ainulhaque	B.COM IV	<i>Mohammed Ainulhaque</i>
Mohammed Iman Damda Abu	B.COM IV	<i>Iman Damda Abu</i>
Syed Ibrahim	B.COM IV	<i>Syed Ibrahim</i>
Shaikh Mohammed Bashir	B.COM IV	<i>Shaikh Mohammed Bashir</i>
Mohammed Mustanir	B.COM IV	<i>Mohammed Mustanir</i>
Ahmed Sadeem	B.COM IV	<i>Ahmed Sadeem</i>
Hasan Siddi Bapa	B.COM IV	<i>Hasan Siddi Bapa</i>
Mohammed Muntasir Kola	B.COM IV	<i>Mohammed Muntasir Kola</i>
Matab Ruzdan Shareef	B.COM IV	<i>Matab Ruzdan Shareef</i>
Abdul Nafay Gawai	B.COM IV	<i>Abdul Nafay Gawai</i>





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**A SPECIAL LECTURE ON ENTREPRENURIAL DEVELOPMENT BY MR.
RAMASWAMY V N from our MoU partner Disha EduCare and Business
Solutions. (30-06-2023)**

Bio-Data of the Resource Person

Name: Mr. Ramaswamy V N

Occupation: Wholesale Distributor & Supplier of Areca Nuts and Cashews

Education: B.Com Graduate

Resource Person: Disha EduCare & Business Consultancy

Mr. Ramaswamy V N has a background in commerce and plays a vital role in the distribution and supply of areca nuts and cashews. His expertise extends to educational and business consultancy through his involvement with Disha EduCare.



Report on Special Lecture: "Entrepreneurial Development: Unlocking Your Potential"

Date: 30th June 2023

Speaker: Mr. Ramaswamy V N, Disha EduCare and Business Solutions

Participants: 47 students

On the 30th of June 2023, Anjuman Arts, Science and Commerce College, Bhatkal, proudly hosted a special lecture titled "Entrepreneurial Development: Unlocking Your Potential," presented by the distinguished Mr. Ramaswamy V N from our esteemed MoU partner, Disha EduCare and Business Solutions.

The event witnessed enthusiastic participation from 47 students, each eager to explore the vast realm of entrepreneurial opportunities and personal growth. The session was a resounding success, leaving a profound impact on all attendees.

Mr. Ramaswamy V N, a seasoned expert in business development and entrepreneurship, delivered an engaging and insightful lecture. His presentation was both comprehensive and inspiring, focusing on the key elements required for successful entrepreneurial ventures. Mr. Ramaswamy shared valuable insights on identifying and harnessing one's potential, the importance of innovation, and practical strategies for overcoming common challenges faced by entrepreneurs.

The lecture began with an overview of entrepreneurial development and its significance in today's dynamic business environment. Mr. Ramaswamy emphasized the need for a growth mindset and continuous learning. He illustrated his points with real-life examples and success stories, which captivated the audience and sparked meaningful discussions.

Key topics covered included:

- **Self-Assessment and Skill Identification:** Understanding one's strengths and areas for improvement.
- **Innovative Thinking:** Fostering creativity and finding unique solutions to problems.
- **Risk Management:** Navigating the uncertainties and challenges in the entrepreneurial journey.
- **Networking and Mentorship:** Building valuable connections and seeking guidance from experienced professionals.

Throughout the session, Mr. Ramaswamy encouraged active participation and interaction. He conducted thought-provoking exercises and Q&A sessions that allowed students to delve deeper into the subject matter and clarify their doubts.

The lecture concluded with a motivational message from Mr. Ramaswamy, urging students to believe in their capabilities and pursue their entrepreneurial aspirations with



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confidence and resilience. His closing remarks left a lasting impression on the participants, who expressed their gratitude for the practical knowledge and inspiration gained.

This event was a testament to the collaborative efforts between Anjuman Arts, Science and Commerce College and Disha EduCare and Business Solutions. The college community greatly appreciates Mr. Ramaswamy's time and expertise, which have undoubtedly empowered our students to explore and unlock their entrepreneurial potential.

We extend our heartfelt thanks to Mr. Ramaswamy V N for his invaluable contribution and to all the students who participated with enthusiasm. We look forward to more such enriching opportunities in the future.


IQAC & NAAC CO-ORDINATOR
Anjuman Arts, Science,
Commerce College & P.G. Centre
Bhatkal




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& P.G. Centre
BHATKAL-581 320



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HANDS-ON TRAINING SESSION ON PREPARATION OF PAYROLL
(26-06-2023)
INVITATION



INVITATION

AHM'S
ANJUMAN ARTS, SCIENCE AND COMMERCE COLLEGE,
BHATKAL

AN IQAC INITIATIVE

ORGANISES

A Hands-on Training Session on
PREPARATION OF PAYROLL

RESOURCE PERSON

Dr. Ravindra. R. Kaikini

Disha Edu Care & Business Consultancy



ON JUNE 26, 2023



AT 12.00 PM



PG COMPUTER LAB

Prof. S. A. Indikar
IQAC Coordinator

Prof. Mushtaque Shaikh
Principal



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ANJUMAN ARTS, SCIENCE COMMERCE COLLEGE, BHATKAL

CIRCULAR

Ref. No.: MoU/DEC/202-23/

Date: 24th June, 2022

This is to inform all the M.Com students to attend a **Hands-on Training Session on the preparation of Payroll** by **Dr. Ravindra R. Kaikini** from our MoU partner, **Disha EduCare & Business Consultancy**. The session will be held on **26th June 2023** from 12:00 noon to 2:00 pm in the PG Computer Lab.




Principal
(Prof. M. K. Shaikh)
Anjuman Arts, Science & Commerce
College, BHATKAL (U K) 581320



