



Kannada Sangha Pune's

## **Kaveri College of Arts, Science and Commerce, Pune**

Permanently Affiliated to Savitribai Phule Pune University, Pune  
Recognized U/S 2(f) and 12(B) of UGC Act, 1956  
Permanently Non-Aided | Linguistic Minority (Kannada)

### **Criteria VI Governance, Leadership and Management**

#### **Key Indicator 6.3- Faculty Empowerment Strategies**

**6.3.1 The institute has effective welfare measures for teaching and non teaching staff includes::**

**(2023-24)**

**Collaborative Initiatives by IQAC**

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## Employee's Provident Fund

P.F. STATEMENT for Jul 2023 PAID IN Aug -2023

Details	1	2	3	5	4	6	7	TOTAL
	KANN.Sangh	PRE-Prim	PRIMARY	SECONDARY	COLLEGE	KAVERI	AUND HGS	
<b>EE's P.F</b>	97909	93506	85231	148535	91824	44578	111577	<b>673160</b>
<b>ER'S PF</b>	29944	28597	26066	45427	28083	13633	34124	<b>205874</b>
<b>A/C-I</b>	<b>127853</b>	<b>122103</b>	<b>111297</b>	<b>193962</b>	<b>119907</b>	<b>58211</b>	<b>145701</b>	<b>879034</b>
<b>X</b>	67965	64909	59165	103108	63741	30945	77453	<b>467286</b>
<b>II</b>	4080	3896	3551	6189	3826	1857	4649	<b>28048</b>
<b>XXI</b>	4080	3896	3551	6189	3826	1857	4649	<b>28048</b>
<b>XXII</b>								<b>0</b>
<b>TOTAL</b>	<b>203978</b>	<b>194804</b>	<b>177564</b>	<b>309448</b>	<b>191300</b>	<b>92870</b>	<b>232452</b>	<b>1402415</b>

Salary			A/c- I	879034		
Total Staff			A/c- II	28048		
			A/c- X	467286		
			A/c- XXI	28048		
			A/c- XXII	0		
			TOTAL	1402416		



*Chalera*

Bereavement letter



**KANNADA SANGHA PUNE'S  
KAVERI COLLEGE OF SCIENCE & COMMERCE**

Dr. Kalmadi Shamarao Junior College Campus,  
Ganesh Nagar, Near CDSS, Erandawane, Pune 411038. Ph.: 25456328  
104 PU/PN/C/217/2005.

Death of Father

05 days Special Leave & MTS

**APPLICATION FOR LEAVE**

Date: 11/2/2024

1. Name: Tushar Parate

Dept: Admin

2. Reason: Personal (Father's death)

3. Period of leave applied: 14 days

4. Date from which required: 20/12/23 to 2/1/24

5. Nature of leave:

Balance of Leave Apply

(a) Casual: \_\_\_\_\_ (14) - 9

(b) Sick: \_\_\_\_\_

(c) Leave without pay: \_\_\_\_\_

6. Adjustment of Duties / Lectures:

Class	Time	Subject	To whom it is Assigned	Sign of the Teacher
1.				
2.				
3.				
4.				

Applicant's signature Tushar Parate

Signature of CO-ordinator / Sig. of O. S & Maintenance Officer: Phalke

Principal's Signature: \_\_\_\_\_

For Office Use

Total Leave applicable for 2023 - 2024: 15

Leaves taken during 2023 - 2024: 05

Leaves Balance for 2023 - 2024: 10

Leave Applied for 23-24 9 (14)

Leave Balance (-04) Pending 1

प्रति,  
प्रचार्य  
कावेरी कॉलेज ऑफ आर्ट्स सायन्स अँड कॉमर्स,  
पुणे.

विषय:- श्रवडीलांच्या निधना मुळे झालेल्या सुट्टीचा  
संशानभ्रुती पूर्वक विचार करण्यात यावा.

महोदय,

मी श्री. नुषार पार्ले आपल्या महाविद्यालयात  
वर्षापासून शिपाई म्हणून कार्यरत आहे. दि. १९/१२/२०२३  
शेजी माझ्या वडिलांना देवाज्ञा झाली व मला पुढील  
विहीन साठी माझ्या बावी जीवे लागले. या दरम्यान  
माझी २०/१२/२०२३ ते २१/०१/२०२४ सुट्टी झाली आहे.  
तरी माझ्या या सुट्टीचा आपण संशानभ्रुती पूर्वक  
विचार करूदा ही विनंती.

