

Jai Hind Sindhu Education Trust's

MANGHANMAL UDHARAM COLLEGE OF COMMERCE

PIMPRI, PUNE - 411 017.

(Affiliated to Savitribai Phule Pune University, Pune)

NAAC Reaccredited 'B++'
: 9028004422

Dr. Vinita Basantani (M.A., Ph.D.)

Principal

Date :

Ref. No.

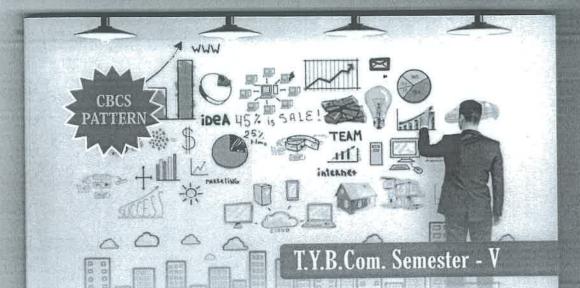
CRITERION III

3.3.2.1 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings

2021-2022

Sr. No.	Name of the teacher	Title of the Book	ISBN No.
		Business	
		Entrepreneurship	978-93-5596-
1	Dr. Rekha Chetwani	paper III	030-6
		Global Human	
		resources	
2	Dr. Leena modi	Management	935451463-4
		Designing HR	978-93-5451-
3	Dr. Leena modi	Policies	179-0
		Management of	
		Innovation and	978-93-5451-
4	Dr. Leena modi	Sustainability	286-5
		"Management of	978-93-5480-
5	Dr. Palak Chhablani	CSR"	102-0.
		Management	
		Information	978-93-5480-
6	Dr. Palak Chhablani	system	364-2
		Advanced	
7	Ms. Sonam Poptani	Accounting II	9789354801808





BUSINESS ENTREPRENEURSHIP — III

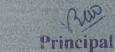
with Case Studies

Dr. Rekha Dilip Chetwani



Himalaya Publishing House

ISO 9001:2015 CERTIFIED



M. U. College of Commerce Pimpri. PUNE - 411 017. No part of this publication may be reproduced, stored in a retrieval system, or transmitted in any form or by any means, electronic, mechanical, photocopying, recording and/or otherwise without the prior written permission of the author and the publisher.

FIRST EDITION: 2022

M. U. College of Commerce Pimpri, PUNE - 411 017

Published by : Mrs. Meena Pandey for Himalaya Publishing House Pvt. Ltd.,

"Ramdoot", Dr. Bhalerao Marg, Girgaon, Mumbai - 400 004.

Phone: 022-23860170, 23863863; Fax: 022-23877178 E-mail: himpub@bharatmail.co.in; Website: www.himpub.com

Branch Offices :

Kolkata

: "Pooja Apartments", 4-B, Murari Lal Street, Ansari Road, New Delhi

Darya Ganj, New Delhi - 110 002.

Phone: 011-23270392, 23278631; Fax: 011-23256286

Kundanlal Chandak Industrial Estate, Ghat Road, Nagpur

Nagpur - 440 018. Phone: 0712-2721215, 2721216 Plot No. 91-33, 2nd Main Road, Seshadripuram, Bengaluru

Behind Nataraja Theatre, Bengaluru - 560 020.

Phone: 080-41138821; Mobile: 09379847017, 09379847005

Hyderabad: No. 3-4-184, Lingampally, Besides Raghavendra Swamy

Matham, Kachiguda, Hyderabad - 500 027.

Phone: 040-27560041, 27550139

: New No. 48/2, Old No. 28/2, Ground Floor, Sarangapani Street, Chennai

T. Nagar, Chennai - 600 017. Mobile: 09380460419

"Laksha" Apartment, First Floor, No. 527, Mehunpura, Pune Shaniwarpeth (Near Prabhat Theatre), Pune - 411 030.

Phone: 020-24496323, 24496333; Mobile: 09370579333

: House No. 731, Shekhupura Colony, Near B.D. Convent School, Lucknow

Aliganj, Lucknow - 226 022. Phone: 0522-4012353;

Mobile: 09307501549

Ahmedabad: 114, "SHAIL", 1st Floor, Opp. Madhu Sudan House, C.G. Road,

Navrang Pura, Ahmedabad - 380 009. Phone: 079-26560126;

Mobile: 09377088847

Ernakulam: 39/176 (New No. 60/251), 1st Floor, Karikkamuri Road,

Ernakulam, Kochi - 682 011.

Phone: 0484-2378012, 2378016; Mobile: 09387122121

: Plot No. 5F-755/4, Sector 9, CDA Market Nagar, Cuttack

Cuttack - 753 014, Odisha. Mobile: 09338746007

: 108/4, Beliaghata Main Road, Near ID Hospital, Opp. SBI Bank, Kolkata - 700 010. Phone: 033-32449649; Mobile: 07439040301

: Sudhakar Shetty (on behalf of HPH Pvt. Ltd.) DTP by

: Trinity Academy, Mumbai. On behalf of HPH. Printed at

CONTENTS

1.	Organisational Behaviour for Entrepreneurship	1-22
2.	Individual Behaviour and Personality for	
	Entrepreneurship	23-45
3.	Biographies of Entrepreneurs	46-67
4.	Group and Group Dynamics for Entrepreneurship	68-94
	Multiple Choice Questions	95-98
	References and Suggested Readings	99-100

About the Author



Dr. Rekha Chetwani has competed M.Com., M.A. (Eco.), B.Ed. and Ph.D. in Business Administration from Pune University. She is Head of the Department of Business Administration at M.U. College of Commerce, Pimpri. She has 21 years of teaching experience of UG and PG both. She has been vising faculty for MCA, MBA and MMM for the subjects of Finance, Economies and Accountancy. She has

subjects of Finance, Economics and Accountancy. She has co-authored a textbook of Cost and Works Accounting, Paper I for S.Y.B.Com. students of Pune University.

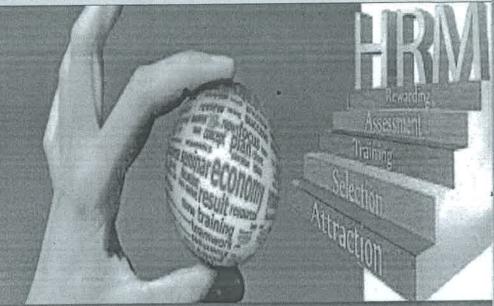
She has published many research papers at State, National and International level. Her area of specialization include Accountancy, Costing, Finance, Taxation, Business Administration and Economics.





ISBN: 978-93-5596-030-6 PGG 0100 ₹ 200/-

NEW SYLLABUS T.Y. B.B.A. CBCS PATTERN SEMESTER - VI



HRM SPECIALIZATION

Global Human Resource Management

Dr. Leena Modi (Gandhi) Dr. Shalaka Parker Mrs. Viral Ahire





GLOBAL HUMAN RESOURCE MANAGEMENT

ISBN 978-93-5451-463-

First Edition

: January 2022

0

Authors

The text of this publication, or any part thereof, should not be reproduced or transmitted in any form or stored in any computer storage system or device for distribution including photocopy, recording, taping or information retrieval system or reproduced on any disc, tape, perforated media or other information storage device etc., without the written permission of Authors with whom the rights are reserved. Breach of this condition is liable for legal action.