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PHOTOS



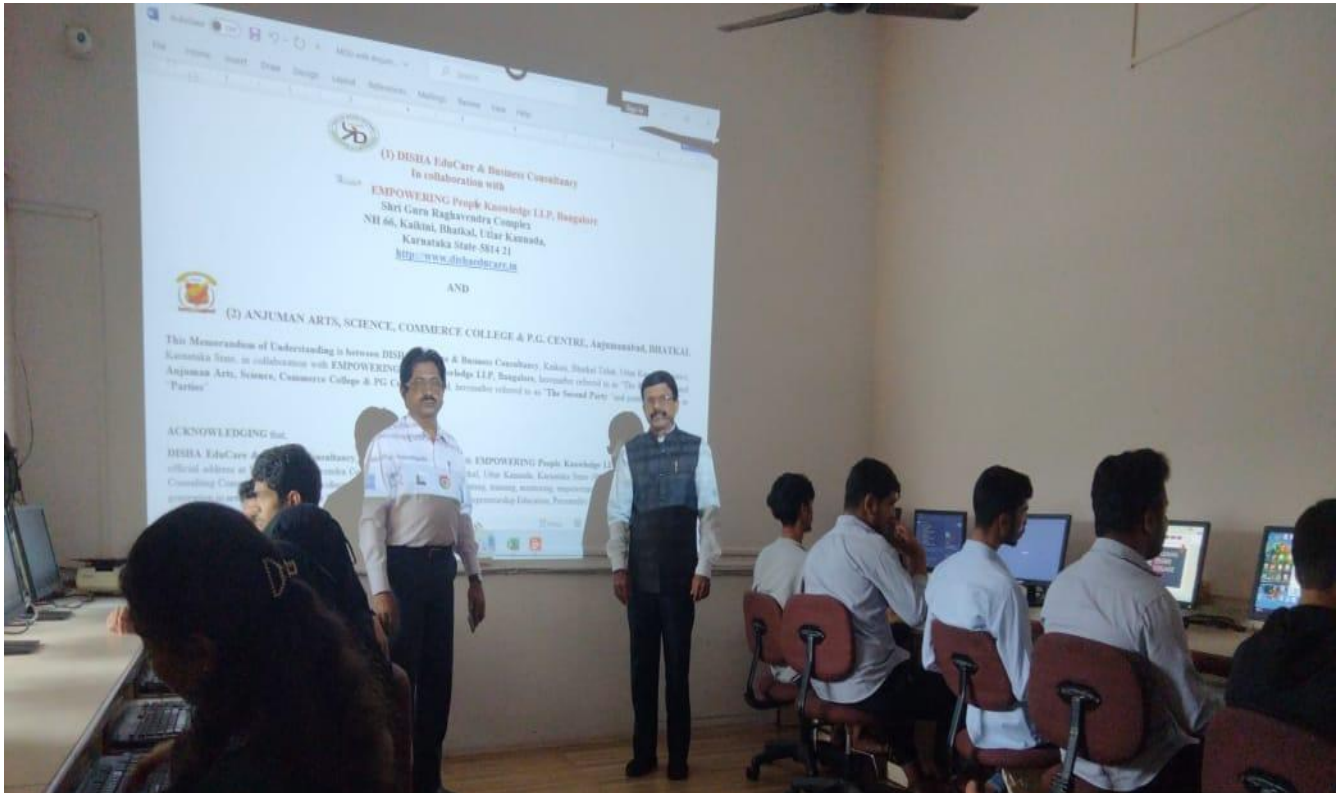
**HANDS-ON TRAINING SESSION ON PREPARATION OF PAYROLL
BY DR. RAVINDRA KAIKINI (26-06-2023)**



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HANDS-ON TRAINING SESSION ON PREPARATION OF PAYROLL
BY DR. RAVINDRA KAIKINI (26-06-2023)

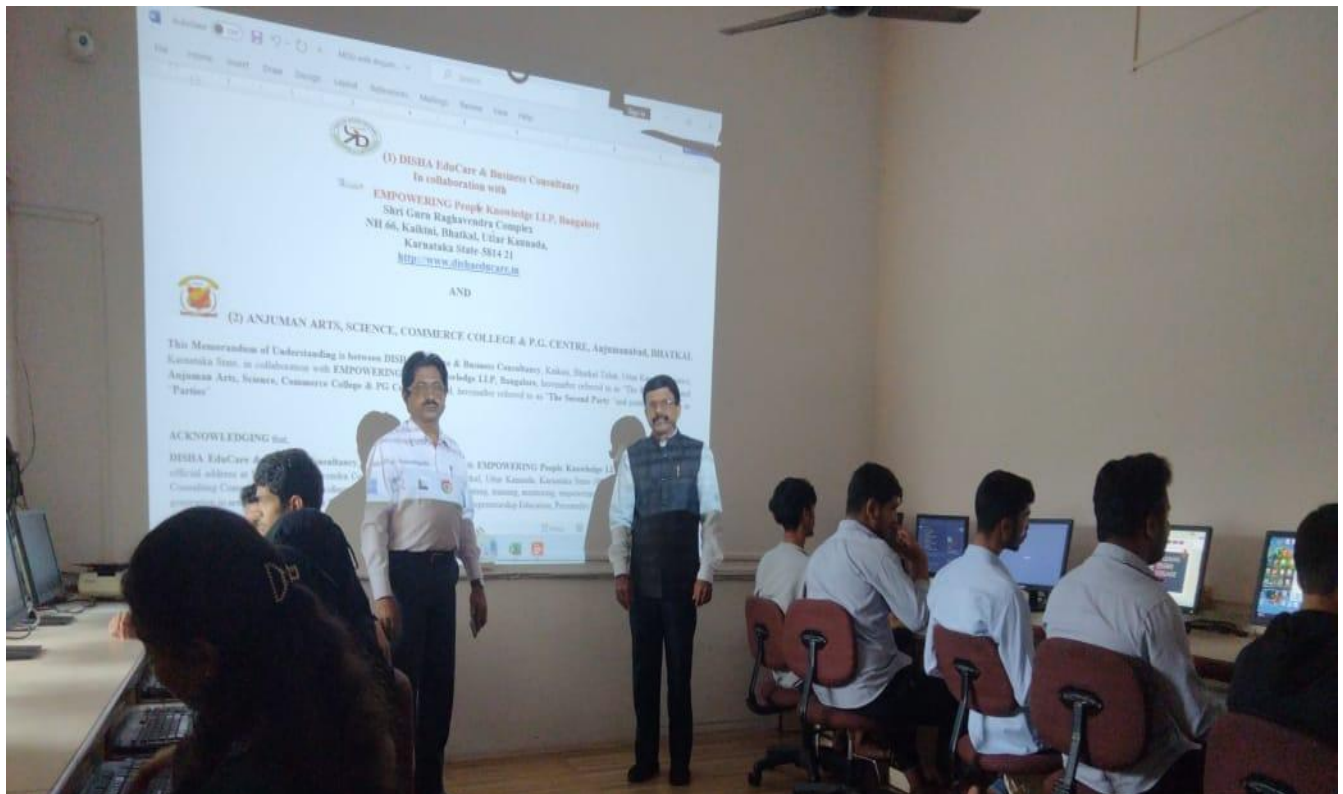




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HANDS-ON TRAINING SESSION ON PREPARATION OF PAYROLL
BY DR. RAVINDRA KAIKINI (26-06-2023)

ATTENDANCE SHEET

SN	NAMES	SIGNATURE
1	A Ramyashree	A Ramyashree
2	Bhavya Nagesh Devdiga	Bhavya
3	Dhanush Manjunath Achari	Dhanush
4	Gayatri Nagaraj Naik	Gayatri
5	Govindray Krishna Prabhu	Govindray
6	Lata Parshwanath Jain	Lata
7	Likhitha	Likhitha
8	Mamata Nagappa Naik	Mamata
9	Manoj Irappa Naik	Manoj
10	Mohamed Yaseen	Mohamed Yaseen
11	Mohammed Sayyaf	
12	Parvez	Parvez
13	Ridha	Ridha
14	Sahana Ramachandra Devadiga	Sahana
15	Salman Ahmed MH Dumma	Salman
16	Sonali Prabhu	Sonali
17	Swaleha	Swaleha
18	Vidya Venkatramana Naik	Vidya
19	Vidyashree Manjunath Naik	
20	Mohammed Faique	Faique
21	Mohammed Maviya	Maviya
22	Sarang Mohammed Fahad	Sarang
23	Tawqueer Ahmed	T. Ahmed
24	Zainulabuddin Hamdan	Zainulabuddin
25	Abdul Majid Mohammed Husain	Abdul Majid



