

MBA Through Online Mode
M.B.A.-II SEM-III
Paper-XVI
PROJECT REPORT AND VIVA

Student has to undergo a practical training of minimum fifty days. MBA being professional course it is essential for each student to practically apply or understand theoretical concepts what he/she learn during the course. During the training programme student is expected to collect vital information through internal and external source so as to reach concrete conclusions on the given subject. Student has to prepare the project report under the guidance of a research guide either allotted from the approved list of guides by university or students can select the eligible guide from their vicinity. The last date of submission of final copy of project will be declared time to time by the director of distance education, Shivaji University, Kolhapur. Student should submit two typed copies to the University. One copy for the university and another copy for his/her personal record. Students may prepare additional copies for the organization guide etc.

A viva-voce examination will be conducted online before the Semester IV examination. A viva voce committee will be appointed by the university. A committee will consist of three members. Number of committees to conduct the viva voce has to be decided by Chairman BOS in Management, Faculty of Commerce and Management, Shivaji University, Kolhapur in the consultation with the Director of Distance Education Center, Shivaji University, Kolhapur.

A viva-voce committee will be appointed by the university. A committee will consist of 3 members.

Constituent of the committee for viva voce

1. Chairman of the committee – Doctorate in the concern faculty
2. Member of the committee - Doctorate in the concern faculty
3. Member of the committee - Doctorate in the concern faculty

Guidelines for the project report

Declaration from the student that the research work is not copied from any other existing reports.
Certificate of the guide - Guide should certify that the research work is original and completed satisfactorily under his guidance.

The Chapter scheme for the project report will be as follows

Chapter No. I: Introduction to the study.

- 1.1 Introduction
- 1.2 Objectives and importance of the study
- 1.3 Scope and limitations of study
- 1.4 Research Methodology

Chapter No. II: Introduction to the organization

- 2.1 Introduction to the industry
- 2.2 Brief History of organization
- 2.3 Subsidiaries, Associates of the company
- 2.4 Departments/Manufacturing process

- 2.5 Important statistical information
- 2.6 Future prospect
- 2.7 Organization Structure

Chapter-III: Theoretical Background

Basic concepts Necessary theoretical inputs may be added to support the research work.

Chapter-IV: Data Analysis and Interpretation

Data should be analyzed with help of various tools studied in the Subject "Application of Research Methods in Management".

CHAPTER-V: FINDINGS/OBSERVATIONS

CHAPTER-VI: SUGGESTIONS/CONCLUSION

Appendix

The document charts, questionnaires, tables, schedules etc. which are actually referred to in the body of the project report (this consists of chapters I to V) are to be included under appendix or appendices.

So, the appendices may include.

Questionnaires used for collecting information. Schedules used for collecting information.

Tables formed for presenting the data.

Documents/forms etc., referred to in the body of the project report. Diagram, graphs etc. referred to in the body of the project report.

Guide student meeting record form.

Joining letter of industry Progress reports duly signed

Performance appraisal report duly signed by industry authority

Bibliography

Bibliography means list of books, journals, published work actually referred to or used in the writing of the project report. This is not a separate chapter. The bibliography has to be written in a specific manner

The above guidelines are not the prescription on writing the project report but can be used as a milestone while writing the Project Report. The guide has every discretion to change the chapter scheme as per the requirement

Note: 1) There should be proper linkage between objectives, data analysis and interpretation, findings and suggestions.

2) Student should not use logos and name of company on the project report pages. Header and Footer shall consist of university name and institute name respectively. No other information should be included in the Header and Footer.

3) Use of colours in text matter should be avoided.

4) Student has to check the plagiarism percentage of project report before submission of the hard copy of the project report. The accepted plagiarism level is less than Five percent. Plagiarism check should be done at Shivaji University's library. Plagiarisms check done at any other institutes or at any other softwares will not be accepted. Plagiarism check report should be attached in the hard copy of the project report.