Every effort has been made to avoid errors or omissions in this publication. In spite of this, errors may have crept in. Any mistake, error or discrepancy so noted and shall be brought to our notice shall be taken care of in the next edition. It is notified that neither the publisher nor the authors or seller shall be responsible for any damage or loss of action to any one, of any kind, in any manner, therefrom. The reader must cross check all the facts and contents with original Government notification or publications.

Published By : NIRALI PRAKASHAN

Abhyudaya Pragati, 1312, Shivaji Nagar, Off J.M. Road, Pune – 411005 Tel - (020) 25512336/37/39

Email: niralipune@pragationline.com

Polyplate

Printed By : YOGIRAJ PRINTERS AND BINDERS

Survey No. 10/1A, Ghule Industrial Estate Nanded Gaon Road Nanded, Pune - 411041

DISTRIBUTION CENTRES

PUNE

Nirali Prakashan (For orders outside Pune)

S. No. 28/27, Dhayari Narhe Road, Near Asian College Pune 411041, Maharashtra

Tel: (020) 24690204; Mobile: 9657703143 Email: bookorder@pragationline.com

Nirali Prakashan (For orders within Pune)

119, Budhwar Peth, Jogeshwari Mandir Lane Pune 411002, Maharashtra Tel: (020) 2445 2044; Mobile: 9657703145 Email: niralilocal@pragationline.com

mark than no

MUMBAI Nirali Prakashan

Rasdhara Co-op. Hsg. Society Ltd., 'D' Wing Ground Floor, 385 S.V.P. Road Girgaum, Mumbai 400004, Maharashtra Mobile : 7045821020, Tel : (022) 2385 6339 / 2386 9976

Email: niralimumbai@pragationline.com

DISTRIBUTION BRANCHES

DELHI Nirali Prakashan

THE PARTY OF THE P

Room No. 2 Ground Floor 4575/15 Omkar Tower, Agarwal Road Darya Ganj, New Delhi 110002 Mobile: 9555778814/9818561840 Email: delhi@niralibooks.com

KOLHAPUR Nirali Prakashan

438/2, Bhosale Plaza, Ground Floor, Khasbag, Opp. Balgopal Talim, Kolhapur 416 012 Maharashtra Mob: 9850046155

Email: kolhapur@niralibooks.com

BENGALURU Nirali Prakashan

Maitri Ground Floor, Jaya Apartments, No. 99, 6th Cross, 6th Main, Malleswaram, Bengaluru 560003 Karnataka; Mob : 9686821074 Email : bengaluru@niralibooks.com

JALGAON Nirali Prakashan

34, V. V. Golani Market, Navi Peth, Jalgaon 425001, Maharashtra Tel : (0257) 222 0395 Mob : 94234 91860

Email: jalgaon@niralibooks.com

NAGPUR Nirali Prakashan

Above Maratha Mandir, Shop No. 3, First Floor, Rani Jhanshi Square, Sitabuldi Nagpur 440012 (MAH) Tel: (0712) 254 7129

Email: nagpur@niralibooks.com

SOLAPUR Nirali Prakashan

R-158/2, Avanti Nagar, Near Golden Gate, Pune Naka Chowk Solapur 413001, Maharashtra Mobile 9890918687

Email: solapur@niralibooks.com

marketing@pragationline.com | www.pragationline.com

Also find us on 🖪 www.facebook.com/niralibooks

Principal

CONTENTS

0 14	fig. 44 moltayi digiliya	x	
	,		
			2
4.586			
Global Human Res	source (HR) Functions	5 - [2.1 – 2.2
100	maintenance of the second	T WE'T	
anner vive and in	. Doubling to		
			(0 1)
	TO MANIETY OF AN		. 1
Global HR Function	ns - II : Global Traini	ng and Develo	pment
			*
*******************			3.1 – 3.2
	Model head	- K	(4)
		· .	
	. 6		3 0
	. 4 Table L	#1 :	< 0



OUR MOST RECOMMENDED TEXT BOOKS FOR T.Y. B.B.A.: SEMESTER-VI

- Essentials of E-Commerce
- Management Information System
- **Business Project Management**
- Management of Innovations and Sustainability
- International Brand Management
- Cases in Marketing Management + Project
- Financial Management
- Cases in Finance + Project
- Global Human Resource Management
- Recent Trends and HR Accounting + Project

- : Dr. Gautam Bapat
- : Javant Oke
- : Dr. Sheetal Randhir, Dr. Kabeer Kharade
- : Dr. Leena Modi (Gandhi)
- f. Dr. Shaila Bootwala, Dr. Sadia Merchant
- : Dr. Shaila Bootwala, Uzma Shaikh, Dr. Raisa Shaikh, Dr. Farzana Shaikh
- : Archana Vechalekar, Dr. Smita Wadaskar, Mrs. Rekha Kankariya
- : Dr. Ameya Anil Patil, Dr. Swami
- : Dr. Leena Modi (Gandhi),
 - Dr. Shalaka Parker, Mrs. Viral Ahire
- : Ankita Bhatt, Karan Randive,
 - Dr. Anamika Ghosh

OUR MOST RECOMMENDED TEXT BOOKS FOR T.Y. B.B.A. (I.B.): SEMESTER-VI

- New Venture Creation & Start-Ups
- International Project Management
- Decision Making and Risk Management
- Management of Agribusiness and Agri Export
- International Service Management
- International HRM

- : Arati Oturkar, Dr. Jyoti Joshi
- : Dr. Devangi Deore, Dr. Nutan Thoke
- : Dr. Ameya Anil Patil
- : Dr. Roopali Sheth, Asmita Kulkarni,
 - Dr. Nutan Thoke
- : Diya Tanmay Devare
- : Rutuja Purohit, Pasmina Doshi

OUR MOST RECOMMENDED TEXT BOOKS FOR T.Y. B.B.A. (C.A): SEMESTER-VI

- Recent Trends in IT
- Software Testing
- Advanced Java
- Android Programming
- : Dr. Pallawi Bulakh, Meenal Jabde
 - : Dr. Aruna A. Deoskar, Dr. Jyoti J. Malhotra
- : Dr. Manisha Bharambe
- : Kamil Ajmal Khan

BOOKS AVAILABLE AT

PRAGATI BOOK CENTER - Email: pbcpune@pragationline.com

- 157 Budhwar Peth, Opp. Ratan Talkies, Next To Balaji Mandir, Pune 411002 • Mobile: 9657703148
- 676/B Budhwar Peth, Opp. Jogeshwari Mandir, Pune 411002 Tel: (020) 2448 7459 • Mobile: 9657703147 / 9657703149
- 152 Budhwar Peth, Near Jogeshwari Mandir, Pune 411002 Mobile: 8087881795

PRAGATI BOOK CORNER - Email: niralimumbai@pragationline.com

Apurva Building, Shop No. 1, Bhavani Shankar Road, Opp. Shardashram Society, Dadar (W), Mumbai 400028: Tel: (022) 2422 3526/6662 5254 • Mobile: 9819935759

niralipune@pragationline.com | www.pragationline.com

Also find us on www.facebook.com/niralibooks

@nirali.prakashan



M.B.A. SEMESTER IV
ACCORDING TO NEW
CBCGS AND OBE PATTERN

DESIGNING HR POLICIES

Dr. LEENA MODI (GANDHI)



HR POLICIES



Principal



Designing HR Policies

First Edition

June 2021

Authors

The text of this publication, or any part thereof, should not be reproduced or transmitted in any form or stored in any computer storage system or device for distribution including photocopy, recording, taping or information retrieval system or reproduced on any reserved. Breach of this condition is liable for legal action.