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REPORT ON HANDS-ON TRAINING ON PREPARATION OF PAYROLL

Organized by: Anjuman Arts, Science and Commerce College, Bhatkal

Collaborating Partner: Disha EduCare & Business Consultancy

Resource Person: Dr. Ravindra R. Kaikini

Event Date: June 26, 2023

1. Introduction

On June 26, 2023, Anjuman Arts, Science and Commerce College, Bhatkal, in collaboration with our esteemed MoU partner Dishu EduCare & Business Consultancy, organized a specialized hands-on training session on the preparation of payroll. This initiative aimed to provide practical knowledge and skills to our Postgraduate (M.Com) students, equipping them with essential payroll management expertise.

2. Objectives of the Training

The training was designed with the following objectives in mind:

- To impart practical skills and knowledge regarding payroll preparation.
- To familiarize students with real-world payroll processing tools and techniques.
- To enhance employability by equipping students with industry-relevant skills.

3. Details of the Event

Resource Person: Dr. Ravindra R. Kaikini, a distinguished expert in payroll management and business consultancy, conducted the training. With extensive experience in the field, Dr. Kaikini provided invaluable insights into effective payroll processing methods.

Participants: The session was attended by a total of 23 PG (M.Com) students. The participants actively engaged in the training, demonstrating keen interest and enthusiasm.

Content Covered:

- **Introduction to Payroll Management:** Basic concepts and importance of payroll in organizations.
- **Payroll Calculation:** Detailed steps for calculating salaries, deductions, and benefits.
- **Software Tools:** Hands-on practice with popular payroll management software.
- **Compliance and Regulations:** Overview of legal and regulatory requirements related to payroll.



4. Methodology

The training was conducted through a blend of theoretical explanations and practical exercises. Dr. Kaikini used real-life scenarios and case studies to illustrate key points, ensuring that students could apply their knowledge in practical situations. The hands-on approach included individual and group exercises that allowed students to practice payroll preparation tasks in a controlled environment.

5. Feedback from Participants

The feedback from the students was overwhelmingly positive. Participants appreciated the interactive nature of the training and the opportunity to work with industry-standard payroll software. Many students expressed that the practical experience gained would be highly beneficial for their future careers.

Sample Feedback Quotes:

- “The training provided a comprehensive understanding of payroll management and was very hands-on. It has greatly enhanced my confidence in handling payroll tasks.”
- “Dr. Kaikini’s expertise and practical approach made the session highly informative and engaging.”

6. Conclusion

The hands-on training on payroll preparation conducted on June 26, 2023, was a resounding success. The collaboration between Anjuman Arts, Science and Commerce College and Disha EduCare & Business Consultancy, under the guidance of Dr. Ravindra R. Kaikini, effectively equipped our PG students with crucial payroll management skills. The training has significantly contributed to the professional development of the participants and has prepared them for real-world challenges in payroll processing.

We extend our sincere gratitude to Dr. Ravindra R. Kaikini and Disha EduCare & Business Consultancy for their invaluable contribution to this training session. We look forward to organizing more such impactful sessions in the future.

IQAC & NAAC CO-ORDINATOR
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Bhatkal



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ONE DAY WORKSHOP ON 'IPR & RESEARCH PUBLICATIONS' BY
DR. RAVINDRA R. KAIKINI (21-06-2023)
INVITATION

ANJUMAN ARTS, SCIENCE AND COMMERCE COLLEGE

Anjumanabad, BHATKAL



AN INVITATION



IQAC, Department of Library & IPR Cell

in collaboration with

DISHA EDUCARE

Organises

One Day Workshop on

IPR & Research Publication

9.30 am to 4.00 pm

Wednesday, 21st June 2023

Resource Person

Dr. Ravindra R. Kaikini

Professor

Sahyadri College of Engineering & Management, Mangalore

Afzal G. Jamadar
Librarian/Coordinator
IPR Cell

Prof. S. A. Indikar
IQAC Coordinator

Prof. M. K. Shaikh
Principal



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PHOTOS



**ONE DAY WORKSHOP ON 'IPR & RESEARCH PUBLICATIONS' BY
DR. RAVINDRA R. KAIKINI (21-06-2023)**





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(AFFILIATED TO THE KARNATAKA UNIVERSITY, DHARWAD)



Bhatkal, Karnataka, India

XHW4+82P Anjuman, Jamiabad Rd, Belalkanda, Bhatkal, Karnataka 581320, India

Lat 13.995764°

Long 74.555021°

21/06/23 11:35 AM GMT +05:30

**ONE DAY WORKSHOP ON 'IPR & RESEARCH PUBLICATIONS' BY
DR. RAVINDRA R. KAIKINI (21-06-2023)**



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21/06/23 11:35 AM GMT +05:30



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ANJUMANABAD, BHATKAL-581320
(AFFILIATED TO THE KARNATAKA UNIVERSITY, DHARWAD)



Bhatkal, Karnataka, India
XHW4+82P Anjuman, Jamiabad Rd, Belalkanda, Bhatkal, Karnataka 581320, India
Lat 13.995764°
Long 74.555021°
21/06/23 11:36 AM GMT +05:30

**ONE DAY WORKSHOP ON 'IPR & RESEARCH PUBLICATIONS' BY
DR. RAVINDRA R. KAIKINI (21-06-2023)**



Bhatkal, Karnataka, India
XHW4+82P Anjuman, Jamiabad Rd, Belalkanda, Bhatkal, Karnataka 581320, India
Lat 13.995764°
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**ONE DAY WORKSHOP ON 'IPR & RESEARCH PUBLICATIONS' BY
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ONE DAY WORKSHOP ON 'IPR & RESEARCH PUBLICATIONS'
(21-06-2023)



A.H.M.'s

**ANJUMAN ARTS, SCIENCE AND COMMERCE COLLEGE,
ANJUMANABAD, BHATKAL-581320
(AFFILIATED TO THE KARNATAKA UNIVERSITY, DHARWAD)**

Anjuman Arts, Science and Commerce College, Bhatkal

REF. NO.: IPR/WKSP/237

DATE: 18-06-2023

CIRCULAR

All staff members are requested to attend a one-day workshop on IPR and Research Publication on June 21, 2023, at 9:30 am. Your punctual presence is highly appreciated.