Eligibility of the Guide:

1. Director, Distance Education Center, Shivaji University, Kolhapur will declare an updated list of approved guides every year. Students may opt the guidance of experts from the list.
2. Students can select a guide for project report from their vicinity. An expert teacher working at PG level dealing with Commerce & Management courses working full time approved teacher of any university, autonomous institute is eligible to guide the student for project report. (The formal permission from the Director, Center of Distance Education, Shivaji University, Kolhapur need to be taken in writing.)
3. The teacher dealing with PG courses in Economics, Psychology, Sociology, Statistics are also eligible. Student has to take prior permission from CDE SU, Kolhapur for the same.
4. Student has to write to university for guide approval, along with brief profile of expert conveying his eligibility to guide the student for MBA project.

Note: The detailed discussion and procedures have been detailed in the Self Instructional Material of University.

JOINING REPORT

Date:

To,

The Director,

.....

.....

..... Sub: Joining Report

Respected Sir,

I, Shri/Ms.

.....have joined
..... for the summer in-
plant training fromfor the Project Work to be carried
out.

I would be carrying out project work under the guidance and supervision of Shri. /Ms.

..... (designation)

..... in

.....area. The title of my project work is

I shall join the college immediately after completion of my training i.e. on 1st August 20 without fail.

(Name & signature of the Student) (Name and Signature of the Industry Guide)

Seal of Organization.



Estd. 1962
"A" Accredited by
NAAC(2021)
With CGPA 3.52

SHIVAJI UNIVERSITY, KOLHAPUR - 416 004,
MAHARASHTRA

www.unishivaji.ac.in, bos@unishivaji.ac.in

शिवाजी विद्यापीठ, कोल्हापूर - ४१६ ००४, महाराष्ट्र

दूरध्वनी - ईपीएबॉक्स - २६०९०००, अभ्यासमंडळे विभाग दूरध्वनी ०२३१-२६०९०९३/९४



SU/BOS/Science/482

Date: 01/07/2023

To,

The Principal, All Concerned Affiliated Colleges/Institutions Shivaji University, Kolhapur	The Head/Co-ordinator/Director All Concerned Department (Science) Shivaji University, Kolhapur.
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Subject: Regarding syllabi of M.Sc. Part-I (Sem. I & II) as per NEP-2020 degree programme under the Faculty of Science and Technology.

Sir/Madam,

With reference to the subject mentioned above, I am directed to inform you that the university authorities have accepted and granted approval to the revised syllabi, nature of question paper and equivalence of M.Sc. Part-I (Sem. I & II) as per NEP-2020 degree programme under the Faculty of Science and Technology.

M.Sc. Part I (Sem I & II) as per NEP-2020			
1.	Mathematics	5.	Botany
2.	Mathematics (Distance Mode)	6.	Statistics
3.	Mathematics (Online Mode)	7.	Applied Statistics and Informatics
4.	Zoology		

This syllabus, nature of question and equivalence shall be implemented from the academic year 2023-2024 onwards. A soft copy containing the syllabus is attached herewith and it is also available on university website www.unishivaji.ac.in

The question papers on the pre-revised syllabi of above-mentioned course will be set for the examinations to be held in October /November 2023 & March/April 2024. These chances are available for repeater students, if any.

You are, therefore, requested to bring this to the notice of all students and teachers concerned.

Thanking you,

Dy Registrar
Dr. S. M. Kubal

Copy to:

1	The Dean, Faculty of Science & Technology	8	P.G. Admission/Seminar Section
2	Director, Board of Examinations and Evaluation	9	Computer Centre/ Eligibility Section
3	The Chairman, Respective Board of Studies	10	Affiliation Section (U.G.) (P.G.)
4	B.Sc. Exam/ Appointment Section	11	Centre for Distance Education