Every effort has been made to avoid errors or omissions in this publication. In spite of this, errors may have crept in. Any mistake, publisher nor the authors or seller shall be responsible for any damage or loss of action to any one, of any kind, in any manner,

Published By: NIRALI PRAKASHAN

Abhyudaya Pragati, 1312, Shivaji Nagar Off J.M. Road, Pune - 411005 Tel - (020) 25512336/37/39, Fax - (020) 25511379

Email: niralipune@pragationline.com

YOGIRAJ PRINTERS AND BINDERS

Survey No. 10/1A, Ghule Industrial Estate Nanded Gaon Road

Pune - 411041

Mobile No. 9404233041/9850046517

DISTRIBUTION CENTRES

PUNE

(For orders within Pune)

Nirali Prakashan : 119, Budhwar Peth, Jogeshwari Mandir Lane, Pune 411002, Maharashtra Tel: (020) 2445 2044, 66022708, Fax: (020) 2445 1538; Mobile: 9657703145

Email: niralilocal@pragationline.com

Nirali Prakashan: (For orders outside Pune)

S. No. 28/27, Dhayari, Near Asian College Pune 411041

Tel : (020) 24690204 Fax : (020) 24690316; Mobile : 9657703143

Email: bookorder@pragationline.com

Nirali Prakashan : 385, S.V.P. Road, Rasdhara Co-op. Hsg. Society Ltd.,

Girgaum, Mumbai 400004, Maharashtra; Mobile : 9320129587 Tel: (022) 2385 6339 / 2386 9976, Fax: (022) 2386 9976

Email: niralimumbai@pragationline.com

DISTRIBUTION BRANCHES

JALGAON

Nirgli Prakashan : 34, V. V. Golani Market, Navi Peth, Jalgaon 425001, Maharashtra,

Tel : (0257) 222 0395, Mob : 94234 91860; Email : niralijalgaon@pragationline.com

KOLHAPUR

Nirali Prakashan : New Mahadvar Road, Kedar Plaza, 1st Floor Opp. IDBI Bank, Kolhapur 416 012 Maharashtra. Mob: 9850046155; Email: niralikolhapur@pragationline.com

Nirali Prakashan : Above Maratha Mandir, Shop No. 3, First Floor, Rani Jhanshi Square, Sitabuldi, Nagpur 440012, Maharashtra Tel : (0712) 254 7129; Email : pratibhabookdistributors@gmail.com

Nirali Prakashan : Room No.2, Ground Floor, 4575/15 Onkar Tower, Aggarwal Road, Darya Ganj,

New Delhi 110002 • Mob. +91 9555778814/+91 9818561840

Email: niralidelhi@pragationline.com

BENGALURU

Nirali Prakashan : Maitri Ground Floor, Jaya Apartments, No. 99, 6th Cross, 6th Main, Malleswaram, Bengaluru 560003, Karnataka; Mob : 9449043034

Email: niralibangalore@pragationline.com Other Branches: Hyderabad, Chennai

Note: Every possible effort has been made to avoid errors or omissions in this book. In spite this, errors may have crept in. Any type of error or mistake so noted, and shall be brought to our notice, shall be taken care of in the next edition. It is notified that neither the publisher, nor the author or book seller shall be responsible for any damage or loss of action to any one of any kind, in any manner, therefrom. The reader must cross check all the facts and contents with original Government notification or publications.

niralipune@pragationline.com | www.pragationline.com Also find us on flwww.facebook.com/niralibook

> M. U. College of Commerce Pimpri, PUNE - 411 017,

CONTENTS

	Application of the second	
		93
Recruitment and Hiring Policies		2.1 – 2.2
₩ 5 × ×		
2 8 6	Section 1	A 25 V
	- 90 M Date - 17	9 P
Employee Operational Policies.		3.1 – 3.3
	Name of the last o	48
e a		*
- contrary	(Namilian Co.)	lamental and a
Conduct and Safety Policies	***************************	4.1 – 4.2
		- 101
	Mount of the second	
		1112
Design of Employee Handbook	HR Manual for Any Comp	any 5.1 – 5.2
		460
THE PERSON NAMED IN	and the first of the second	7027
	A Section 1	0.01111

÷ ÷

Brincipal

M. U. Collège of Commerce Pimpri, PUNE - 411 017. Cha

Inti

Cont

1.1

1.2

1.3

1.4

1.5

1.7

1.8

1.9

1.10

ABOUT THE AUTHOR



Assistant Professor: Dr. Leena Sunil Modi (Gandhi)
Ph. D., M.Phil., M.Com., SET, B.Ed.

Author/Co-author:

- Business Management (S.Y.B.Com. Sem III)
- Business Management (S.Y.B.Com. Sem IV)
- Organisational Behaviour (M.Com. Sem III)
- Employee Recruitment and Record Management (S.Y.B.B.A. Sem IV
- Marketing Management (M.B.A. Sem IV)
- ➡ Teaching experience Senior College 10 years and Junior College 8 years.
- Published research papers in National and International Journals.
- ► M.Com. Coordinator, IGNOU Coordinator and NSS Program Officer from last 5 years

BOOKS AVAILABLE AT

PRAGATI BOOK CENTER - Email: pbcpune@pragationline.com

- 157 Budhwar Peth, Opp. Ratan Talkies, Next To Balaji Mandir, Pune 411002 • Mobile: 9657703148
- 676/B Budhwar Peth, Opp. Jogeshwari Mandir, Pune 411002
 Tel: (020) 2448 7459 Mobile: 9657703147 / 9657703149
- 152 Budhwar Peth, Near Jogeshwari Mandir, Pune 411002
 Mobile: 8087881795

PRAGATI BOOK CORNER - Email: niralimumbai@pragationline.com

Apurva Building, Shop No. 1, Bhavani Shankar Road,
 Opp. Shardashram Society, Dadar (W), Mumbai 400028.
 Tel: (022) 2422 3526/6662 5254 • Mobile: 9819935759

niralipune@pragationline.com | www.pragationline.com

Also find us on 🕴 www.facebook.com/niralibooks



(anirali.prakashan

NEW SYLLABUS T.Y. B.B.A. CBCS PATTERN SEMESTER - VI



Management of Innovations and Sustainability

Dr. Leena Modi (Gandhi)







Management of Innovations and Sustainability

ISBN 978-93-5451-286-

First Edition

January 2022

Author

The text of this publication, or any part thereof, should not be reproduced or transmitted in any form or stored in any computer storage system or device for distribution including photocopy, recording, taping or information retrieval system or reproduced on any disc, tape, perforated media or other information storage device etc., without the written permission of Authors with whom the rights are reserved. Breach of this condition is liable for legal action.