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INVITATION LETTER TO RESOURCE PERSON



A.H.M.'s

ಅಂಜುಮನ್ ಕಲಾ, ವಿಜ್ಞಾನ, ವಾಣಿಜ್ಯ ಮಹಾವಿದ್ಯಾಲಯ ಹಾಗೂ ಸ್ನಾತಕೋತ್ತರ ಕೇಂದ್ರ

ANJUMAN ARTS, SCIENCE, COMMERCE COLLEGE & P.G. CENTRE

(AFFILIATED TO THE KARNATAKA UNIVERSITY, DHARWAD)

Accredited "B" Grade by NAAC



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 Anjumanabad, BHATKAL - 581 320.(Uttar Kannada)
 Ph : 08385 (O) 226443 (F) 228443 (M) 9886212692
 E-mail : anjumancollegebkl@gmail.com
 website : www.anjuman.edu.in

ಪೋಸ್ಟ್ ಬಾಕ್ಸ್ ನಂ. ೦೨
 ಅಂಜುಮನಾಬಾದ್, ಭಟ್ಕಳ - ೫೮೧ ೩೨೦
 (ಉತ್ತರ ಕನ್ನಡ) ಕರ್ನಾಟಕ ರಾಜ್ಯ
 ದೂರವಾಣಿ : ೦೮೩೮೫ (೦) ೨೨೬೪೪೩ (ಫ್ಯಾಕ್ಸ್) ೨೨೮೪೪೩
 (ಮೊ) ೯೮೮೬೨೧೨೬೯೨

Ref. No.: IPRC/15/2022-23/

Date: 05-06-2023

Dr. Ravindra R. Kaikini,
 Disha EduCare
 Murudeshwar,
 Bhatkal Taluk,
 581320

Dear Dr. Ravindra R. Kaikini,

Subject: Inviting you as the Resource Person for Workshop on IPR & Research Publication

I am pleased to extend this formal invitation to you and Disha EduCare as our esteemed MoU partner, to collaborate with us in conducting a workshop on "IPR & Research Publication" for our faculty members.

This workshop aims to enhance our faculty's understanding and skills in Intellectual Property Rights (IPR) and effective research publication strategies, crucial for academic and professional growth. We believe that your expertise and experience in this field will greatly benefit our faculty members.

Details of the Workshop:

- Date: 21 June, 2023
- Time: 9:30 am to 4:00 pm
- Venue: P. G. Computer Lab

Agenda:

- Session 1: Introduction to Intellectual Property Rights (IPR)
- Session 2: Strategies for Effective Research Publication
- Session 3: Case Studies and Insights
- Session 4: Practical Exercises
- Interactive Q&A and Discussion

We kindly request you to represent Disha EduCare as the resource person for this workshop. Your valuable contribution will undoubtedly enrich the learning experience of our faculty members.



A.H.M.'s

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Please confirm your availability at your earliest convenience so that we can proceed with the necessary arrangements. We look forward to your positive response and eagerly anticipate collaborating with Disha EduCare on this initiative.

Warm regards,

**Mr. Afzal G. Jamadar
Librarian/Coordinator
IPR Cell**



**Prof. M. K. Shaikh
Principal**
Anjuman Arts, Science & Commerce College
& P.G. Centre
BHATKAL-581 320



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ANJUMAN ARTS, SCIENCE AND COMMERCE COLLEGE, BHATKAL ONE DAY WORKSHOP ON 'IPR & RESEARCH PUBLICATIONS' ATTENDANCE SHEET			DATE: JUNE 21, 2023
S/N	NAME	SIGNATURE	
1	Mr. S.A.Indikar		
2	Mr. B.H.Nadaf		
3	Mr. D.S.Prabhu		
4	Mr. R.S.Nayak		
5	Mr. K.Kaleemulla		
6	Mr. Afzal G. Jamadar		
7	Mr. Umesh Mestha		
8	Mr. Manjunath Prabhu		
9	Mr. Aftab G.M		
10	Mr. Abdul Rehman Muneeb		
11	Mr. Radhakrishna		
12	Mr. Damodar Naik		
13	Mr. Mohammad Hibban		
14	Miss Pavitra R. Naik		
15	Mr. Mirza Mulla		
16	Mr.R.H.Savanur		
17	Mr. Mohammed Ganim		
18	Mrs. Niha		
19	Dr. Vinayak Anand Kamat		
20	Mr. Shazeer Hussain		
21	Miss. M. Poornima		
22	Dr. Shantashri		
23	Mr. Vivekanand L. Nayak		
24	Miss. Fatima Famina		
25	Miss Bibi Noora Kasma		
26	Miss. Uma P Naik		
27	Miss Mamata N Naik		



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& P.G. Centre
BHATKAL-581 320



BIO-DATA OF THE RESOURCE PERSON



Dr. Ravindra R. Kaikini M.Com., M.Phil., MBA, PhD
Research Fellow, INTI International University Malaysia
Academician, Author, Reviewer, and NLP Practitioner
Mobile: 7019040504/8105245944 (WhatsApp)
~ E-Mail: drravindrarkaikini@gmail.com
~ Senior Academic/Management Professional ~
~ Delivery Planning ~ Academic System Development
~ Academic Operations
~ Research & Innovation SYNOPSIS

Ph.D. Professional with over 32 years of experience (including 13 years of Overseas Industry Experience) in **Delivery Planning, Teaching, Academic System Development, Academic Quality Enhancement, Administration, Student Management, Documentation, Liaison, coordination and Team Management.**

Currently serving as a Senior Professor in the Department of Business Administration at Sahyadri College of Engineering and Management, Mangalore, an Autonomous Institution, since January 2022.

Former Associate Professor, Manipal University Jaipur, Rajasthan from November 2019 to Jan 2022 with additional responsibility as NAAC/ QC Nucleus Member, Internal Quality Verifier, Member of Board of Studies, and Web Content Writer of the University.

Served as a Faculty in the **Department of Post Graduate Studies in Commerce (M. Com) & B. Com, Anjuman Arts, Science, Commerce College & PG Centre, Bhatkal, Uttar Kannada, Karnataka State for 2 years.**

Worked as **Principal** at Beena Vidya PU & Degree College, Murdeshwar, Karnataka for 2 years.

Worked as **Assistant Professor and PG Coordinator**, Department of Post Graduate Studies in Commerce (M. Com) and B. Com, Anjuman Arts, Science, Commerce College & PG Centre, Bhatkal, Uttar Kannada District, Karnataka State, India for 8 years.

Worked as **Lecturer in Commerce and Head of the Department-** Shree Guru Sudhindra College Bhatkal, for 4 years.

Worked as **Credit Controller and accountant** at Bishara Establishment, **Muscat, Sultanate of Oman** for 13 years.



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A keen planner and implementer with a track record of implementing operational policies/norms, systems and controls, motivational schemes & education standards during my career.

Hands-on experience & skills in developing curriculum to accommodate different learning styles & and maximizing students' comprehension.

Dedicated and self-motivated leader with proficiency in handling the administrative activities entailing event management, faculty appraisal/training and upholding of the institution's motto.