7. Course Codes

M. Sc.(Mathematics) Part I (Semester I and II)

Semester	Code	Course Code	Title of New Course
I	MMT-101	MSU0325MML827G1	Linear Algebra
I	MMT-102	MSU0325MML827G2	Real Analysis
I	MMT-103	MSU0325MML827G3	Ordinary Differential Equations
I	MMT-104	MSU0325MML827G4	Numerical Analysis-I
I	MET-105	MSU0325MEL827G1	Combinatorics
		MSU0325MEL827G7	Linear programming and its applications
I	RM-106	MSU0325RML827G	Research Methodology
II	MMT-201	MSU0325MML827H1	Algebra
II	MMT-202	MSU0325MML827H2	Topology
II	MMT-203	MSU0325MML827H3	Advanced Calculus
II	MMT-204	MSU0325MML827H4	Numerical Analysis - II
II	MET-205	MSU0325MEL827H1	Number Theory
		MSU0325MEL827H7	Quantitative techniques in operations Research
II	OJT-206 /	MSU0325OJP827H /	On job Training /
	FP-206	MSU0325FPP827H	Field project

M.Sc. (Mathematics)(Online Mode) Part–I (Level-6.0)

Semester	Mandatory Major 4 credits	Mandatory Major 2 credits	Mandatory Elective (any one) 4 credits	Mandatory RM and OJT/FP 4 credits
I	1) Linear Algebra 2) Real Analysis 3) Ordinary Differential Equations	Numerical Analysis-I	1) Combinatorics 2) Linear programming and its applications	Research Methodology
II	1) Algebra 2) Topology 3) Advanced Calculus	Numerical Analysis - II	1) Number Theory 2) Quantitative techniques in operations Research	On job Training/ Field project

M.Sc. (Mathematics) (Online Mode) Part–II (Level-6.5)

Semester	Mandatory Major 4 credits	Mandatory Major 2 credits	Mandatory Elective (any one) 4 credits	Mandatory RM and OJT/FP
III	1) Functional Analysis 2) Complex Analysis 3) Classical Mechanics	Advanced Discrete Mathematics	1) Fluid Dynamics 2) Fuzzy Mathematics - I	Research Project (4 credits)
IV	1) Integral Equations 2) Field Theory 3) Partial Differential Equations	—	1) Computational Fluid Dynamics 2) Fuzzy Mathematics-II	Research Project (6 credits)

C) Assessment of On Job Training (OJT):

- i. The student shall join and complete the On Job Training as below:

Internship	Schedule	Duration	Activities	Credits
Summer Internship	After 2nd Semester	4 – 6 weeks	Industrial/ Govt./ NGO/ MSME/ Rural Internship/ Innovation / Entrepreneurship, etc.	4

- ii. After successful completion of On Job Training (OJT) the assessment for 100 marks shall be done online by External and Internal Examiners as under:

Sr. No.	Particular	Marks
1	Quality and effectiveness of presentation	10
2	Depth of knowledge and demonstration skills	10
3	Variety and relevance of learning experience	10
4	Practical applications and relationships with concepts taught	10
5	Internship Report	30
6	Attendance record, student log, supervisor evaluation	30



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NAAC (2021)
With CGPA 3.52

**SHIVAJI UNIVERSITY, KOLHAPUR - 416004,
MAHARASHTRA**

PHONE:EPABX-2609000, www.unishivaji.ac.in, bos@unishivaji.ac.in

शिवाजी विद्यापीठ, कोल्हापूर - ४१६००४, महाराष्ट्र

दूरध्वनी-ईपीएबीएक्स -२६०९०००, अभ्यासमंडळे विभाग दूरध्वनी ०२३१-२६०९०९४



Ref./SU/BOS/Com & Mgt./399

Date : 30/06/2025

To,

The Principal/Co-ordinator/Director
All Affiliated (Commerce & Management) Colleges/ Institutions,
Shivaji University, Kolhapur

**Subject :Regarding structure and syllabi of M. Com. Part-I (Sem. I & II) (Online Mode)
degree programme under the Faculty of Commerce & Management as per
National Education Policy, 2020 (NEP 2.0)**

Sir/Madam,

With reference to the subject mentioned above, I am directed to inform you that the University authorities have accepted and granted approval to the structure and syllabi of **M. Com. Part-I (Sem. I & II) (Online Mode)** under the Faculty of Commerce & Management as per National Education Policy, 2020 (NEP 2.0)

This syllabi shall be implemented from the academic year **2025-2026** onwards. A soft copy containing the syllabus is attached herewith and it is also available on university website www.unishivaji.ac.in (Online Syllabus).

