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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



1.3.1 Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum



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Initiative related to Human Values

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6	SPPU Courses Syllabus



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Visit to Old Age Home



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AY: 2022-23

Report on visit to Old Age Home on 14th August 2022

Date of the Event: (DD/MM/YYYY)	14/08/2022	Duration:	Full Day
Day of the Event:	Sunday	Venue:	'Late Babanrao A. Paigude Pratisthan's Sevadh <u>am</u> Donje



On the occasion of the **Death Anniversary of Late Shri. Vilasraoji Deshmukh, the Founder patron of Marathwada Mitra Mandal**, IMERT sponsored one day meal for the inmates of Old Age Home at Donje, Pune.

Two faculty members Prof. Sachin Kshirsagar and Prof. Aparna Shastri visited the '**Late Babanrao A. Paigude Pratisthan's Sevadham**' premises located at the foothills of Sinhagad fort to interact with and spend some time with the inmates. The facility is home to about 18 old people some of whom are also specially abled persons. Sevadham's President Ms. Pratibhatai Paigude appreciated the initiative by IMERT with gratitude and explained the need and importance of work done by the NGO. This NGO is a retirement home for elderly people in Pune with multiple facilities like lifestyle and emotional support system, food and nutrition, basic medical support, recreation and entertainment, safety and security.

Prepared by : Aparna Shastri , Assistant Professor
Reviewed by :- Dr. Pranav Kayande , Associate Professor,
Approved by :- Dr. Shuybhanjee Ramaswamy, I/c Director



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Edu Youth Meet by Art of Living



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AY: 2022-23

Edu Youth Meet by Art of Living

Date of the Event: (DD/MM/YYYY)	04/02/2023	Duration:	3 Hrs
Day of the Event:	Saturday	Venue:	Kakade Farm, Kothrud,Pune



Prepared by : Aparna Shastri , Assistant Professor
Reviewed by :- Dr. Pranav Kayande , Associate Professor,
Approved by :- Dr. Shuybhangee Ramaswamy, I/c Director



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Pune – 411052



AY: 2022-23



'EduYouth Meet with Gurudev Sri Sri Ravi Shankar' event was planned on 4th February 2023 from 6 pm to 9pm at Kothrud, Pune. The grand event was hosted by the Savitribai Phule, Pune University and top Education Institutions of Pune, in association with the Indian Council for Cultural Relations and the Art of Living foundation. In this program over **One Lakh student created a world record by pledging to a drug-free India**. This was a gathering of youth and educators to strengthen human values and spread the ancient message.

Program started with a live concert and cultural program by renowned Artists. After that Prominent defense personnel and educator formal V.C. SPPU - Prof. (Dr.) Nitin R. Karmalkar, Dr. Karad – founder of MIT Institutes, Pune, addressed the youth. All present expressed their commitment to implement the National Education Policy in its true spirit.

Shri Shri Ravi Shankar in his address to the young audience reminded them of their potential, energy, present opportunities and the incentives of being young. He said the new India will be leading the world in many frontiers and for that energy of the youth and experience of elders must be combined. Youth have to put in the smart work with total commitment, passion and choice. He advised them to select the profession and occupation of their choice not giving in to the pressures. One must be persistent in the effort for achieving the goals and do not give in to the negative, suicidal tendencies.

After the talk Shri Shri Ravi Shankar interacted with the gathering regarding their every concern and answered the questions of youth. He advised them to be tactful in negotiating with the people who have negative vibes. People are behaving the way they are, because they are concerned with your future and success.

The program concluded with the felicitation of eminent personalities in the Pune who were present. 1 faculty member Prof. Sachin Kshirsagar along with 4 students attended the event.

Prepared by : Aparna Shastri , Assistant Professor
Reviewed by :- Dr. Pranav Kayande , Associate Professor,
Approved by :- Dr. Shubhangee Ramaswamy, I/c Director



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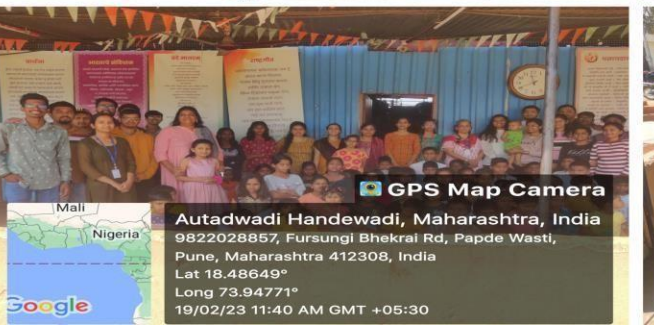
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Celebration of Chhatrapati Shivaji Maharaj Jayanti

Celebration of Chhatrapati Shivaji Maharaj Jayanti at Dharamveer Shambhuraje Pratishthan

