

## **Resume**

**Dr. Shweta M. Bapat.**  
**HoD Human Resource Management**  
**Kaveri College of Arts, Science and Commerce**  
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**Qualification:** - PhD in Corporate Social Responsibility, MMS (HR), PGDBM, B.Com

**Industry Experience -7 years (Approx),**

**Teaching experience – 11+ years (UG + PG)**

### **Subjects Taught**

#### **Human Resource Management**

Human Resource management,  
Personnel Management,  
Industrial Relations,  
Labour Law,  
Labour Welfare,  
HR Principles and Practices,  
Training & Development,  
Performance management,  
Organisational Development

Research Methodology  
Entrepreneurship and small business  
Management,  
Business communication,  
Personality Development,  
Business law,  
Office Management,  
Sales management and Personal selling,  
Entrepreneurship Development & Project  
Management  
Principles of Management,  
Project guidance

#### **General Management**

#### **Special subjects taught**

Corporate Social Responsibility, Sustainability & corporate Governance, Sustainability reporting,  
Business Ethics, CSR measurement tools,

### **Teaching Experience**

- ❖ Working as Assistant professor in Management & HoD in Human Resource Management at Kannada Sangha's Kaveri College of Arts, Science and Commerce - **(since June 09)**

#### **Subjects:**

**HR Subjects:** - Human Resource management, Personnel Management, Industrial Relations, Labour Law, Labour Welfare, HR Principles and Practices, Training & Development, Performance management, Principles of management, Project guidance.

**Other management Subjects:** - Entrepreneurship and small business Management. Business communication, Personality Development, Business law, Office Management

- ❖ Visiting Faculty for Corporate Social Responsibility related Subjects at MIT school of Management for MBA CSR specialization.

**Subjects:** CSR measurement tools, NGO management etc.

- ❖ Worked as Faculty in Management for MPM, MMM, and MCM courses at Suryadatta Institute Management and Information Research **(June 08 to June 10)**

**Subjects:**

**HR Subjects:-** Human Resource management, Personnel Administration, Industrial Relations and Trade Unions, Organizational Behaviour, Training And Development, Principles and Practices of management, Project guidance.

**Marketing Subjects:-** Sales management and Personal selling, Project Guidance, Entrepreneurship Development and Project Management.

**Industry Work Experience -**

- ❖ **Symbiosis Centre for Distance Learning, Pune.** **(July 06 – Apr 08)**  
SCDL is a distance learning institute offering post graduation diploma courses in management to almost 165000 students. SCDL have off campus study centers at Nashik & Bangalore the staff number is around 100 including the study centers.
- ❖ **Indus Health Plus Private Limited, Pune.** **(Sep 01 to Jul 06)**  
It is a multilevel marketing company selling the health package, which is executed at Sahyadri Super Specialty Hospital Pune.

**Books, Research Papers & Articles :**

- Co-authored text-book for the subjects, 'Business Demography and Environmental Studies' for first year BBA (University of Pune) in 2019, Thakur Publication, Mumbai.
- Co-authored text-books for the subjects Consumer Protection and Business Ethics for Bcom Course of University of Pune by Success Publication, Pune.
- Co-authored text-book for the subjects, 'Business Demography and Environmental Studies' for first year BBA (University of Pune) in 2013, Thakur Publication, Mumbai.
- Co-authored test book 'Entrepreneurship Development' for third year BBA course of Pune University.
- Published various articles on various topics in leading newspapers& various CSR related articles on the website like India CSR and MCCIA magazine Sampada.
- Published a paper entitled 'The Review of Corporate Social Responsibility of Selected Large Scale Establishments in India Post Companies Act 2013' in 'International e-Journal of Management and Social Sciences Research (IJMSSR)' Vol 4, Issue -7, July 2015.

- Won Best Research paper award at the National Conference-‘Emerging Trends in Management and IT: A way towards Sustainability in Corporate World’ organized by MITCOE Centre for Management Studies and Research for the paper entitled ‘A Study of Corporate Social Responsibility and the Status of Employee Engagement in CSR’ The paper is published in a research journal ‘International Journal for Engineering Science and Research’ Vol-4, Issue -4, ISSN 2231-5535.
- Co-authored a research paper titled ‘A review of ethical practices in large scale establishments in India’ submitted at National Conference on ‘Waves of Change – Ocean of Opportunities’ on December 2nd and 3rd 2015 held at AMITY UNIVERSITY, jointly organized by Business Ethics Foundation & Amity Global Business School, Pune.
- A research Paper titled ‘A review of history of Corporate Social Responsibility (CSR) in India’ is been accepted for the presentation at the International Conference, ‘CSR in Globalized World: Emerging Issues and Challenges’ at IIM Calcutta. The conference dates are 26th and 27th February 2016.
- Presented a research paper on the topic ‘CSR- An emerging driver of employee engagement in the digital business age’ in the international conference on Managing Business in the digital age organized by Sinhgad Institute of Management (SIOM) on 16th and 17th Feb 2017. The paper is published in Sinhgad International Business Review Journal. ISSN 0974-0597
- A paper titled ‘A study of Employee Participation in CSR and its Impact on Employee Engagement’ was published in UGC approved International Journal of Management and Social Sciences Research (IJMSSR) ISSN: 2319-4421, Volume 6, No.8 August 2017
- Presented a research paper on the topic ‘A study of benefits of CSR to the organization from HRM Perspective’ at the International Conference on Recent Trends in Commerce and Management organized by Gramonnati Mandal’s Arts, Commerce and Science college on 9th and 10th Jan 2018.

#### **Awards & Achievements:-**

- Received an award for the **excellence in “Human Resource management and Research Studies”** from Suryadatta Group of Institute.
- Received **Best achievement Award** at Kaveri college of Arts, Science and Commerce in 2015-16, 2016-17, 2017-18 & 2018-19.
- Won **Best Research paper award** at the **National Conference** ‘Emerging Trends in Management and IT: A way towards Sustainability in Corporate World’ organised by MITCOE Centre for Management Studies and Research.

#### **Experience as an Expert**

- As a past secretary and **Current President of Business Ethics Foundation, Pune**, a non-profit making organisation working to promote ethics in businesses.
- As an **Expert** for the designing the ‘**ICSI National Awards for Excellence in CSR**’ instituted by Institute of Company Secretary of India (ICSI), New Delhi since 2016-17 to till date.

- A **Member of Core CSR Group** formulated by **ICSI, New Delhi**. The group works as an advisory committee for guiding the institute to represent at Ministry Corporate Affairs for CSR related matters.
- **External Expert (Technical Committee)** for an International Conference on 'Business, Economics and Sustainable Development 2020' organized by **National Institute of Securities Management (NISM) & TERI School of Advanced Studies (TERI SAS)**
- A **Panelist & Guest Speaker** for various conferences and seminars for the topics related to Corporate Social Responsibility, Sustainability and Human Resource Management and Business Ethics.
- As a **Mentor at CRB Tech Solutions Pvt. Ltd.** CRB tech solutions is a career consultancy organization for which she provides consultancy in the area of Human Resource Management.
- As a **Chairperson** of paper presentation session at **International conference on Recent trends in Commerce and Management** organised by Gramonnati Mandal's Arts, Science and Commerce College in January 2018

#### **Other Assignments Done:**

1. Prepared online question banks of all HR subjects & also checking assignments & project for HR specialization for Post Graduation correspondence courses of Symbiosis Centre for Distance Learning for three years
2. Worked as Syllabus Restructuring committee member, University paper Setter, evaluator for exams, External Supervisor etc.

**Dr. Shweta M Bapat.**

**Pune**