You are therefore, requested to bring this to the notice of all Students and Teachers concerned.

Thanking you,

Yours faithfully,

(Dr. S. M. Kubal)
Dy. Registrar

Encl : As above

Copy to,

1. Dean, Faculty of Commerce & Management
2. Chairman, BOS under Faculty of
Commerce & Management
3. Director, BOEE
4. Appointment Section
5. P. G. Admission Section
6. O.E. 1 Section
7. Affiliation Section (U.G./P.G.)
8. Computer Center/I.T.
9. Eligibility Section
10. Distance Education
11. P.G. Seminar Section
12. IQAC Section

for information

for information and necessary action.

SHIVAJI NIVERSITY, KOLHAPUR



ESTD. 1962
NAAC A++ Grade

Faculty of Commerce and Management

Master of Commerce (M. Com.)

Online Mode

(Structure and Syllabus in accordance with
National Education Policy to be implemented
from Academic Year 2025-26)

Shivaji University, Kolhapur
Master of Commerce (M. Com.) Online Mode
Syllabus, Structure, Rules and Regulations (in
accordance with National Education Policy
to be implemented from Academic Year 2025-26)

1. INTRODUCTION:

The stream of commerce education has gained lot of importance in the recent past. Due to globalization trade and aids to trade has not remained in the limited horizon. The facets of trade need to be studied beyond geographical barriers and culture. Therefore, the time has come to think commerce education from the perspective of global education. The domains falling in commerce like accountancy, costing, taxation as well as business administration have importance in every walk of life for an entrepreneur. The whole commerce education itself is an interdisciplinary in nature. Therefore, recent trends in those subjects and their applications in the business world need to be correlated. While restructuring this curriculum as per the National Education Policy 2020, more focus is on practical applications of various concepts being taught under the faculty of commerce and management.

2. PROGRAMME OUTCOMES: PROGRAMME OUTCOMES (POs)

Trained professionals for industry and commerce

PO 1: To acquaint the learners with skills and capabilities to handle managerial and administrative responsibilities

PO 3: To demonstrate the decision-making ability by application of theories in real life business situations

PO 4: To imbibe entrepreneurial temperaments, skills and capabilities among the learners

PO 5: To demonstrate the knowledge of commerce and industry in business applications

PO 6: To acquaint the knowledge of accounting, costing, taxation and administration.

PO 7: To acquaint with conventional and contemporary thoughts, ideas and practices

PROGRAMME SPECIFIC OUTCOMES (PSOs)

- **PSO1:** In depth understanding of core areas of accounting-financial accounting, cost accounting, management accounting, international accounting, investments, security and tax planning, business research methods
- **PSO2:** Application of knowledge in problem solving, decision making
- **PSO3:** Working in teams as well as taking initiative and leadership responsibilities
- **PSO4:** To apply modern tools techniques and methods
- **PSO5:** Applying inter personal communication skills
- **PSO6:** Ability to handle different functional areas of accounting, finance, taxation and administration.

3. DURATION:

The revised guidelines and rules shall be implemented gradually as mentioned below and the duration of the programme has been mentioned below:

Postgraduate Programme:			
Level 6.0	Postgraduate Diploma (One year or two semesters)	M. Com. Part-I	2025-26
Level 6.5	Master's Degree(Two years or four semesters)	M. Com. Part-II	2026-27
Level 6.5	Master's Degree (One year or two semesters after obtaining A four-year Bachelor's Degree (Honours /Research)	M. Com. Part-II	2027-28

(If the candidate wants to exit after a certain level, the Awards after completing specific level will be: Postgraduate Diploma in Commerce and M. Com. for Level- 6.0 and Level-6.5 respectively. Other provisions for multiple entry and exit as per the university's rules and regulations are applicable).

