



Since 1994

Marathwada Mitra Mandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune
S. No. 18, Plot No. 5/3, CT5 No. 205, Behind Vandevi Temple, Karvenagar, Pune-
411052



Index of Activities/Initiatives

Initiative related to Gender Sensitization

Sr. No.	Activity/Initiatives Document
1	Accelerating Women's Equality
2	Empowering Women, Empowering Humanity
3	Visit to Poona School and Home for Blind Girls
4	Session on .Financial Literacy for Women
5	.Guidance session for Women Self Help Group
6	SPPU Courses Syllabus
7	Session on Prevention of Sexual Harassment



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Accelerating Women's Equality

Accelerating Women's Equality

Date: 7th March 2020

Place: Classroom



A session on the Occasion of International Women's Day was conducted on 7th March 2020. Guest speaker was Ms. Shilpa Budukh, founder of Mamta Foundation – an NGO that shelters HIV positive children.



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Empowering Women, Empowering Humanity



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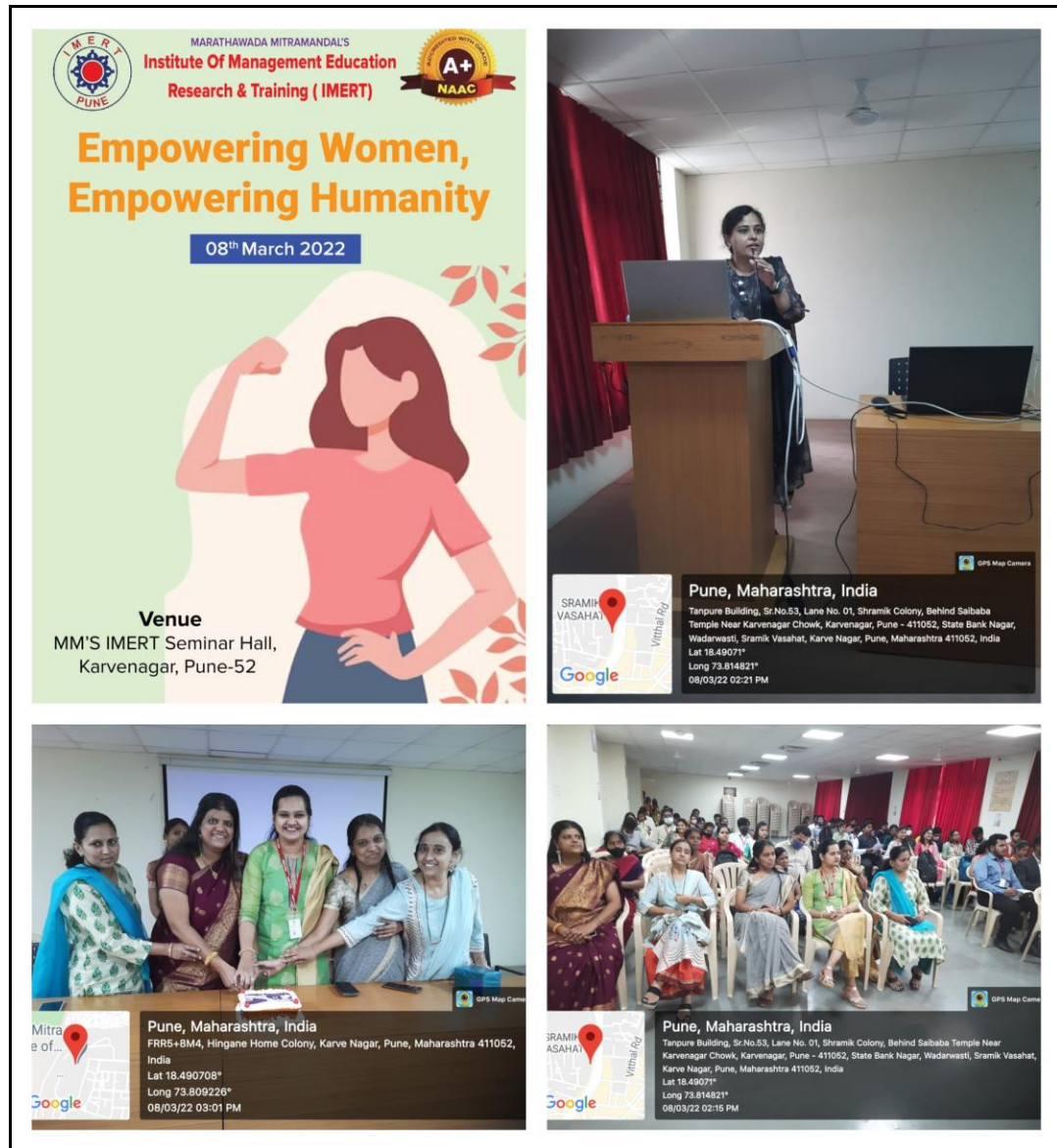
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Empowering Women, Empowering Humanity