आपण व आपले महाविद्यालय नेटमीय कर्मचारी  
वर्गीच्या विचार करत असता माझ्या वडिलांच्या निधना  
नंतर आपण दिलेल्या संशानभ्रुती व आधारा बद्दल मी  
नेटमी त्रुणी राहिल.

धन्यवाद.

आपला विश्वासू

(श्री. नुषार पार्ले)  
१९०३६५५७०

Death of Father  
5 days  
srenal leave  
Amr



## Faculty gestalt charges



**KANNADA SANGHA PUNE'S  
KAVERI COLLEGE OF ARTS, SCIENCE & COMMERCE**  
S.No. 36, Shri G. M. Shetty Educational Campus,  
Ganeshnagar, Erandawane, Pune - 411038. Ph.: 020- 25456328

### BANK VOUCHER

No. 524

Date 6/2/2024

Debit A/C

: Staff welfare exps

Purpose

: Faculty Gestalt charges

Paid to

: Neuflex Talent Solutions Pvt Ltd

Supporting

: Inv. / Bill No. 2024-KS007 Challan No. dated 30/1/2024

Narration

: Being payment towards 24 faculty members 'Faculty Gestalt' charges

Bill amount Rs 35400/-

less TDS @ 10% Rs. 3540/-

Net Payment Rs. 31860/-

Special remarks, if any :

As instructed by :

As instructed by : Principal /

Payment by way of Cheque No. 001559 Date 7/2/24 (online /~~cash~~) of Bank of Baroda, Karvenagar Branch

Amount (in Figures) :

Rs. ~~31860/-~~

Amount (in Words) :

Rs. Thirty one Thousand eight Hundred & Sixty only

Head Administration  
Kannada Sangha Pune

Principal

Receiver's Sign

# Neuflex

Talent Solutions Pvt Ltd

(formerly: "Moebiusutra Consulting Pvt Ltd")

A1, Shubhnagari Society, 30/31, Dahanukar Colony, Kothrud, Pune - 411038. (INDIA)

Mobile : +91-92255 70858 Email : bhooshankelkar@hotmail.com

Web : www.neuflextalent.com / www.moebiusutra.com

## INVOICE for "FacultyGestalt" for Kaveri College of Arts, Science and Commerce

Invoice To: Dr Muckta Karmarkar

Kannada Sangha, Pune

GST No: 27AAATK1027H2ZX

Invoice Number: 2024-KS-007

Date of Invoice: 30 January, 2024

### Description of the Services Provided:

1. Delivery and Assessment of "FacultyGestalt" for Rs. 35,400 Only.  
24 Faculty members of Kaveri College of Arts, Science and Commerce

[Rs 1250 per faculty\* 24 Faculty: Rs. 30000 (base price)

Plus CGST of 9% of Rs 2700; and SGST of 9% of Rs 2700]

The PAN CARD number of "Neuflex Talent Solutions Pvt. Ltd" is:

AAICM8457C

GST for "Neuflex Talent Solutions Pvt. Ltd" is

27AAICM8457C1Z9

Service Tax Accounting Code:

00440057

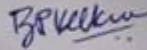
Service Tax Accounting Description:

00440057- Consulting Engineer

Payment can be done either by cheque made payable to "Neuflex Talent Solutions Pvt Ltd." Or via EFTS.

Axis Bank, Kothrud Branch  
Account: 913020046288836  
IFS Code: UTIB0000104

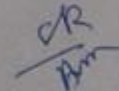
Thanking you,



Dr. Bhooshan Kelkar

Director

Neuflex Talent Solutions Pvt Ltd.





mail

Dr. Muckta Karmarkar <mucktakarmarkar@gmail.com>

Final Invoices submitted.

Messages

Wed, Jan 31, 2024 at 11:05 AM

Bhooshan Kelkar <bhooshankelkar@hotmail.com>  
To: Shilpa Kher <shilpa.kher@kaveri.edu.in>, Jyothi Kadkol <jyothi.kadkol@kaveri.edu.in>, Reshma Deshpande <deshpandereshma9@gmail.com>, Kanchan Deshpande <kanchan.deshpande@kaveri.edu.in>, Pallavi Naik <pallavi.naik@kaveri.edu.in>, Madhuri Chittewan <madhuri.chittewan@kaveri.edu.in>, Muckta Karmarkar <mucktakarmarkar@gmail.com>, Chandrakant Harkude <chandrakant.harkude@kaveri.edu.in>, Devasena Desai <devasena.desai@kaveri.edu.in>  
Cc: Madhura Kelkar <mkelkar\_2008@yahoo.com>, Sumathi Srinivasan <sumathi.srinivasan@kaveri.edu.in>, Malati Kalmadi <malati.kalmadi@kaveri.edu.in>

Dear Team,

I have already handed over the final invoices to Netra Madam yesterday. Requesting you to do the needful. NEFT/ Cheque details already given on the invoices. (and also sent earlier in an email)

Already received payment from Kannada Medium (Cheque) and KGERC (NEFT).