4. ELIGIBILITY FOR ADMISSION:

The candidate completed Three Years B. Com. Degree (or Level-5.5 of NEP framework) will be eligible for Online M. Com. Part-I (Level 6). The candidate completed Four Year B. Com. (Hon./Research) (Level-6) will be eligible for Online M. Com. Part-II (Level 6.5) directly. [The criteria for admission is as per the rules and regulations set from time to time by the university, government and other relevant statutory authorities.]

5. MEDIUM OF INSTRUCTION:

The medium of instruction shall be ENGLISH.

6. Pattern of M. Com. Programme:

Combination of internal assessment and semester-end examination for Online M. Com. will be 80:20 pattern shall be applicable for each theory paper in each semester wherein 80 marks shall be for University Semester-end examination and 20 marks for internal assessment except Project Work and Apprenticeship. In that case Project Work will have 60 marks and Viva-voce will have 40 marks and for Apprenticeship total 150 marks will be their which will be assessed by internal guide and external mentor from industry or community engagement.

7. **Weightage:** There shall be Two Year M. Com. Programme with 160 Credits. The candidate wishes to attempt for Four Year B. Com. (Hon./Research) may opt for 4th year which will have 38 credits, hence, Four Year B. Com. Programme will require 198 credits. (Please refer the university regulations and structure of the programme for details).

8. Structure: The Structure of Online M. Com. Programme is given below:
(As per Government of Maharashtra Guidelines GR No. एन ई पी -२०२२/७. ०९/ वि व श-३
वि शकाना वि द. १६ मे २०२३)

Year	Level	Sem. (2 Yr)	Major		RM	OJT/ FP	RP	Cum. Credi t
			Mandatory	Electives				
I	6.0	Sem. I	DSC1 (4) DSC2 (4) DSC3 (4) DSC4 (2)	DSE1(4)	RM (4)	-	-	22
			14	04	04	-	-	22
		Sem. II	DSC5 (4) DSC6 (4) DSC7 (4) DSC8 (2)	DSE2 (4)		OJ T (4)		22
			14	04	-	04	-	22
			28	08	04	04	-	44
		Exit Option: Award of P. G. Diploma (44 Credits)						
II	6.5	Sem. III	DSC9 (4) DSC10 (4) DSC11 (4) DSC12 (2)	DSE3 (4)			RP (4)	22
			14	04	-	-	04	22
			DSC5 (4) DSC6 (4) DSC7 (4)	DSE4 (4)			RP (6)	
			12	04	-	-	06	22
			26	08	-	-	10	44
			54	16	04	04	10	88
Award of P. G. Degree (88 Credits) [for 2 year P. G. after 3 year UG programme or one year after 4 year UG programme]								

Online M. Com. Programme Structure for Semester I and II

Semester - I											
Teaching Scheme					Examination Scheme						
Sr. No.	Theory (TH)				Practical (PR)	Semester - end Examination (SEE)			Internal Assessment (IA)		
	Course Type	No. of Lectures per Week	Hours	Credits		Paper Hours	Max	Min	Internal	Max	Min
1	DSC1	4	4	4		3	80	32	--	20	08
2	DSC2	4	4	4		3	80	32	--	20	08
3	DSC3	4	4	4		3	80	32	--	20	08
4	DSC4	2	2	2		2	40	16	--	10	04