Date: 8th March 2022

Place: IMERT seminar Hall



The International Women’s Day was celebrated at MM’s IMERT Seminar Hall. The Director Dr. Shubhangee Ramaswamy, teachers and students expressed their views on the occasion. A cake cutting ceremony was also held to celebrate the occasion.



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Visit to Poona School and Home for Blind Girls



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Visit to Poona School and Home for Blind Girls

Date: 25th March 2022

Place: Poona School and Home for Blind Girls



A teacher along with three students visit the orphanage and donated clothes to the students.



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Session on Financial Literacy for Women



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Financial Literacy by Women's Cell

Date: 25th September 2018

Place: Talegaon Dhamdhere



A financial literacy session was conducted by The Women's Cell of MM's IMERT at Talegaon Dhamdhere for the members of Women Self Help Groups



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Guidance session for Women Self Help Group



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Guidance session for Women Self Help Group

Date: 2nd February 2019

Place: Manthan (Board room)



IMERT organised a guidance session for the Women self-help group from Talegaon Dhamdhere on 2nd February 2019. Resource persons were from Vestige - Ms. Leena Khandelwal and Dr Shankarrao Raut. Mr Swapnil Joshi from Eco regain also graced the occasion. The speakers enlightened the women about various business opportunities and in turn leading an independent life.



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Session on Prevention of Sexual Harassment



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Session on Prevention of Sexual Harassment (POSH) at workplace

Date: 22nd November 2022

Place: IMERT Seminar Hall



Session on Prevention of Sexual Harassment (POSH) at workplace was conducted by Adv. Poonam Takalkar during the Induction Program of 2022-2024 batch. Students were sensitized about the laws related to POSH



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SPPU Courses Syllabus Which Addresses Gender Issues

SEM IV		413FIN -Rural and Micro Finance
2 Credits	LTP: 2:0:0	Subject Elective(SE) Course-Financial Management

Course Outcomes: On successful completion of the course the learner will be able to

CO#	COGNITIVE ABILITIES	COURSE OUTCOMES
CO413FIN.1	REMEMBERING	DEFINE the key concepts of Microfinance and other terms associated with rural and micro finance.
CO413FIN.2	UNDERSTANDING	EXPLAIN the relevance of Microfinance and how its work towards rural development.
CO413FIN.3	APPLYING	USE of micro finance, microfinance models and their contribution towards, Economic growth, poverty elimination, women empowerment and gender equality.
CO413FIN.4	ANALYSING	ANALYZE the linkage between MFIs and Rural development
CO413FIN.5	EVALUATING	EVALUATE the significance of the microfinance institutions & Self-Help Group for rural development
CO413FIN.6	CREATING	CREATE/DEVELOP models, cases and plans related to micro finance.

1.Overview of Microfinance: Background, Concept, Fundamentals of Microfinance, Characteristics of Micro Finance, Microfinance & Banking, The Grameen Bank, Microfinance & Micro Credit, Microfinance

1. NGOs, Channels of Microfinance, Microfinance & Rural Development- Role of MFIs and Rural credit, Types of rural Credit Poverty Microfinance and Economic Well-being ,Microfinance & Women

Empowerment, Financial Inclusion.

(6+1)

2.Microfinance Lending Models and its Financial & other Products: Microfinance Delivery Models and Banks Linkages Programme MFI Group Lending Model, MFI Individual Lending Model, MFI Loan Products & Related Issues, MFI Savings & Saving Products, Remittances, MFI Micro insurance.

(5+1)

3.Microfinance Service Providers and Microfinance Institutions: Governance and the Constitution of the Board of Various Forms of MFIs in India, Intermediaries for Microfinance, Commercialization of Microfinance Institutions, Challenges to Microfinance Institutions.