Date of the Event: (DD/MM/YYYY)	19/02/2023	Duration:	9.00am to 12.00pm
Day of the Event:	Sunday	Venue:	Dharamveer Shambhuraje Pratishthan, Hadapsar





On 19th February 2023, IMERT's 30 students along with 3 staff members including current as well as alumni students celebrated Chhatrapati Shivaji Maharaj Jayanti by visiting Dharamveer Shambhuraje Prathishthan which is an Orphanage and an Old age home located at Hadapsar, Pune. It included Director of IMERT Dr Shubhangee Ramaswamy, Prof Aparna Shastri and Prof Pranjal Jadhav. The prathishthan consists of more than 80+ children of age group of 5yrs to 15 yrs. and 16 senior citizens.

IMERT contributed by giving all the children variety of grocery items, as per their requirements. The activity conducted was under the flagship program of Institutional Social Responsibility of IMERT. Students and faculties interacted with the administrative staff, children and senior citizens.

Prepared by : Aparna Shastri , Assistant Professor
Reviewed by :- Dr. Pranav Kayande , Associate Professor,
Approved by :- Dr. Shubhangee Ramaswamy, I/c Director



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Blood Donation Camp

Report on Blood Donation Camp on, 26th February 2022

The ISR Committee of IMERT organized “Blood Donation Camp” on 11th April 2023 in the main porch of IMERT building. The camp was successfully organized with the help of “**Acharya Anandrushiji Pune Blood Center**” for the year 2022-23 . This event was organized at the campus of Marathwada Mitra Mandal’s Institute of Management Education Research and Training in collaboration with MMCOE, Karvenagar, Pune.

Incharge Director Dr. Shubhangee Ramaswamy along with Prof Amruta Kshirsagar ,Dr Manglagauri Patil, Prof Jaydatta Bangar and 15 student volunteers graced the occasion. ISR volunteers participated and donated blood for noble cause. **80 blood bags** were donated by donors.

Prof Pranjal Jadhav , ISR Committee member coordinated for the session.



Prepared by : Pranjal Jadhav , Assistant Professor
Reviewed by :- Dr. Pranav Kayande , Associate Professor,
Approved by :- Dr. Shubhangee Ramaswamy, I/c Director



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UHV Certificates Undertaken by Faculties



ALL INDIA COUNCIL FOR TECHNICAL EDUCATION
NELSON MANDELA MARG, VASANT KUNJ, NEW DELHI

Certificate of Participation

This is to certify that *Mr. Suhas Rajaram Pawar* from *MKSSS Cummins College of Engineering For Women, Pune* has participated and successfully completed the *5-day online FDP* on the theme “*Inculcating Universal Human Values in Technical Education*” organized by *All India Council for Technical Education(AICTE)* from *8 February, 2021 to 12 February, 2021*.

Dr. Rajneesh Arora
Chairman
National Coordination Committee for Induction Program

Prof. Rajive Kumar
Member Secretary, AICTE



ALL INDIA COUNCIL FOR TECHNICAL EDUCATION
NELSON MANDELA MARG, VASANT KUNJ, NEW DELHI

Certificate of Participation

This is to certify that Mr. Sachin Dattatraya Kshirsagar from MMs Institute of Management Education Research and Training, Pune has participated and successfully completed the online workshop on Universal Human Value on the theme “Inculcating Universal Human Values in Technical Education” during 14-18 December, 2020 as organized by All India Council for Technical Education(AICTE).

Dr. Rajneesh Arora
Chairman
National Coordination Committee for Induction Program

Prof. Rajive Kumar
Member Secretary, AICTE



ALL INDIA COUNCIL FOR TECHNICAL EDUCATION
NELSON MANDELA MARG, VASANT KUNJ, NEW DELHI

Certificate of Participation

This is to certify that *Prof. Suhas Rajaram Pawar* from *MKSSS's Cummins College of Engineering for Women, Pune* has participated and successfully completed the *6-day online UHV-II FDP* organized by *All India Council for Technical Education(AICTE)* from *13th June* to *18th June 2022*.

Dr. Rajneesh Arora
Chairman
National Coordination Committee for Induction Program

Prof. Rajive Kumar
Member Secretary, AICTE



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SPPU Courses Syllabus Which Addresses Human Values Issues

Semester IV		402 – Indian Ethos & Business Ethics
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3 Credits	LTP: 2:1:1	Compulsory Generic Core Course
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Course Outcomes: On successful completion of the course the learner will be able to

CO#	COGNITIVE ABILITIES	COURSE OUTCOMES
CO402.1	REMEMBERING	Recall and spell the human universal values of Indian Ethos and its applications in Business ethics
CO402.2	UNDERSTANDING	Recognize and Demonstrate the relevance of Indian Ethos by taking the rationale and ethical business decision derived from Indian Heritage Scriptures.
CO402.3	APPLYING	Apply the concepts of Indian Ethos, Values, and Ethics with moral reasoning to develop sustainable solutions to solve complex business issues..
CO402.4	ANALYSING	Analyze and make inferences to contemporary business practices in relation to Indian Ethos & Business Ethics
CO402.5	EVALUATING	Appraising the importance of business decisions on the basis of ethics and thus create a value driven management.
CO402.6	CREATING	ELABORATE Ethical dilemmas in different business areas of marketing, HRM and Finance and ADAPT dilemma resolution interventions by referring to Ethical decision making.