5	DSE1	4	4	4	3	80	32	--	20	08
6	RM	4	4	4	3	80	32	--	20	08
Total		22	22	22		440		--	110	
		SEE + IA: 440 + 110 = 550								

Semester - II												
Teaching Scheme							Examination Scheme					
Sr. No.	Theory (TH)				Practical (PR)		Semester - end Examination (SEE)			Internal Assessment (IA)		
	Course Type	No. of Lectures	Hours	Credits	Hrs.	Credits	Paper Hours	Max	Min	Internal	Max	Min
1	DSC5	4	4	4	--	--	3	80	32	--	20	08
2	DSC6	4	4	4			3	80	32	--	20	08
3	DSC7	4	4	4			3	80	32	--	20	08
4	DSC8	2	2	2			2	40	16	--	10	04
5	DSE2	4	4	4			3	80	32	--	20	08
6	OJT/FP	-	-	-	4	4	RS*	80	32	VV#	20	08
Total		18	18	18	4	4		440			110	
										SEE + IA: 440 + 110 = 550		
Semester I and II		40	40	40	4	4		880	-	SEE + IA: 880 + 220 = 1100		
Total credits required for completing. M. Com. I: 44 credits												

RS = Report Submission: Certified Submission of Dissertation/OJT

Report/Project Report # VV= Viva-Voce/Presentation

9. List of Courses:

List of Courses for Online M. Com. Part - I (Semester - I & II) is given in the annexure.

10. Scheme of Examination:

The Question paper in each Semester for each theory course (paper) for Online M. Com. (all Semesters) shall be of 80 marks. Total marks for each course shall be based on continuous assessments and semester-end examination. Combination of internal assessment and semester-end examination for M. Com. will be as follows:

Total marks for each course = 100

Internal Assessment = 20

Semester-end Examination = 80

Internal Assessment Process shall be as follows:

(a) The Internal Assessment (for 20 % Marks) shall be based on test, assignment, seminar, case study, field work, project work etc. This assessment process should be conducted

Shivaji University Kolhapur
Syllabus in accordance with NEP- 2020
Introduced from Academic Year 2025-26
Online M.Com. Part –I, Semester II
Guidelines for the On the Job Training (OJT) / Internship

1. On the Job Training (OJT) is to be completed by the student at any commercial organisation/NGO. For this purpose, the organisations may include office of Chartered Accountant, Cost and Management Accountant, Company Secretary, Management Consultant Government or Semi-Government organisation, cooperative society, bank, local authority etc. (The list is for reference only; not exhaustive; other similar organisations can be considered for OJT)
2. OJT is to be completed by the candidate/student under the guidance of guide/mentor from the college, affiliated to any recognized university or autonomous institute as well as industry/organisation guide/mentor where he/she is doing internship/apprenticeship.
3. OJT Report is to be prepared which shall be based on the field work and a soft copy of it has to be submitted to the Centre for Distance and Online Education before commencement of semester end examination.
4. The OJT Report shall consist of the following: Title page should cover the following:
 - a. Name of the intern (student)
 - b. Name of the internal guide and external guide/mentor
 - c. Name of the Centre
 - d. Organisation where internship is conducted
 - e. Duration in which internship was completed

The main text of the report should consist of:

- a. Profile of the organisation
 - b. Details of work done during the internship
 - c. Key learning/takeaways/ skills acquired during the internship
 - d. Responsibilities handled during the internship
 - e. Problems faced during the internship
 - f. Any significant contribution/solution provided to the organisation during the internship
 - g. Conclusion
 - h. Attendance sheet (day-wise) signed by industry/organisation guide.
5. Internship/Apprenticeship report shall consist of around 40 to 50 typed pages.
6. All recognized P.G. Teachers and also teachers teaching to M. Com Course under the Faculty of Commerce and Management are eligible to work as mentor or guide of the trainee, affiliated to any recognized university or autonomous institute. The Programme Coordinator of Online M. Com. Programme, may appoint such teachers as guide or mentor.
7. Total duration of OJT shall be of 120 hours. The centre has flexibility to allow the students to complete the Internship/Apprenticeship at any time during the semester, but the soft of project report of OJT has to be submitted before commencement of semester end examination.

8. In case of students registered on online mode and who are already working/employed, they have to submit the OJT report. However, they can complete OJT in the same organisation where they are working/employed. Those students who are registered on online mode, but not working/employed anywhere, have to complete OJT as per the guidelines.