An enthusiastic, creative, and passionate educator, mentor and advisor who believes that all students can learn and thrive in a learning environment that is stimulating, comforting and appropriate to their unique talents and abilities.

Recognized for outstanding organizational skills, creativity, public relations, and an ability to consistently exceed expectation.

A leader with **exemplary communication, interpersonal skills** with the ability to collaborate and coordinate with staff at all levels.

Key Skills:

Training, Academics, Academic Research, Professor Activities, Curriculum Development, Mentoring, Examination Management, Strong Communication (Oral & Written) and Presentations.

Subjects Taught:

- Research Methodology
- Performance Management and Competency Mapping
- International HR Management
- Human Resource Planning and Training & Development
- Industrial Relations
- Organizational Behaviour
- Company Law and Secretarial Practice
- Legal Aspects of Business
- Multinational Business Finance/Strategic Financial Management
- International Financial Management
- Business Administration Management



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- Security Analysis and Portfolio Management
- International Financial Reporting & Accounting Standards
- Advanced Performance Management (ACC Course)
- Business Law and Business Studies
- Business Communication Skills and Personality Development
- Marketing Management
- Financial Management and Project Work

Area of Research:

Human Resource Management, Human Resource Development, Organizational Behaviour, Change Management and Organizational Development.

Research Papers submitted and accepted for publication as on July 2024

- “Feasibility Study of Quantum Technology: Future Scope and Research Direction”
- Artificial Intelligence and Governance in the Government Sector: A Digital Transformation Perspective” (Paper submitted to Q2 journal on 12th May 2024 and accepted for publication)

Editorial Role

- Member of the Editorial & Review Board for International Management Review Journal (Special Issue Volume 20, 2024, Spring 2024-UGC Care List I
- Allied Business Academies

Award

Honour of Recognition and Interdisciplinary Research Excellence Award received on 14th July 2024 at an International Conference organised by Confab 360 Degree & Mahsa University Malaysia.

RESEARCH PROFILE

Scopus Indexed Research Papers published

1. **EXPLORING THE FACTORS THAT INFLUENCE YOUNG CUSTOMERS' PURCHASE INTENTION TOWARDS SMARTPHONE**”, Journal of Advanced Zoology, ISSN No. 0253-7214, Vol. 44 Issue S-5 Year 2023
Page: 1890-1894
2. **“AN EFFECTIVE HEALTH CARE SYSTEM THROUGH HEALTH**



TECHNOLOGY ASSESSMENT AND EVIDENCE-BASED PAYMENT SYSTEM IN INDIA”, Asia Pacific Journal of Health Management, Conference article, Volume 18, No. 2 (2023) doi.org/10.24083/apjhm. v18i2.2403

3. **“A STUDY ON EMPLOYEES JOB SATISFACTION IN SELECTED PHARMACEUTICAL INDUSTRIES”,** Journal of Pharmaceutical Negative Results, (Scopus Q3, WOS-ESCI Journal) Volume 13, Special Issue 6,2022
4. **“COST-AWARE RESOURCE OPTIMIZATION FOR EFFICIENT CLOUD APPLICATION IN SMART CITIES”** Journal of Sensors, (Scopus Q1, WoS, SCI Journal) Volume 2022.
5. **PLANNING AND RESPONSE TO MEET CLIMATE CHANGE CHALLENGES.** Journal of Critical Reviews, (Scopus Q3) 7 (10), 3193-3199.,2020
6. **EFFECT OF OFTAX REFORMS ON HOSPITALITY & TOURISM INDUSTRY IN JAIPUR- A CASE STUDY,** PalArch’s Journal of Archaeology of Egypt/Egyptology, (Scopus Q 3 Journal) ISSN 1567-214-x,2020

ABDC Indexed Journal

1. **“EXPLORATORY ANALYSIS OF USE OF CUSTOMER RELATIONSHIP MANAGEMENT APPROACH TOWARDS RETENTION OF CUSTOMERS IN AUTOMOBILE INDUSTRY”,** Academy of Marketing Studies Journal (ABDC B Category), Volume 27, Issue 3, 2023
2. **“A STUDY ON MONETARY, NON-MONETARY AND TALENT MANAGEMENT MEASURES IN HIGHER EDUCATIONAL INSTITUTIONS”,** World Journal of Management and Economics, (ABDC Category C)
3. **“A PERSPECTIVE ON ONLINE EDUCATION AND THE ROLE OF TECHNOLOGY IN THE HIGHER EDUCATION SEGMENT”,** ACTA Universitatis Bohemiae Meridionalis, (ABDC Category B) Vol.25, No.2 (2022)

Other Journals

1. **“A Study on Different Strategies Impacting Investment Decisions in Indian Financial Markets”,** Research Hub International Multidisciplinary Research Journal, Volume 8, Issue 12, Dec 2021, ISSN: 2349-7637, DOI 10.53573



2. **“McDonald’s Marketing Structure and Human Resource Policies to gain Brand Loyalty”**, Research Hub International Multidisciplinary Research Journal, Volume 8, Issue 12, Dec 2021, ISSN: 2349-7637, DOI 10.53573
3. **“A Study of Customer Experience and Social Media Marketing for Mobile App in the Fashion Industry”**, Research Hub International Multidisciplinary Research Journal, Volume 8, Issue 12, Dec 2021, ISSN: 2349-7637, DOI 10.53573
4. **“Efficacy of Employee Empowerment on Organizational Commitment in Urban Co- Operative Banks: A Case Study of The Bhatkal Urban Co-Operative Bank, Bhatkal”**
 - a. -International Journal of Creative Research Thoughts –March 2018
5. **“Job Satisfaction as an Outcome of Employee Empowerment: An Empirical Study of Job Satisfaction Status In Private Unaided Colleges In Bhatkal Taluk, Uttar Kannada District, Karnataka State”** - Journal of Emerging Technologies and Innovative Research –May 2018

PROFESSIONAL ENHANCEMENTS

International Conferences

Transforming HR Business Partnership for Organisational Excellence”, organised by Starrich Consulting International, Corridor Springs Hotel, Aarusha **Tanzania, East Africa** from **28th May 2024 to 31st May 2024**.

8th NITTE International Conference on “The Post-Pandemic Resurgence: The Challenges and Opportunities” organized by Justice K.S. Hedge Institute of Management, NITTE on 28th and 29th December **2023**.

AICTE Sponsored International Conference on “Emerging Technologies and Circular Economy” organized by Apeejay School of Management (ASM), Dwaraka, on 26th and 27th May **2023**.

2nd Global Conference on emerging Technologies Leading Towards Sustainable Entrepreneurship, Economics, Tourism, Healthcare, Media Education for Green Environmental Practices and Business Growth on 8th and 9th December **2023** organised by ConFab 360 Degree in association with Guru Nanak Institute of Management, New Dehli.