Every effort has been made to avoid errors or omissions in this publication. In spite of this, errors may have crept in. Any mistake, error or discrepancy so noted and shall be brought to our notice shall be taken care of in the next edition. It is notified that neither the publisher nor the authors or seller shall be responsible for any damage or loss of action to any one, of any kind, in any manner, therefrom. The reader must cross check all the facts and contents with original Government notification or publications.

Published By: NIRALI PRAKASHAN

Abhyudaya Pragati, 1312, Shivaji Nagar, Off J.M. Road, Pune – 411005 Tel - (020) 25512336/37/39

Email: niralipune@pragationline.com

Polyplate

Printed By: YOGIRAJ PRINTERS AND BINDERS

Survey No. 10/1A, Ghule Industrial Estate Nanded Gaon Road Nanded, Pune - 411041

DISTRIBUTION CENTRES

PUNE

Nirali Prakashan (For orders outside Pune)

S. No. 28/27, Dhayari Narhe Road, Near Asian College Pune 411041, Maharashtra

Tel: (020) 24690204; Mobile: 9657703143 Email: bookorder@pragationline.com

Nirali Prakashan (For orders within Pune)

119, Budhwar Peth, Jogeshwari Mandir Lane Pune 411002, Maharashtra Tel: (020) 2445 2044; Mobile: 9657703145 Email: niralilocal@pragationline.com

MUMBAI Nirali Prakashan

Rasdhara Co-op. Hsg. Society Ltd., 'D' Wing Ground Floor, 385 S.V.P. Road Girgaum, Mumbai 400004, Maharashtra Mobile: 7045821020, Tel: (022) 2385 6339 / 2386 9976 Email: niralimumbai@pragationline.com

DISTRIBUTION BRANCHES

DELHI

Nirali Prakashan

Room No. 2 Ground Floor 4575/15 Omkar Tower, Agarwal Road Darya Ganj, New Delhi 110002 Mobile: 9555778814/9818561840 Email: delhi@niralibooks.com

KOLHAPUR Nirali Prakashan

438/2, Bhosale Plaza, Ground Floor, Khasbag, Opp. Balgopal Talim, Kolhapur 416 012 Maharashtra Mob: 9850046155

Email: kolhapur@niralibooks.com

BENGALURU Nirali Prakashan

Maitri Ground Floor, Jaya Apartments, No. 99, 6th Cross, 6th Main, Malleswaram, Bengaluru 560003 Karnataka; Mob : 9686821074

Email: bengaluru@niralibooks.com .

JALGAON Nirali Prakashan

34, V. V. Golani Market, Navi Peth. Jalgaon 425001, Maharashtra Tel: (0257) 222 0395 Mob: 94234 91860

Email: jalgaon@niralibooks.com

NAGPUR Nirali Prakashan

Above Maratha Mandir, Shop No. 3, First Floor, Rani Jhanshi Square, Sitabuldi Nagpur 440012 (MAH) Tel: (0712) 254 7129 Email: nagpur@niralibooks.com

SOLAPUR

Nirali Prakashan R-158/2, Avanti Nagar, Near Golden Gate, Pune Naka Chowk Solapur 413001, Maharashtra Mobile 9890918687

Email: solapur@niralibooks.com

marketing@pragationline.com | www.pragationline.com

Also find us on | f | www.facebook.com/niralibooks



M. U. College of Con Pimpri, PUNE - 411 Q17

CONTENTS

***************************************		X 1	=		A.	1.1	- 1.38
***************				电阻抗电阻器电阻电阻			
w i	, ***	6.8		N 4 1			D &
Managing In	novation v	with Fir	ms and	Strate	gies and	d Conce	ts tor
1 8 6 5 7						4 " V	
Innovation						2.1	– 2.3 2
	·						- × ·
1				and the same	took not		
222			To Section	d I	A ST THE PARTY NAMED IN	Daniel Inch	
Service inno	vation an	a Sust	ainapilli	ty innov	ation II	Phaine	33=====
Service inno	vation an	对数当的外位	sair taile é	addinaz	11 11 01		3.022111111
18276	ាំក្នុននៃក្រុង ខ្មែន	AR SPANIE	sat, police	atichtus fi 	(T 13 C)	155 M	
Service inno	ាំក្នុននៃក្រុង ខ្មែន	AR SPANIE	sat, police	atichtus fi 	(T 13 C)	155 M	
	ាំក្នុននៃក្រុង ខ្មែន	AR SPANIE	sat, police	atichtus fi 	(T 13 C)	155 M	
2255662.0	ាំព្រះផ្សាក់ប្រទ		yat yadisə Qifsi Dip Tabasanin	biisisuus Abas es		1521151 1521151 141111 3.1	1 - 3.3
1820	ាំព្រះផ្សាក់ប្រទ		yat yadisə Qifsi Dip Tabasanin	biisisuus Abas es		1521151 1521151 141111 3.1	1 - 3.3
erajeks) n	ាំព្រះផ្សាក់ប្រទ		yat yadisə Qifsi Dip Tabasanin	biisisuus Abas es		1521151 1521151 141111 3.1	1 - 3.3
	t of Susta	iinable	bat patha describe	oddinios i ons ei ment	4 13 143 03 51 11 14 14 14 14 14 14 14 14 14 14 14 14 1	353 1 3.4 3.4 1.11.1.1.1.3.4 1.11.1.1.4.1	1 - 3.3 1 - 4.2
erajeks) n	t of Susta	iinable	bat patha describe	oddinios i ons ei ment	4 13 143 03 51 11 14 14 14 14 14 14 14 14 14 14 14 14 1	353 1 3.4 3.4 1.11.1.1.1.3.4 1.11.1.1.4.1	1 - 3.3 1 - 4.2



Assistant Professor : Dr. Leena Sunil Modi (Gandhi) Ph. D., M.Phil., M.Com., SET, B.Ed.