9. Evaluation of On the Job Training

There shall be evaluation of a maximum of 100 marks for OJT on the following criterion and shall be done by Programme Coordinator and Course Co-ordinators of Online M. Com. Programme.

Sr.	Criterion for Evaluation	Maximum Marks
1	Attendance and Engagement	10
2	Relevance of Internship/Apprenticeship with curriculum	10
3	Responsibilities handled during Internship/Apprenticeship	20
4	Skills acquired during Internship/Apprenticeship	20
5	Contribution of Intern/Apprentice to the organisation	20
6	Internship/Apprenticeship Report	20
	Total	100

A
PROJECT REPORT
ON

**“A STUDY OF EMPLOYEE ENGAGEMENT AND ITS
EFFECTIVENESS ON RESEARCH AND INNOVATION OF
FACULTY AT ANNASAHEB DANGE COLLEGE OF
ENGINEERING AND TECHNOLOGY (ADCET), ASHTA”**

SUBMITTED TO
SHIVAJI UNIVERSITY, KOLHAPUR
IN PARTIAL FULFILMENT OF THE DEGREE OF
**MASTER OF BUSINESS ADMINISTRATION
(ONLINE MODE)**

SUBMITTED BY
DR. SHAILENDRAKUMAR BRAHMADEV HIVAREKAR
M.Tech. (Env. Sci & Tech.), Ph.D. (Environmental Engineering)

UNDER THE GUIDANCE OF
DR. NAGINA S. MALI
M.A, M.B.A , Ph.D. (Education)
Course Coordinator, Online MBA,
Centre for Distance and Online Education,
Shivaji University, Kolhapur

**CENTRE FOR DISTANCE AND ONLINE EDUCATION
SHIVAJI UNIVERSITY, KOLHAPUR**

2025 – 2026

CERTIFICATE BY ORGANIZATION

	Sant Dnyaneshwar Shikshan Sanstha's ANNASAHEB DANGE COLLEGE OF ENGINEERING AND TECHNOLOGY, ASHTA An Empowered Autonomous Institute • Affiliated to Shivaji University, Kolhapur • Approved By AICTE, New Delhi & Govt. of Maharashtra • • Accredited by NAAC With A++ Grade • NBA Accredited Courses • <i>Celebrating 26 Glorious Years of Excellence</i>	 Courses Accredited by  NBA NATIONAL BOARD ACCREDITATION
Ref. <i>AD CET / office / 588</i>	Date: <i>31 / 01 / 2026</i>	
TO WHOMSOEVER IT MAY CONCERN		
This is to certify that Dr. Shailendrakumar Brahmadev Hivarekar, a student of Centre for Distance and Online Education, Shivaji University, Kolhapur has successfully completed an internship of 50 days at Annasaheb Dange College of Engineering and Technology, Ashta as a part of their Master of Business Administration (Online Mode).		
During the internship period, the student was actively involved in studying employee engagement practices and analyzing their effectiveness on research and innovation among faculty members. The work included data collection through questionnaires, interaction with faculty members and administrative staff, analysis and interpretation of data, and preparation of a comprehensive academic report in line with the project objectives.		
We acknowledge the student's contribution and wish them success in their future endeavors.		
Date: 27/01/2026 Place: Ashta		
 Dr. L. Y. Waghmode Director		
Ashta, Tal : Walwa, Dist. Sangli - 416 301, Maharashtra. Ph. : 8600600700. E-mail : director@adcet.in www.adcet.ac.in		

DECLARATION BY STUDENT

I undersigned hereby declare that the project entitled “**A STUDY OF EMPLOYEE ENGAGEMENT AND ITS EFFECTIVENESS ON RESEARCH AND INNOVATION OF FACULTY AT ANNASHEB DANGE COLLEGE OF ENGINEERING AND TECHNOLOGY (ADCET), ASHTA**” is an original work prepared by me under the guidance of **Dr. Nagina S. Mali, Course Coordinator, Online M.B.A. Centre for Distance and Online Education, Shivaji University, Kolhapur**. The findings in this report are based on the data collected by me. The matter included in this report is not a reproduction from any other sources.