Centre No	Section name	Head	Number	Base Amount (Rs)	CGST (9%)	SGST (9%)	Total (Rs)
1	Pre Primary ,Ganesh nagar	Mrs Shilpa Kher	41	51250	4612.5	4612.5	60475
2	Primary Section , Ketkar Road	Mrs Jyoti Kadkol	50	62500	5625	5625	73750
3	KIS ,Lohegaon	Mrs Reshma Deshpande	89	86250	7762.5	7762.5	101775
4	KHS ,Baner	Mrs kanchan Deshpande	54	67500	6075	6075	79650
5	KHS ,Ganeshnagar	Mrs Pallavi.naik	81	76250	6862.5	6862.5	89975
6	Kalmadi Junior College	Dr Madhuri Chittewan	40	50000	4500	4500	59000
7	Kaveri College of Art,Science & Commerce	Dr Muckta Karmarkar	24	30000	2700	2700	35400
8	Kannada Medium ,Ketkar Road	Dr Chandrakant Harkude	5	6250	562.5	562.5	7375
9	KGERC	Dr Devasena Desai	4	5000	450	450	5900
			348				

Thanks,  
Bhooshan

Devasena Desai <devasena.desai@kaveri.edu.in>  
Bhooshan Kelkar <bhooshankelkar@hotmail.com>  
To: Shilpa Kher <shilpa.kher@kaveri.edu.in>, Jyothi Kadkol <jyothi.kadkol@kaveri.edu.in>, Reshma Deshpande <deshpandereshma9@gmail.com>, Kanchan Deshpande <kanchan.deshpande@kaveri.edu.in>, Pallavi Naik <pallavi.naik@kaveri.edu.in>, Madhuri Chittewan <madhuri.chittewan@kaveri.edu.in>, Muckta Karmarkar <mucktakarmarkar@gmail.com>, Chandrakant Harkude <chandrakant.harkude@kaveri.edu.in>, Madhura Kelkar <kelkar\_2008@yahoo.com>, Sumathi Srinivasan <sumathi.srinivasan@kaveri.edu.in>, Malati Kalmadi <malati.kalmadi@kaveri.edu.in>

Wed, Jan 31, 2024 at 11:13 AM

Noted.  
(quoted text hidden)

Pallavi Naik <pallavi.naik@kaveri.edu.in>  
Bhooshan Kelkar <bhooshankelkar@hotmail.com>  
To: Shilpa Kher <shilpa.kher@kaveri.edu.in>, Jyothi Kadkol <jyothi.kadkol@kaveri.edu.in>, Reshma Deshpande <deshpandereshma9@gmail.com>, Kanchan Deshpande <kanchan.deshpande@kaveri.edu.in>, Madhuri Chittewan <madhuri.chittewan@kaveri.edu.in>, Muckta Karmarkar <mucktakarmarkar@gmail.com>, Chandrakant Harkude <chandrakant.harkude@kaveri.edu.in>, Devasena Desai <devasena.desai@kaveri.edu.in>, Madhura Kelkar <kelkar\_2008@yahoo.com>

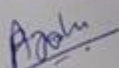
Wed, Jan 31, 2024 at 11:15 AM

24 | Mr. Shubham Sutar

Kannada Sangha Pune's  
Kaveri College of Arts, Science and Commerce  
AY 2023-24

Following staff members have given the Faculty Gestalt Test from Neuflex Talent Solutions Pvt Ltd between 17 January 2024 to 30 January 2024.

Sr. No	Name of the test taker
1	Dr. Muckta Karmarkar
2	Dr. Deepa Sathe
3	Mrs. Sujata Bachhav
4	Dr. Shweta Bapat
5	Mrs. Chitra Alavani
6	Dr. Sayee Kulkarni
7	Mrs. Pallavi Joshi
8	Dr. Pooja Ambole
9	Dr. Anand Buddhikot
10	Mr. Nilesh Nemade
11	Mrs. Soniya Kumbhojkar
12	Mr. Rohit Tambe
13	Mrs. Chaithra Uchil
14	Mrs. Shilpa Kannade
15	Mrs. Ravina Pawar
16	Mrs. Shruti Sastikar
17	Ms. Tanvi Zurunge
18	Mr. Sunil Waghmare
19	Dr. Mukta Bhosale
20	Mrs. Bhakti Joshirao
21	Mrs. Rashmi Joshi
22	Mrs. Sheetal Kulkarni
23	Ms. Chaitrali Chinchani
24	Mr. Shubham Sutar