Two-day **International Conference** on “Role of Business Education in Sustainable Development of Global Economy” organized by SDM College of Arts, Science & Commerce Honavar, Uttar Kannada, Karnataka State on **10th and 11th December 2022**.

Session Chair at Two-Day **International Case Conference 2022** organized by Acharya Bangalore B-School- 14th and 15th October 2022.

One Day **International Conference** on “Recent Developments in Indo Mauritius



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Economy” organized by Shri Jagdishprasad Jhabarmal Tibrewala University and **University of Mauritius, Mauritius-October 2017.**

Three Day International Conference on “Green Banking: Perceptions & Challenges” Organized by Department of Commerce, **Mangalore University**, Mangalore, February **2017.**

International Conference on “Social Entrepreneurship as a Means to Achieve Win-Win Situations: Global Experiences, Achievements and Perspectives”, organized by **Justice**

K.S. Hegde Institute of Management Nitte, December 2016.

National Conferences

Contemporary issues in Commerce and Management organized by Dr. G. Shankar Govt. Women’s First Grade College & PG Study Centre, Udupi, 31st January 2020.

One Day National Conference on “Role of Teachers In Quality Improvement in Post Accreditation Scenario” organized by SDM College of Arts, Science, Commerce, Business Administration, BCA and PG Centre, Honavar-Feb 2019.

One Day National Conference on “Entrepreneurial Innovation & Taxation: Recent Trends in Indian Business Scenario” Organized by Anjuman Arts, Science, Commerce College & PG Centre, Bhatkal – Feb 2018.

One Day National Conference on “Work-life Balance for Greater Efficiency and Effectiveness” organized by Shri Jagdishprasad Jhabarmal Tibrewala University, Rajasthan Dec 2017.

One Day National Level Seminar “FDI in Retail Sector” Organized by SSS Govt First Grade College & PG Centre, Davanagere-April 2012.

UGC Sponsored One Day National Level Workshop on “Developing Communicative Competence at Undergraduate Level” organized by Anjuman Arts, Science, Commerce College & PG Centre, Bhatkal, March 2010.

National Seminar “Recent Trends in Services Marketing” Organized by Anjuman Arts, Science and Commerce College, April 2008.

NAAC sponsored State Level Seminar on “Employee Participation in Quality Assurance” organized by S.D.M. College of Arts, Science, Commerce & Business Administration Honavar, March 2006.

Workshops

‘Project Completion and Closure’ organized by Manipal University Jaipur, 17th February 2021.



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‘Project Proposal Writing’ organized by Manipal University Jaipur, 15th February 2021

‘Online Teaching & E-Content Development’ organized by IIDE Mumbai and Manipal University Jaipur, on 10th and 11th August 2020

‘Plagiarism, Research, Ethics and Patent (PREP-2020)’ organized by Manipal University Jaipur, 25th-27th June 2020

‘Pedagogic Effectiveness Workshop’ organized by Manipal University Jaipur on 23rd and 24th December 2019.

Two Day Workshop on “Changing Trends in Teaching: Challenges and Strategies”, organised by A.J. Institute of Management, Mangalore, January 2010.

One Day workshop “Kannada Samshodhana Vidhana”, organised by Karnataka Development Authority & Anjuman Degree College & PG Centre, Bhatkal – November 2009.

Workshop on “Revised Syllabus of BBM VI Semester of Mangalore University” organised by

P.A. First Grade College, Mangalore, January 2009.

Two Day Workshop on “Teaching Challenges for New Teachers” organised by CHRIST College (Autonomous) Bangalore, January 2008.

Workshop on ‘Question paper setting and Evaluation’ organised by SDM PU College, Honavar on 22.03.2006.

Workshop on “Effective Implementation of Internal Quality Assurance Cell” organised by Anjuman Arts, Science & Commerce College Bhatkal, February 2006.

“Achieves” Leadership & Personality Development Training Workshop organised by Advance Institute of Management, **Muscat, Sultanate of Oman**, 22nd to 27th February 1999.

Executive Management/Staff Development Program

One-day Intensive Executive Development Program organized by Justice K.S. Hegde Institute of Management Nitte, **February 2018.**

One Day Intensive Management Development Program organized by Justice K.S. Hegde Institute of Management Nitte, January 2017.

One Day Faculty Development Program on “Research Integral Part of Higher Education” organized by Chetan Business School, Hubli, January 2015.

Two Day Staff Development Program on “Modern Approaches to Academic



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Research and Publications”, organized by A.J. Institute of Management, Mangalore, January 2011.

One Day Intensive Executive Development Program on “Derivatives and Risk Management” organized by Justice K.S. Hegde Institute of Management Nitte, February 2009.

Leadership & Personality Development Training Workshop” conducted by Advance Institute of Management, Muscat, Sultanate of Oman September 1999.

“Global Skills Enhancement Program” & “Principals’ Conclave” conducted by Progeon, Infosys, Mysore Camp, April 2005.

Faculty Development Programmes

“Innovative Methods in Teaching Learning Process organised by Sahyadri College of Engineering & Management on 17th and 18th may 2024, partnered by IIT Madras.

“Incorporating Universal Human Values in Education” organized by AICTE, 5th to 9th July 2021.

“ACE (Actively communicate and Engage) your Video Presentation” organized by Capri Consultants Mumbai and Manipal University Jaipur, 4th & 5th February 2021.

Academic Governance, organised by Manipal University Jaipur, 21st-30th September 2020 Innovation Commercialization for *Atmanirbhar Bharat* organised by Turnip Innovations Pvt. Ltd Mumbai, 14th August 2020.

“Microsoft Teams Tool Training” organized by Manipal University Jaipur, 27th to 31st July 2021.

Active Learning and Advanced Scientific Computing Methods, organised by Loyola College Chennai, 15th to 19th June 2020.

Outcome Based Education (OBE) organised by Manipal University Jaipur, 14th February 2020.

Webinars International

International Webinar Contemporary Issues in Accounting organised by ICAI and Indian Accounting Association 10th & 11th June 2021.

Impacts of COVID19 Pandemic on Micro, Small and Medium Enterprises (MSME) and Social Structure (Safeguarding our Lives and Livelihoods) organised by Education Department, Government of Gujarat and Organized by Internal Quality Assurance Cell (IQAC), **Saurashtra University, Rajkot, Gujarat-India**, held on May 5th & 6th 2020.



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National

“Towards Inclusive Innovations and Network-based Entrepreneurship” organised by Department of Management, **Mizoram University**, 10th August 2020.

Leadership in Education for Gen Z- *Society, Values & Connect: Gen Z Perspective* organised by Manipal University Jaipur, 28th June 2020.

Leadership in Education for Gen Z- *“Life from the Prism of Literature”*: *Gen Z Perspective* organised by Manipal University Jaipur, 20th June 2020.

"Effective Research Manuscript Writing" organized by IEEE MTT-S AND AP-S and Manipal University Jaipur, 16th June 2020

Leadership in Education for Gen Z, organized by Manipal University Jaipur, 6th June 2020.