I also hereby declare that this project has not been submitted at any time to any other university or institution for the award of any degree or diploma.

Date: 27/01/2026

Place: Ashta



Dr. Shailendra Kumar B. Hivarekar

CERTIFICATE BY GUIDE

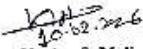
M.B.A. (Online Mode) Centre for Distance and Online Education. Shivaji University, Kolhapur

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This is to certify that the project report entitled "A STUDY OF EMPLOYEE ENGAGEMENT AND ITS EFFECTIVENESS ON RESEARCH AND INNOVATION OF FACULTY AT ANNASAHEB DANGE COLLEGE OF ENGINEERING AND TECHNOLOGY (ADCET), ASHTA" submitted to Centre for Distance and Online Education, Shivaji University, Kolhapur. For the partial fulfillment of the degree of "MASTER OF BUSINESS ADMINISTRATION (Online Mode)" is an independent research work carried out by the Dr. Shailendrakumar Jitramadev Hivarekar under my guidance. To the best of my knowledge and belief this has not been previously submitted for the award of any degree or diploma of any university or any other College.

Date: 27/01/2026

Place: Kolhapur



Dr. Nagima S. Mali

(Research Guide)

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विद्यापीठ विकास मंच
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०२३१-२६०९३९८

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नेहा कुंभार
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स्वागत परुळेकर
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नोकरी महामेळावा २०२६

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ज्या विद्यार्थ्यांना रोजगाराच्या महा कुंभामध्ये सहभागी व्हायचा आहे व इंटरव्यू द्यायचेत अशांनी खालील लिंक त्वरित भरावी

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वेळ आणि ठिकाण:

दिनांक: *रविवार, २२ फेब्रुवारी २०२६*

वेळ: *सकाळी ९:०० ते सायंकाळी ५:००*

स्थळ: *शिवाजी विद्यापीठ परिसर, कोल्हापूर.*

* या मेळाव्याचे खास आकर्षण:

- * 🌐 ग्लोबल करिअर: केवळ भारतच नाही, तर आंतरराष्ट्रीय स्तरावर (International Placement) काम करण्याची संधी.
- * 🏢 २००+ कंपन्या: एकाच छताखाली नामांकित मल्टिनॅशनल कंपन्यांशी संवाद साधण्याची संधी.
- * 🎯 सर्व क्षेत्रांसाठी जागा: इंजिनिअरिंग, IT, मेडिकल, फार्मा, मॅन्युफॅक्चरिंग, बँकिंग, फायनान्स, अकाउंटिंग आशा वेगवेगळ्या क्षेत्रातील जागा उपलब्ध.
- * 💰 पूर्णपणे मोफत: नोंदणीपासून नोकरी मिळेपर्यंत कोणतीही फी नाही! (Zero Registration Fees)

या नोकरी मिळावी मध्ये सहभाग घेणाऱ्या कंपन्यांचे सिलेक्शन शिवाजी विद्यापीठ कोल्हापूर यांच्या तर्फे करण्यात येणार आहे

त्यामुळे आपल्याकडून रजिस्ट्रेशन फॉर्म लवकरात लवकर जमा करावा आपले सिलेक्शन शिवाजी विद्यापीठातर्फे करण्यात आले असेल त्याची माहिती आपल्याला फोन द्वारे कळविण्यात येईल..

📞 नाव नोंदणी व अधिक माहितीसाठी संपर्क:

👤 नितीन माने: [+91 9356048560]

👤 नेहा कुंभार: [+91 9518713640]

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📌 हा मेसेज जास्तीत जास्त तरुण-तरुणींपर्यंत पोहोचवा. एक शेअर कोणाचे तरी आयुष्य बदलू शकतो!