→ Author/Co-author:

- Business Management (S.Y.B.Com. Sem III)
- Business Management (S.Y.B.Com. Sem IV)
- Organisational Behaviour (M.Com. Sem III)
- Employee Recruitment and Record Management (S.Y.B.B.A. Sem IV)
- Marketing Management (M.B.A. Sem IV)
- Teaching experience Senior College 10 years and Junior College 8 years.
- Published research papers in National and International Journals.
- M.Com. Coordinator, IGNOU Coordinator and NSS Program Officer from last 5 years

OUR MOST RECOMMENDED TEXT BOOKS FOR T.Y. B.B.A.: SEMESTER-VI

- Essentials of E-Commerce
- Management Information System
- Business Project Management
- Management of Innovations and Sustainability : Dr. Leena Modi (Gandhi)
- International Brand Management
- Cases in Marketing Management + Project
- Financial Management
- Cases in Finance + Project
- Global HRM
- Recent Trends and HR Accounting + Project

- : Dr. Gautam Bapat
- : Jayant Oke
- : Dr. Sheetal Randhir, Dr. Kabeer Kharade
- : Dr. Shaila Bootwala, Dr. Sadia Merchant
- : Dr. Shaila Bootwala, Uzma Shaikh,
 - Dr. Raisa Shaikh, Dr. Farzana Shaikh
- : Archana Vechalekar, Dr. Smita Wadaskar, Mrs. Rekha Kankariya
- : Dr. Ameya Anil Patil, Dr. Swami
- : Dr. Shalaka Parker,
- Dr. Leena Modi (Gandhi), Mrs. Viral Ahire
- : Ankita Bhatt, Karan Randive,
 - Dr. Anamika Ghosh

BOOKS AVAILABLE AT

PRAGATI BOOK CENTER - Email: pbcpune@pragationline.com

- 157 Budhwar Peth, Opp. Ratan Talkies, Next To Balaji Mandir, Pune 411002 • Mobile: 9657703148
- 676/B Budhwar Peth, Opp. Jogeshwari Mandir, Pune 411002 Tel: (020) 2448 7459 • Mobile: 9657703147 / 9657703149
- 152 Budhwar Peth, Near Jogeshwari Mandir, Pune 411002 Mobile: 8087881795

PRAGATI BOOK CORNER - Email: niralimumbai@pragationline.com

 Apurva Building, Shop No. 1, Bhavani Shankar Road, Opp. Shardashram Society, Dadar (W), Mumbai 400028. Tel: (022) 2422 3526/6662 5254 • Mobile : 9819935759



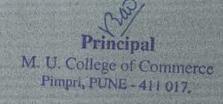
niralipune@pragationline.com | www.pragationline.com



Also find us on see www.facebook.com/niralibooks



@nirali.prakashan



Read o Lead

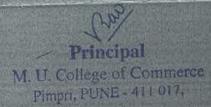
Management of Corporate Social Responsibility



THAKUR PUBLICATION PVT. LTD.
PUNE

Dr. Palak Chhablani,

Prof. Piyush Dixit Gauri Kunal Khedkar



Management of Corporate Social Responsibility

- Dr. Palak Chhablani
- Prof. Piyush Dixit
- Gauri Kunal Khedkar

Published by:

Thakur Publication Pvt. Ltd.

HO: Abhishekpuram, 60 Feet Road, Jankipuram, Lucknow-226021 Mobile: 9235318594/22/17, 9335318517

Branch Office:

Colony No.14, Ganesh Nagar Bhopkhel, Near Ganesh Temple, PO-CME, Pune-411031

Mob.: 9325036341, 9326863355, 9373086387

Website: www.tppl.org.in

Email: thakurpublication@gmail.com

Books are Available for Online Purchase at: tppl.org.in
Download old Question papers from: www.questionpaper.org.in

ISBN No. 978-93-5480-102-0

First Edition 2022

Printed at:

Savera Printing Press

Tirupatipuram, Jankipuram Extension-226 031 Near Abdul Kalam Technical University, Lucknow E-mail: lkospp@gmail.com, Mobile No. 9235318506/07

Copyright © All Rights Reserved

This book is sole subject to the condition that it shall not, by way of trade or otherwise, be lent, resold, hired out, or otherwise circulated without the publisher's prior written consent, in any form of binding or cover, other than that in which it is published and without including a similar condition. This condition being imposed on the subsequent purchaser and without limiting the rights under copyright reserved above, no part of this publication may be reproduced, stored in or transmitted in any form or by any means (electronic, mechanical, photocopying, recording or otherwise), without the prior written permission of both the copyright owner and the below mentioned publisher of this book.

M. U. College of Commerce Pimpri, PUNE - 411 017

-7-Contents

	Unit-1: Introduction to CSR	
LL	Corporate Social Responsibility (CSR)	1
LI.I.	Meaning and Definition of CSR	1
E12-	Nature of CSR	1
113.	Scope of CSR	1
114	Need for CSR	1.
115.	T again	1.
116.	Relationship between CSR and Corporate Governance	1
E1.7.	Evolution of CSR in India	1
7.1.8.	Models of CSR in India	13
E181.	'Philanthropic Model	13
1.1.8.2.		19
1183.	Indian Model	20
119.	CSR Initiatives in India	20
L.1.10.	Strategies for CSR	2
11.11.	Implementation of CSR	22
1.3.12.	Social Responsibility of Business with Respect to Different	23
	Social Responsibility of Business with Respect to Different Stakeholders	2.
1.1.13.	Drivers of CSR	27
EJ.14.	Principles of CSR	28
1.1.15.	Theories of CSR	29
1.1.16.	Arguments for CSR	33
LE17.	Arguments against CSR	34
11.18.	Best Practices of CSR	36
12	CSR an Overlapping Concept	37
121.	Concept of Charity	37
122	Corporate Philanthropy	39
1221.	Importance of Corporate Philanthropy	40
1222	A CAN TO SELECT A CONTROL OF THE PARTY OF TH	40
123.		40
123.1.		41
1.23.2.	D too	42
	Corporate Citizenship	72
124.		42
12.4.1.		43
124.2.		43
124.3.	D:00	44
13.	CARLES AND	44
13.1.		44
23.2.	0	45
1.3.3.	The Control of the Co	46
134.	C. A. C.C. Market and C.	46
135.	TYY 1	40
14.		- 7/47
		7/
	M. U. College of Commerce	
	Pimpri, PUNE - 411 017.	

	Unit-2: Models of Corporate Social Responsibility	1
2.1.	Models of USK	
2.1.1.	Ethical Model/Trusteeship Model	2
2.1.2.	Statist Model 5	2
2.1.3.	Liberal Model	2
2.1.4.	Stakeholders Model	3
2.2.	International Framework of CSK	4
2.3.	Crectainable Develonment Charles (DDG)	i4
2.3.1.	Introduction	55
2.3.2.	Types of SDGs	
2.3.3.	Pole of Sustainable Development Goals	57 58
2.3.4.	Implications of Sustainable Development Goals for Business	
2.4.	Millannium Development Goals	59
2.4.1.	Introduction	59
2.4.2.	Millennum Development Goals with Respect to man	51
2.4.2.1.	MDG 1: Eradicate Extreme Poverty and Hunger	61
2.4.2.2.	MDG 2: Achieve Universal Primary Education	62
2.4.2.3.	MDG 3: Promote Gender Equality and Empower Women	62
2.4.2.4.	MDG 4: Reduce Child Mortality	63
2.4.2.5.	MDG 5: Improve Maternal Health	63
2.4.2.6.	MDG 6: Combat HIV/AIDS, Malaria and Other Diseases	64
2.4.2.7.	MDG 7: Ensure Environmental Sustainability	64
2.4.2.8.	MDG 8. Develop a Global Partnership for Development	66
2.4.3.	Relationship Between CSR and MDGs	66
2.5.	United Nations (UN) Global Compact 2011	67
2.5.1.	Introduction	67
2.5.2.	V av Hagnires of Chonal Chillian	68
2.5.3.	Principles of UN Global Compact	68
2.5.4.	Reason for Joining UN Global Compact	69
2.6.	OECD CSR Policy Tool	70
2.6.1.	Introduction	70
2.6.2.	OECD Guidelines for Multinational Enterprises	70
2.6.3.	TSO 26000	71
2.7.	UN (United Nations) Guiding Principles on Business and	72
	Human Rights	70
2.7.1.	Introduction	72
2.7.2.	Three Pillars of UNGPs	73
2.7.2.1	. The State Duty to Protect Human Rights	73
2.7.2.2	The Corporate Responsibility to Respect Human Rights	75
	Foundational Principle	77
2.7.2.3	. Access to Remedy	77
2.8.	International Labour Organisation	79
2.8.1.	Introduction	79
2.8.2.	ILO Tripartite Declaration of Principles on Multinational	79
	Enterprises and Social Policy	00
2.8.2.1		80
2.8.2.2		81
	The state of the s	