“Onset of Deconfinement after lockdown and the Quark-Gluon Plasma” organised by

Adamas University Kolkata, 31st May 2020.

Leadership:

Approval from Statutory Bodies Statutory and Expert Committee Visits

Strategizing and Strengthening the Institution Representation in Academic Bodies & Recognitions

Administration:

Strengthening of Academic Delivery and supervision Team Building

Delegation of Authorities and Responsibilities Transparency in Decision-making

Policy formulation at the Institutional Level

MANAGERIAL SKILLS

Visionary: Ensures staff has sufficient & up-to-date information, looks to the future for change opportunities, interfaces between Management, Employees and students.

Decision Making: Formulates policies and planning recommendations to the management, decides or guides the stakeholders of action in operations by staff / employees.

Management: Oversees operations of the organization, implements plans, and manages human resources.

Personal Credibility: Uses personal credibility to influence the outcomes beyond own business & functional area.



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Execution Skills: Makes things happen, against the odds in a collaborative way.

Value Champion: Have courage to challenge counter cultural values/behaviour in others, champion the organization values & vision and create a clear and compelling view of the future.

Customer Focus: Understand the importance of stakeholders (Students & Faculty Affairs) and handles their matters with extra care.

Strategic Thinking and Planning: E-Governance initiatives and inputs

Operational Excellence: Achieved all targets in time very smoothly.

Achievement Orientation: Always task driven, self-motivated.

Effective Communication: Crisp communication

Initiative and Risk Taking: Always ready to take up new challenges, whenever finds a possibility.

Accountability and Decision Making: Committed to doable and obtainable goal, has set various checkpoints to review and achieve the desired outcomes.

Building a High-Performance Culture: Cultivating a culture for people for being open and share problems, this helps to find proper solution and enhance the quality deliverables

CORE COMPETENCIES

Teaching & Administrative Operations

1. Overseeing the administration and defining operational plans for ensuring smooth running of the centre.
2. Providing leadership to teaching and administrative staff ensuring high quality of teaching is imparted.
3. Streamlining staff job specifications, student's placement and following the training instructions.
4. Students' motivation and progress

Education Planning / Training & Development

1. Managing the process of curriculum review including course content, methods of delivery & assessment; documentation and negotiation of these developments.
2. Determining training needs, designing of training modules and successful implementation of the programmes.
3. Efficiently mapping Timetable and Academic Calendar
4. Coordinating with other departments of the institution with a view to the provision of collaborative courses.



CAREER CONTOUR

Currently serving as Professor in the School of Management, Sahyadri College of Engineering and Management, Mangalore, Karnataka.

1. Teaching, academics, and mentoring activities-MBA Students
2. Member of BoS with other institutions including private University
3. BoE Member, Examiner and Question Paper Setter at NITTE University, Yenepoya University (MBA Programme)
4. Departmental Academic Audit
5. Departmental Research Activities, Research Publications, Faculty Development
6. Course and Module Coordinator
7. Seminar and Workshop in charge
8. External Evaluator for NITTE and St. Joseph Engg College Mangalore

Formerly served as an Associate Professor in the School of Business and Commerce (Department of Business Administration) at Manipal University Jaipur, Rajasthan.

1. Played major role in facilitating accreditation from NACC (MUJ Ranked NACC A+)
2. Played major role in preparing SSR, departmental meetings/presentations to NAAC team, drafting NAAC Reports and documents including KPI verification, drafting and review of Criteria QIMs, compilation of data for AQAR.
3. Successfully guided 3 PhD Scholars and 35 Project Trainees
4. Successfully conducted academic audit of various departments including engineering.
5. Thrivingly served as the Convener of various national and international online seminars,
6. webinars, workshops, Training programs, guest lectures and other academic activities.
7. Worked as Faculty Mentor, Class Coordinator, and Project/Dissertation/Internship (UG/PG) Coordinator successfully dealt with Student grievances/redressal.
8. Instrumentally involved in establishing good academic systems like academic calendar and carried out course plan academic audits in the University.
9. Successfully conducted various Extension and Outreach Programs in collaboration with Industry, Community, and Non- Government Organizations.
10. Actively involved in the Directorate of Training & Placement and trained more than 600 students for job prospects.
11. Organized various activities under 'Social Connect' and 'School Connect'
12. Successfully served as an Online Faculty for MBA courses of the University.



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13. Successfully executed and completed a Project on “Societal Connect and Community Development”.

PREVIOUS ASSIGNMENTS

- 2019-22** Associate Professor, Manipal University Jaipur, Rajasthan
- 2017-19** Assistant Professor and HOD, Department of Post Graduate Studies in Commerce (M. Com), Anjuman Arts, Science, Commerce College & PG Centre, Bhatkal, Uttar Kannada District, Karnataka State, India
- 2015-17** Principal, Beena Vaidya PU and Degree College, Murdeshwar, Karnataka State
- 2007-15** Assistant Professor, Department of Post Graduate Studies in Commerce (M. Com), Anjuman Arts, Science, Commerce College & PG Centre, Bhatkal, Uttar Kannada District, Karnataka State, India
- 2003-07** Lecturer in Commerce and Head of the Department, Shree Guru Sudhindra College, Bhatkal, India
- 1990-2003** Worked as Credit Controller & Trainer at Bishara Establishment, Muscat, Sultanate of Oman for 13 years

ADJUNCT FACULTY

- 2011-2015** S . D . M . College of Arts, Science, Commerce & Business Administration and PG Centre, Honavar, India, for Postgraduate Studies in Commerce (Master of Commerce)
- 2011-2012** Government First Grade College, Honavar Visiting Faculty for M.Com (Master of Commerce)
- 2010-2011** Dr. A.V. Baliga College of Commerce and PG Centre, Kumta, for M.Com (Master of Commerce)
- 2005-2009** Government First Grade College, Byndoor, for Undergraduate Courses (B. Com & BBM)

Significant Highlights

- Served in a wide range of learning and teaching environment, both offline and online able to demonstrate excellence and innovation in learning, teaching and assessment.
- Worked in effective collaboration with academic colleagues in the Institution and University to enhance curricula, foster interdisciplinary links, and contribute to the wider strategic, academic and operational leadership of the University.