(4+1)

1. Microfinance & Self Help Groups: Meaning of SHGs, Pattern of their Functions-Funding Agencies of these SHGs-Provisions under SHGs- Savings, Credit, Marketing & Insurance, Financial & Social Inclusion through SHGs, SHGs and entrepreneurship development, NABARD and SHGs - SHGs & Bank Linkages - SHGs and Training Programmes, SHGs and Economic Empowerment, Role of SHGs in Poverty alleviation- Cases related to Indian Context.

(5+1)

5.Issues , Trends and Strategic alliances in Microfinance: Emerging issues in Microfinance, Recent Trends in Microfinance, Microfinance & Sustainable Development, Role of Technology in Microfinance,

Microfinance & Gender equality, Impact of Microfinance on Women empowerment.

(5+1)

Suggested Books:

1. Microfinance in India by K G Karmakar, March 2008Sage Publication Private Ltd.
2. Macro Dynamic of Micro Finance Daniel Lazar P. Natarajan MalabikaDeo Excels Books 2010
3. The Economics of Microfinance by Jonathan Morduch and Beatriz Armendariz
4. Micro Finance and Poverty eradication - Indian and global experiences Dr. Daniel Lazar Prof. P.Palanichany New Century Publication, New Delhi 2008
5. A.N.Agarwal and KundanaLal: - Rural Economy of India – Vikas publishing House Ltd. – New Delhi-110014, 1990
6. Vasant Desai- A Study of Rural Economy

Semester – IV		404 HRM: Current Trends & Cases in Human Resource Management
3 Credits	LTP: 2:1:1	Subject Core (SC) Course –Human Resource Management

Course Outcomes: On successful completion of the course the learner will be able to

CO#	COGNITIVE ABILITIES	COURSE OUTCOMES
CO404HRM.1	REMEMBERING	DESCRIBE the conceptual framework of Digital Disruptions and its impact on the current HR Trends.
CO404HRM.2	UNDERSTANDING	SUMMARIZE the impact of Current HR trends on HR Functions
CO404HRM.3	APPLYING	ILLUSTRATE value creation & competitive advantage of Technology on current HR Trends

Page 191 of 260

SPPU - MBA Revised Curriculum 2022 – NEP - CBCGS & OBE Pattern

CO404HRM.4	ANALYSING	EXAMINE the changing role of HR Priorities
CO404HRM.5	EVALUATING	ELABORATE upon the various types of current HR Trends
CO404HRM.6	CREATING	APPLY the existing Tech tools to real time HRM Challenges and offer Solutions.

- 1. Introduction and Concept of HR Trends:** Definition and Concept related to HR Trends, Comparative analysis of HR Trends since 2015, Causes of transformation and evolution in the HR Trends, Digital Disruptions and its impact on HR Trends. **(6+3)**
- 2. Current HR Trends:** Technological Interventions in HR Processes and Management (Artificial Intelligence in Recruitment, Data Analytics in transforming HR, Employee Experience Platforms, Feedback Tools to improve Employee Engagement and Productivity, Employee Wellness Apps, Cloud and Mobile-enabled HR solutions) **(7+3)**
- 3. Tectonic Shift in HRM Priorities** viz: Managing Workforce Diversity, Establishing Gender Parity and Pay Equality, Providing Mentorship, Assuring Safety at workplace, Catering to Employee expectations, Changing Skill requirements, Conducting Continuous Improvement Programs, Re-engineering work processes for improved productivity, Decentralizing work sites, and Promoting Family work life balance. **(6+3)**
- 4. Enhancement of HR Functions through Current HR Trends:** Organisational Culture and Effectiveness, Employee Performance and Satisfaction, Human Resource Planning & Management, Recruitment & Selection, Performance Management System, Training & Development, Career / Succession Planning, Rewards & Recognitions, Employee Engagement, Health & Safety, Administrative Functions. **(5+3)**
- 5. Cases in HRM: (5+3)**
 - Automation and Recruitment
 - Technology enabled Employee Training and Development
 - Employee Experience, Engagement and Evaluation through Technology
 - Digital Human Resource Planning & Management.
 - Tech Tools in Organisational Culture and Effectiveness.

Suggested Text Books:

- Current Trends In Human Resource Management Paperback – July 5, 2017 Preeti Surkutwar (Author)
- Future of Human Resource Management: Case Studies with Strategic Approach, Raman Preet
- Digital India- Reflections and Practice, Editors: Kar, Arpan Kumar, Sinha, Shuchi, Gupta, M. P. (Eds.)