ponsibility		2.8.2.3.	Training	83
S WALK T I S	51	Z.S.2.4.	Condition of Work and Life	84
	51	28.2.5.	Industrial Relation	85
	52	2.9	Exercise	87
BRUDS	52			
Residence in	52		Unit-3: CSR-Legislation in India and the World	
OPTO STREET,	53	31.	Companies Act, 2013	91
Shac period	54	3.1.1.	Introduction	91
13 1011	54	3.1.2.	Definitions under Companies Act, 2013 (Section 2)	91
Daniel .	55	3.1.3.	Salient Features of the Companies Act 2013	93
	57	3.1.4.	Short Title, Extent, Commencement and Application (Section 1)	94
r Business	58	3.1.5.	Section 135 of Companies Act	95 -
TO NE IIV	59	3.1.6.	Scope of CSR Activities Under Schedule VII	96
	59	3.1.7.	Important Provisions of Companies Act, 2013	96
ndia	61	3.1.8.	Amendments of Companies Act, 2013	104
or they be	61	3.2.	Independent Directors	105
CONTRACT OF THE PARTY OF	62	3.2.1.	Introduction	105
Vomen	62	3,2.2.	Appointment of Independent Directors on the Board	106
STATE OF THE STATE	63	3.2.2.1.	Companies Eligible to Make Appointment	106
	63	3.2.2.2.	Companies Exempted from Making Appointment	107
iseases	64	3.2.2.3.	Tenure of the Appointment of Independent Director	107
Marin Posts	64	3.2.2.4.	Procedure of Appointment of Independent Directors	107
ment	66	3.2.3.	Ownership of Independent Directors	109
Wall art	66	3.2.4.	Remuneration of Independent Directors	110
	67	3.2.5.	Role of Independent Directors	110
	67	3.2.6.	Duties of Independent Director	111
THE WAY TO LAKE THE	68	3.2.7.	Legal Responsibilities of Independent Directors	112
(1) 建金宝宝 (1)	68	3.3.	CSR Funding	112
	69	3.3.1.	Net Profit Contribution for CSR funds	112
	70	3.3.2.	Computation of Net Profit's Implementation in India	113
State of the second	70	3.3.3.	Clarification on CSR Funds for COVID-19	114
198()	70	3.3.3.1.	Applicability of CSR Provision	114
Attractor 1	71	3.3.3.2.	National CSR Data Portal	115
Business and	72	3.3.3.3.	Modification of Schedule VII of Companies Act, 2013 for	115
国际企业 主义。	1 6		COVID – 19	
14 and 16 c	72	3.4.	Exercise	115
	73			
muletonie v. a	73	U	nit-4: Identifying Key Stakeholders & Trends in CSR	
ıman Rights	75	4.1.	Public Sector	118
E MARIE TO THE		4.1.1.	Introduction	118
Marketing .	77	4.1.2.	Features of Public Sector	118
Highway .	79	4.1.3.	Role of Public Sector in Corporate Social Responsibility	119
STEETH,	79	4.1.4.	Impact of Public Sector on Business	120
Multinational	79	4.2.	CSR and Government	122
	TO STATE	4.2.1.	Introduction	122
	80	4.2.2.	Government Actions and their Impact on CSR	123
	81	4.2.3.	Government Programmes that Encourage Voluntary Responsible	124
			1	

M. U. College of Commerce

	Action of Corporations	
4.2.4.	National Voluntary Guidelines by Government of India: National	127
	Voluntary Guidelines on Social, Environment and Economic	
12.4	Responsibilities of Business	7
4.2.4.1.	Principles and the Cold Elements	128
4.2.4.2.	Guidance on Implementation of Principles And Core Elements	133
4.2.4.3.	Application of Guidelines to Micro, Small and Medium	134
	Enterprises (MSMEs)	
4.2.4.4.	Business Responsibility Reporting Framework	134
4.3.	CSR Practices in India	139
4.3.1.	Introduction	139
4.3.2.	Trends in CSR	139
4.3.3.	Opportunities in CSR	142
4.3.4.	Review of Successful Corporate Initiatives	143
4.3.5.	Challenges of CSR	144
4.4.	CSR and Corporate Foundations	145
4.4.1.	Introduction	145
4.4.2.	Roles and Responsibilities of Corporate Foundations	146
4.4.3.	Role of Non-Profit & Local Self-Governance in Implementing	147
	CSR	. V
4.4.4.	Opportunities to Non-profit Organisations of CSR	148
4.4.5.	Tips for Non-profit Organisations in Implementing CSR	149
4.5.	CSR as a Strategic Tool for Sustainability	150
4.5.1.	Introduction	150
4.5.2.	Strategic CSR	151
4.5.3.	Benefits of Strategic CSR	152
4.5.4.	Importance of CSR Strategies in Creating Sustainable Business	152
4.5.5.	Role of CSR in Attaining Sustainable Development	153
4.6.	Case Studies of Major CSR Initiatives	154
4.6.1.	Coca-Cola India's Corporate Social Responsibility Strategy	155
4.6.2.	Walmart	159
4.6.3.	Apple	162
4.6.4.	Canon	165
4.7.	Exercise	168
		427
Model L	Donor	172



This book of "Management of Corporate Social Responsibility" provides an overview of the fundamental aspects related to CSR and role of various stakeholders in CRS activities. In this book, every effort has been made to make the text easy to understand while keeping the material according to syllabus. Examples, figures and tables have been used in the book to make students understand the text easily and effectively. Exercises and model paper are also provided in this book which will help students to prepare for the examination. This book is useful not only for students who are pursuing their studies but also for those working in the educational institutions and corporate world.