  
Mrs. Pallavi Joshi  
SPOC for Faculty Gestalt Test

## Recreation Activities

**Name of the activity: Teacher's Day**

**Date: 5 th September 2023**

### Report:

Teacher's day was celebrated with full enthusiasm on 5th September 2023. Teachers and staff from all Kaveri Group of Institutes were present in Shakuntala Jagannath Shetty Auditorium. As is every year, Mrs. Malati Kakamdi welcomed the audience and administered the teachers oath. This year Dr. Pooja Ambole was felicitated for successfully completing her Phd in Commerce. Ms. Chaithra Uchil won Best Senior Teacher Award, Dr. Mukta Bhosale won Blooming Bud Award, Ms. Jyoti Satpute won the award for non teaching category and Mrs. Suman Adhav won the award in the helper category. The programme was followed by Antakshari Competition between Kaveri Group of Institutes. Team Parwane from Kaveri College participated wholeheartedly. Mrs. Rashmi Joshi, Mr. Shubham Shine, Ms. Manasi Kulkarni, Ms. Prachi Joshi represented the college



**Name of the activity: International Women's day**

**Date: 8 March 2024**

**Report:**

The "International Women's Day" was celebrated with great enthusiasm by the faculty members of Kaveri College of Arts, Science, and Commerce, Pune, under the auspices of Kannada Sangh Pune and the Staff Academy. On this occasion, a special lecture was organized for all the female faculty members. Clinical Psychologist and Consultant, Varsha Vartak, conducted an in-depth session on the topic "How to Deal with Superwoman Syndrome with Affirmation and Meditation."

During the event, the Vice-Principal of the college, Dr. Mukta Karvankar, extended her heartfelt wishes to everyone for International Women's Day and welcomed the chief guest. She also mentioned, "Superwoman is not a term of praise for us; rather, it is a label that places additional expectations on us and holds us accountable for everything."

Chief speaker, Varsha Vartak, while interacting with the female faculty, stated that women often suppress their own feelings while navigating through life. She explained that in every aspect of life, women constantly compromise, and the stress they experience stems from unnecessary worries, feelings of guilt, and the pressure from social media, among other factors. She emphasized that women often bear the most stress from their own expectations and that, in striving to give 100% in every aspect of life, they tend to burden themselves unnecessarily.

She urged the attendees to learn to say "No" at times while living life. For a stress-free life, she advised staying away from anger, hatred, resentment, and negative people. Furthermore, she outlined five important aspects:

1. **Acceptance of the Situation:** Understanding that we cannot be perfect in every situation and accepting it.
2. **Affirmation:** What we give out, nature sends back to us, so it is essential to use positive and affirming words in daily life and train the mind to be positive.
3. **Motivation:** Self-motivation is key. We should drive ourselves to grow positively through even small things and keep ourselves motivated.
4. **Guilt:** We should let go of the feelings of guilt that we may hold onto in relation to any situation.
5. **Meditation:** Finally, she highlighted the importance of meditation, demonstrating how and why it should be practiced.

Professor Pallavi Joshi, the head of the faculty committee, hosted the event, and Professor Suvarna Sabnis extended thanks to the attendees.



Varsha Vartak, while interacting with the female faculty

**Name of the activity: International Yoga Day**

**Date: 21 June,2023**

Kannada Sangha Pune's Kaveri College of Arts, Science and Commerce hosted an event on the occasion of **9th International Yoga Day** on 21st June 2023. The session was conducted by Ms.Revati Deshmukh – an expert yoga trainer and dietician. It was enthusiastically attended by students and all teaching and non-teaching staff members.

Principal Dr.Ashok Agrawal, Vice-principal Dr. Muckta Karmarkar and NSS – PO Mr. Nilesh Nemade were present on the dais. The event began with a brief introduction of the guest by Dr. Anand Buddhikot. Vice-principal Dr. Muckta Karmarkar felicitated Ms.Revati Deshmukh.

All staff members performed sitting Surya Namaskara and yoga asanas, followed by a chanting of 108 Omkar. At the end of the session, she briefed and practiced meditation. Ms. Revati explained the importance of yoga and meditation to find balance in today's sedentary lifestyle. Dr Anand Buddhikot proposed vote of thanks. All the staff members left the event feeling more relaxed and peaceful.



**Felicitations of Yoga trainer**