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- Fostered strong working relationships with external stakeholders and industry partners who provide placements services to our student.
- Developed programmes for an effective and efficient staff team, and to ensure successful delivery of programmes.
- Mentoring the team members to develop their teaching, research and industry engagement activities and leading them to maintain the highest possible standards in learning, teaching and assessment.
- Ensuring availability of all necessary pastoral support to our students both at Undergraduate as well as Postgraduate levels to enable them to succeed on their programmes.
- Ensuring fulfilment of Institution/University responsibilities in student admissions, instruction, progression and examination, and adherence to the relevant regulations.
- Monitoring student attendance and performance and obtain student feedback in order to enhance the course over time and monitoring appropriate evaluation, quality assurance and enhancement mechanisms.
- Consulting and coordinating with government/professional bodies with a view to successfully securing accreditation.
- Motivating and ensuring an appropriate research activity environment with the colleagues and ensure synergy between research and teaching.
- Development and delivery of academic plan in consultation with senior University Personnel and own responsibility for its implementation.
- Preparation and delivery of lectures to undergraduate and/or graduate students.
- Ensuring students reach their full potential using innovative teaching methods.
- Supervision and counselling of students on theoretical and practical activities.
- Evaluation and grading students' class work, assignments, and papers, Compiling, administering, and grading examinations.
- Maintaining student attendance records, grades, and other required records.
- Preparing course materials such as syllabi, homework assignments, and handouts.
- Planning, evaluating, and revising curricula, course content, and course materials and methods of instruction.
- Initiate, facilitate, and moderate classroom discussions.



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- Assisting the chair and colleagues of the department in carrying out the program of the department.
- Conducting research in a particular field of knowledge, and publish findings in professional journals, books and/or electronic media.
- Serving on academic or administrative committees that deal with institutional policies, departmental matters, and academic issues.
- Execution of all other related duties as and assigned by the Dean or Chairman.
- Served as the primary academic leader, creating, supporting, and executing a strategic vision for learner's experiences including research and creative activity, instruction, career development and Plan of action for the academic enrichment of the institution
- Contribute to the University quality and governance system and decision-making to enhance school and faculty's management and governance. Initiation of interactive teaching learning process and continuous evaluation
- Development and application of independent quality benchmarks for the various academic and administrative activities.
- Engaging the PG students for data collection, review of books and literature, student seminars, project work, industrial training, and other co-curricular activities.
- Assistance in campus recruitment, mentoring, performance management, faculty motivation and retention.
- Coordination for ensuring proper curriculum coverage with high academic rigor through departmental heads
- Ensuring all aspects of excellence evaluation, including assignments, seminars, tests through course coordinators, HODs etc.
- Organising Faculty Development Programs including industrial tour for students of Postgraduation
- Promoting Institution's outreach activities & industrial liaison, including summer internship, training, placements, Alumni Meet etc.

ACADEMIA

PhD JJT University, Rajasthan-2018

MBA National Institute of Business Management, Kerala (Accredited by Higher Learning Accreditation Consultant and Training (HLACT) UK – 2014



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MPhil	Annamalai University – 2008
M. Com	Karnatak University Dharwad – 1988
B. Com	Karnatak University Dharwad- 1986
XII	Board of Pre-university Education, Bangalore – 1983
X	Karnataka Secondary Education Examination Board - 1981



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ONE DAY WORKSHOP ON 'IPR & RESEARCH PUBLICATIONS' (21-06-2023)

PARTICIPATION CERTIFICATE

AHM'S
ANJUMAN ARTS, SCIENCE AND COMMERCE COLLEGE, BHATKAL

AN IQAC INITIATIVE



DEPARTMENT OF LIBRARY & IPR CELL
in collaboration with
DISHA EDUCARE



CERTIFICATE

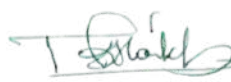
This is to Certify that

Mr. K. Kaleemulla

*has actively participated in the 'One-Day Workshop on IPR
and Research Publications' on June 21, 2023.*


Mr. Afzal G. Jamadar
Librarian / Coordinator
IPR Cell


Prof. S. A. Indikar
IQAC Coordinator


Prof. Mushtaque Shaikh
Principal



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ONE DAY WORKSHOP ON 'IPR & RESEARCH PUBLICATIONS' (21-06-2023)

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ANJUMAN ARTS, SCIENCE AND COMMERCE COLLEGE, BHATKAL



AN IQAC INITIATIVE
DEPARTMENT OF LIBRARY & IPR CELL
in collaboration with
DISHA EDUCARE



CERTIFICATE

This is to Certify that

Mr. Abdul Rehman Muneeb K.
has actively participated in the 'One-Day Workshop on IPR
and Research Publications' on June 21, 2023.


Mr. Afzal G. Jamadar
Librarian / Coordinator
IPR Cell


Prof. S. A. Indikar
IQAC Coordinator


Prof. Mushtaque Shaikh
Principal



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Workshop Report: One Day Workshop on 'IPR and Research Publication'

Date: Wednesday, 21st June 2023

Time: 9:30 am to 4:00 pm

Venue: PG Computer Lab

Objective: The one-day workshop on 'IPR and Research Publication' aimed to enhance the understanding of Intellectual Property Rights (IPR) and effective research publication strategies among the faculty members of our College. The workshop was conducted by Dr. Ravindra R. Kaikini, a distinguished Professor from Sahyadri College of Engineering and Management, Mangaluru.

Participants: A total of 25 faculty members attended the workshop, representing various departments and disciplines of the college.

Workshop Agenda:

- **Session 1: Introduction to Intellectual Property Rights**
 - Overview of IPR concepts
 - Types of Intellectual Property: Copyright, Patents, Trademarks, etc.
 - Importance of IPR in academia and industry
- **Session 2: Research Publication Strategies**
 - Choosing the right journal
 - Understanding the publication process
 - Tips for effective academic writing and manuscript preparation
- **Session 3: Case Studies and Interactive Discussions**
 - Analysis of successful IPR cases
 - Q&A session to address specific queries and scenarios
- **Session 4: Practical Exercises**
 - Hands-on activities related to copyright issues
 - Drafting patent claims exercise
- **Session 5: Closing Remarks and Feedback**
 - Summary of key takeaways
 - Feedback from participants
 - Distribution of certificates of participation

Key Highlights:

- **Expert Guidance:** Dr. Ravindra R. Kaikini shared his extensive knowledge and experience in the field of IPR and research publication.
- **Interactive Learning:** Participants engaged actively through discussions, case studies, and practical exercises.
- **Relevance to Faculty Roles:** The workshop provided practical insights relevant to teaching and research responsibilities of the faculty.



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Feedback: Participants appreciated the depth of knowledge shared by Dr. Kaikini and found the workshop highly informative and beneficial for their professional development. They particularly valued the practical exercises that enhanced their understanding of IPR and publication strategies.

Conclusion: The one-day workshop on 'IPR and Research Publication' was a resounding success, achieving its objectives of educating faculty members on IPR concepts and enhancing their skills in research publication. The workshop not only equipped participants with practical knowledge but also fostered a collaborative learning environment among the faculty.

Acknowledgement: We extend our sincere gratitude to Dr. Ravindra R. Kaikini for his invaluable contribution and expertise in conducting the workshop. Special thanks to all the participants for their active involvement and enthusiastic participation.

This workshop marks a significant step towards promoting a culture of academic excellence and research integrity at our College.

MR. AFZAL G. JAMADAR
LIBRARIAN/COORDINATOR IPR CELL

PROF. M. K. SHAIKH

PRINCIPAL
PRINCIPAL

Anjuman Arts, Science, Commerce College
& P.G. Centre
BHATKAL-581 320