About the Author



Dr. Palak Chhablani is Ph.D in Management and MBA in Finance and Marketing. Presently working as an Assistant Professor and Placement coordinator in Manghanmal Udharam College of Commerce, Pimpri, Pune. She has 11 years of teaching experience and her areas of expertise are Business Economics, Business Mathematics, Principal of Finance and Digital Marketing etc. She has attended many seminars and conferences and has presented many papers.



Prof. Piyush Dixit- A former cricketer has got diversified experience in the avenues of Marketing, HRM, Business Communication, Retail Management & customer service. He is predominantly Post Graduate in Marketing, General Management & Human Resource Management from University of Maryland- USA & University of Pune as well as Master of Commerce from Savitribai Phule Pune University. He is also a Ph.D. Scholar from Savitribai Phule Pune University in Business Administration. He has expedited expertise at various capacities across different verticals of corporate industry & has gained some relevant experience in the scope of

Retail, FMCG & education industry, Presently he is working as Asst. Professor in the Dept of BBA at Dr D.Y. Patil College of Arts, Commerce & Science, Pune, At the outset of passion for teaching, he also has keen interest in managing various events & researches as well.



Gauri Kunal Khedkar is working as 'Assistant Professor' in C.E.S. Dr. Arvind B. Telang College of Arts, Science & Commerce College, She is MBA (Finance). She has been in teaching profession since last 7 years. She has attended & participated in various educational conferences & seminars. She is also involved in various Academic Committees & Activities, She holds the responsibility of paper checking at Pune University for many subjects.

Savitribai Phule Pune University, BBA 5th Semester

Subjects	Authors	
Research Methodology	Dr. Sharad Kadam, Prof. Amol Pravin Pitale, Prof. Nimbarkar Supriya Girish	
Database Administration and Data Mining	Prof. (Dr.) Gopal Jahagirdar, Mohammed Fazil Shareef MQ	
Business Ethics	Dr. Prashant Kalshetti, Prof. Ankush Atmaram Pingale	
Management of Corporate Social Responsibility	Dr. Palak Chhablani, Prof. Piyush Dixit, Gauri Kunal Khedkar	
Marketing Environment Analysis and Strategies	Dr. Makarand Wazal, Dr. Sagar Onkarrao Manjare	
Legal Aspects in Marketing Management	Prof. Swati Uddhav Mahajan, Prof. Harshal Sharadrao Deshmukh	
Analysis of Financial Statements	Dr. Thomson Varghese, Dr. Pallavi Kulkami, Prof. Rishikesh Jagdish Malam	
Legal Aspects of Finance & Security Laws	Prof. Rohit D. Akolkar, Asmita Bhagat	
Cross-Cultural HR & Industrial Relations	Dr. Shivaji D. Shelake, Ashwini Deepak Kohok	
Cases in Human Resource Management	Dr. Prashant Kalshetti, Prof. Dipak Nivrutti Gore	

₹135

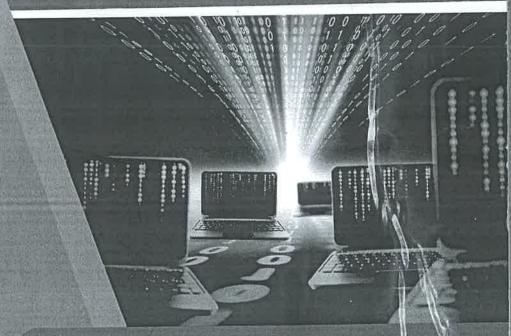
Google

amazon I kindle ISBN: 978-93-5480-102-0

Read to Lead



Management Information System



THAKUR PUBLICATION PVT. LTD.

Dr. Leena Milind Bratt
Dr. Palak Chhablan
Ashwini Deepak Kohok

Principal

M. U. College of Commerce Pimpri, PUNE - 411 017,

Management Information System

- Dr. Leena Milind Bhatt
- Dr. Palak Chhablani
- Ashwini Deepak Kohok

Published by:

Thakur Publication Pvt. Ltd.

HO: Abhishekpuram, 60 Feet Road, Jankipuram, Lucknow-226021 Mobile: 9235318594/22/17, 9335318517

Branch Office:

Colony No.14, Ganesh Nagar Bhopkhel, Near Ganesh Temple, PO-CME, Pune-411031 Mob.: 9325036341, 9326863355, 9373086387

Website: www.tppl.org.in

Email: thakurpublication@gmail.com

Books are Available for Online Purchase at: tppl.org.in
Download old Question papers from: www.questionpaper.org.in

ISBN No. - 978-93-5480-364-2 First Edition 2022

Printed at:

Savera Printing Press

Tirupatipuram, Jankipuram Extension-226 031 Near Abdul Kalam Technical University, Lucknow E-mail: lkospp@gmail.com, Mobile No. 9235318506/07

Copyright © All Rights Reserved

This book is sole subject to the condition that it shall not, by way of trade or otherwise, be lent, resold, hired out, or otherwise circulated without the publisher's prior written consent, in any form of binding or cover, other than that in which it is published and without including a similar condition. This condition being imposed on the subsequent purchaser and without limiting the rights under copyright reserved above, no part of this publication may be reproduced, stored in or transmitted in any form or by any means (electronic, mechanical, photocopying, recording or otherwise), without the prior written permission of both the copyright owner and the below mentioned publisher of this book.

Contents

	Unit 1: Basic Concepts of IT and MIS	ž
1.1.	Information Technology(IT)	- 13
1.1.1.	Basic Concept	13
1.1.2.	Meaning and Definitions	13
1.1.3.	Characteristics of IT	14
1.1.4.	Contributions of IT in Organisation	15
1.1.5.	Components of IT	15
1.1.6.	Impact of IT on Business	16
1.1.7.	Advantages of IT	16
1.1.8.	Disadvantages of IT	17
1.1.9.	Applications of IT	- 17
1.2.	Information Systems(IS)	20
1.2.1.	Basic Concept	20
1.2.2.	Meaning and Definition	20
1.2.3.	Characteristics of Information Systems	21
1.2.4.	Components/Resources of Information Systems	22
1.2.5.	Functions of Information Systems	24
1.2.6.	Roles of IS in Business	25
1.2.7.	Types of Information Systems (IS)	26
1.2.7.1.	Operational Support Systems(OSS)	26
1.2.7.2.	Management Support Systems (MSS)	33
1.2.7.3.	Other Systems	37
1.3.	Management Information System (MIS)	39
1.3.1.	Basic Concept	39
1.3.2.	Meaning and Definitions	40
1.3.3.	Characteristics of MIS	41
1.3.4.	Need of MIS	43
1.3.5.	Purpose and Objectives of MIS	43
1.3.6.	Nature of MIS	43
1.3.7.	Role of MIS in Business	44
1.3.8.	Functions of MIS	45
1.3.9.	Structure of MIS	45
1.3.10.	Components of MIS	47
1.3.11.	Contemporary Approaches to MIS	48
1.3.12.	Advantages of MIS	51
1.3.13.	Disadvantages of MIS	51
1.4.	Role of Information Technology in Management	52
	Information System (MIS)	32
1.5.	MIS as an Instrument for the Organisational Change	55
1.5.1.	Introduction	55
1.5.2.	Reasons for Change	56
1.5.3.	Actors in Change	
1.5.4.	Change in Quality of Working Life (QWL)	57
1.5.5.	CL 1 T . 1 C	57
	Change in Internal Structure	58

Principal
M. U. College of Commerce

Principal

Mily College of Comperce

Principal

Mily College of Comperce

Principal

Principal

This book of "Management Information System" provides relevant concepts of the subject. It is written for students undergoing BBA Sixth Semester from Savitribai Phule Pune University, Pune covering the whole syllabus in a simple way so that students can understand the concepts very easily.

In this book, every effort has been made to make the text easy to understand keeping the material according to the syllabus. Examples, figures, and tables have been used in the book to make students understand the text easily and effectively.

hout the Author



Dr. Leena Milind Bhatt is presently working as Vice Principal and HOD Computer, Maths and Statistics of B. Y. K. College of Commerce, Nashik. Maharashtra having qualification of Ph.D, M.Phil (Computer Science) and M.Phil (I.T.). She is having 23 years of teaching experience. She is working in the various committees of SPPU Pune. She is working on various academic bodies as Chairman and co-ordinator. She is Chairman and Paper setter from 2001 in the SPPU, Pune. She is working as District Co-ordinator of SPPU for the Nashik District.



Dr. Palak Chhablani is Ph.D in Management and MBA in Finance and Marketing. Presently working as an Assistant Professor and Placement coordinator in Manghanmal Udharam College of Commerce, Pimpri, Pune. She has 11 years of teaching experience and her areas of expertise are Business Economics, Business Mathematics, Principal of Finance and Digital Marketing etc. She has attended many Seminars and Conferences and has presented many Papers.



Ashwini Deepak Kohok is currently designated as Head, Department of Business Administration at M.V.P Samaj's K.T.H.M College Nashik. She is an Engineer in Industrial Electronics from Bharti Vidyapeeth College of Engineering, Pune University, MBA Marketing form Dr. D.Y. Paril Institute of Management, Pune University and MBA HR from IMRT Nashik. She has taught diverse set of subjects in the field of Engineering and Management. She has attended many Seminars. Conferences and also presented one Research Paper in International Conference and her Paper was published in renowned Journal.

Savitribai Phule Pune University, BBA 6th Semester

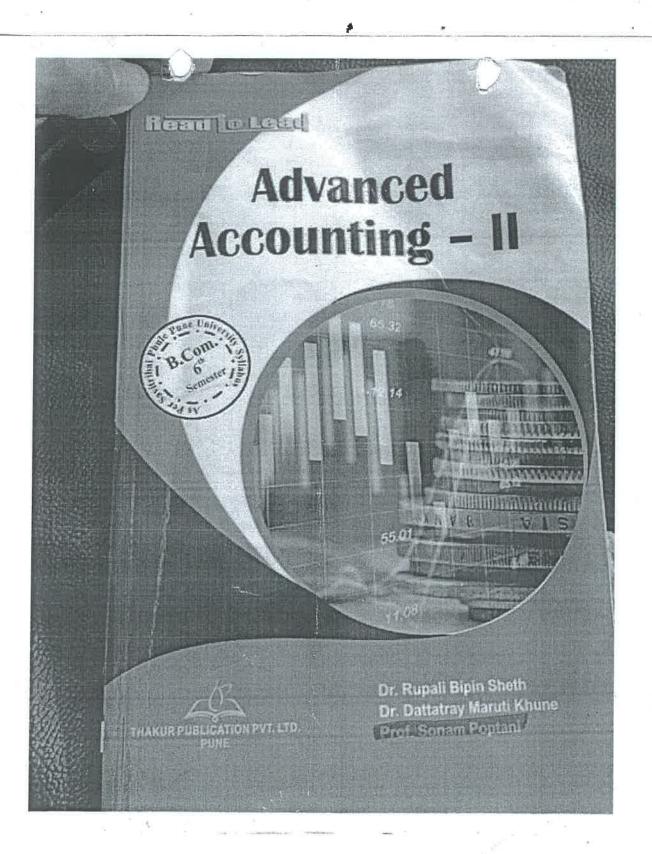
Subjects	Authors
Essentials of E-Commerce	Prof. Amol Pravin Pitale, Gauri Kunal Khedkar, Prabha Kumari
Management Information System	Dr. Leena Milind Bhatt, Dr. Palak Chhablani, Ashwini Deepak Kohok
Business Project Management	Prof. Sarika Vishal Jagtap, Prof. Nimbarkar Supriya Giriso, Mohammed Fazil Shareef MO
Management of Innovations and Sustainability	Dr. Sharad Kadam, Dr. Sagar Omkarrao Manjare, Prof. Dipak Nivrutti Gore
International Brand Management	Dr. Dipak Wayal, Vishal Vidyasagar Gaikwad, Prof. Dipak Umbarkar
Cases in Marketing Management	Dr. Makaraud Wazal, Prof. Deepika Abhijeet Kininge, Prof. Sushma Sachin Agarwal
Financial Management	Prof. Inaundar Tarique, Prof. Ankush Atmaram Pingale, Prof. Neha Shrivastava
Cases in Finance	Dr. Thomson Varghese, Prof. Rohit D. Akolkar, Prof. Sonali R. Bhor
Global Human Resource Management	Dr. (Prof.) Charulata Madhay Kulkarni, Anita Vishwakarma, Sarita M Samson
Recent Trends & HR Accounting	Dr. Dileap Baburao Baragde, Amol Pravin Pitale, Prof. Swati Uddhav Mahajan

₹190

w.questionpaper.org.ln scan or c







жиран віріп эпет Dr. Dodatray Maruti Khune un Poptani

Published by:

Thakur Publication Pvt. Ltd. HO: Abhishekpuram, 60 Feet Road, Jankipuram, Lucknow-226021 Mobile: 9235318594/22/17, 9335318517

Branch Office:

Branch Office:
Colony No.14, Ganesh Nagar Bhopkhel, Near Ganesh Temple, PO-CME, Pune-41s. Mob.: 9325036341, 9326863355, 9373086387

Website: www.tppl.org.in Email: thakurpublication@gmail.com

Books are Available for Online Purchase ar: tppl.org.in Download old Question papers from: www.questionpaper.org.in

MSBN No. - 978-93-5480-180-8 First Edition 2022

Printed at: Savera Printing Press

Tirupatipuram, Jankipuram Extension-226 031 Near Abdul Kalam Technical University, Lucknow E-mail: lkospp@gmail.com, Mobile No. 9235318506/07

Copyright @ All Rights Reserved

This book is sole subject to the condition that it shall not, by way of trade or otherwise, be lest, resold, hired out, or otherwise circulated without the publisher's prior written consent, in any form of binding or cover, other than that in which it is published and without including a similar condition. This condition being imposed on the subsequent purchaser and without limiting the rights under copyright reserved above, no part of this publication may be reproduced, stored in or transmitted in any form or by any means (electronic, mechanical, photocopying, recording or otherwise), without the prior written permission of both the copyright owner and the below