1. **Indian Ethos and Values : Its relevance at Workplace: Indian Ethos-** Meaning, Features, Need, Evolution, Relevance, Universal Human values for continuity of happiness and prosperity, Development of Human Consciousness Principles Practiced by Indian Companies, Requisites, Elements, Role of Indian Ethos in Managerial Practices, Triguna Theory–OSHA Model. Work Ethos meaning, dimensions of Work Ethos. **Values** - Concepts, Values in business, Value system in work culture, and Values of Indian Managers, Relevance of Value Based Management in Global Change; Impact of values on Stakeholders; Trans-Cultural Human Values, need of ethos in business organisations with reference to Indian firms, Ethics v/s Ethos, Eastern Management v/s Western Management. (8+2)

2. **Indian Model of Management:** Concept of Indian Model of Management in the Indian socio-political environment, Laws of Karma and its relevance in business settings, Indian Heritage in Business-Management. Production and Consumption: Management lessons from Indian heritage scriptures (like Mahabharata & Ramayana), Leadership Pointers from Kautilya's Arthashastra, VEDA Model of Leadership, Corporate Rishi Model, Theory K, WE theory (West-East Theory) (11+2)

3. **Business Ethics as Applied ethics:** Meaning, Characteristics of Business Ethics, Importance of Business Ethics (Long Term growth, Cost reduction, Risk mitigation, Limited resources, etc.), The Ethics of the Business, Types of Business Ethics (Transactional Ethics, Participatory Ethics, Recognition Ethics), Factors influencing business ethics, Svensson and Wood, A Model of Business Ethics. Categories of Ethics and Responsibilities (Personal, Professional, Managerial) Business Code of Conduct), Approaches to Business Ethics: Consequentialist & Non-Consequentialist The Ethical Audit, Theories of Ethics - Deontological Theory & Teleological Theory, Kohlberg's Six stage moral development, Chris Moon's Ethical fitness: a Four-Step Workout (Moral Awareness, Values Definition, Ethical Analysis, Dilemma Resolution). (11+2)

4. **Ethical decision making in business matrix:** Framework of Ethical decision making, Ethical dilemmas in different functional areas of Business (Finance, Marketing HRM and International Business), Difficulties for practice ethics in organization, Intellectual Property Rights and Business Ethics, Ethical challenges for Managers, Ethical Decision Making process, it's Model -STEP Model, PLUS Filter Model.(8+2)

5. **Applications of Ethical Principles to Contemporary, Moral and Ethical problems / issues related to Business:** Contemporary cases on Corporate Strategy, Moral Reasoning, personal responsibility and UN-17 SDG: Climate Change, Corporate Strategy and Natural resource depletion, Corporate Social Responsibility, transparency and accountability, Social Media and E-Platforms. Current ethical issues like Bank scams, Airlines etc. (7+2)

Suggested Text Books:

1. Business Ethics (Concept, Application, Framework and Cultural Impact) k. Aswathappa, J. Ushar Rani, Sunanda Gundavajhala, Himalaya Publishing House
2. Ethics in Management and Indian Ethos, Biswanath Ghosh , Vikas Publishing House
3. Indian Ethos of Management, Tushar Agarawal and Nidhi Chandorkar, Himalaya Publication House.
4. Indian Ethos and Values for Managers, Khandelwal , Himalaya Publishing House

Suggested Reference Books:

1. Indian Ethos & Values In Management, Nandagopal R, Ajith Sankar, Tata McGraw Hill Publishing Co. Ltd.
2. New Mantras in Corporate corridors From Ancient Routes to Global Roots, Subhas Sharma, New Age International Publishers
3. Business Ethics: Concepts and Cases, Velasquez, Pearson Education India.

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Introduction to Cyber Security / Information Security

Syllabus for 'Introduction to Cyber Security / Information Security' program* for students of University of Pune is given below.

The program will be of 4 credits and it will be delivered in 60 clock hours**.

*: Course material for this program will be developed by CINS

** : These clock hours also includes practical sessions and demonstrations wherever required.

SR. NO.	TOPIC	HOURS	MARKS
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Detail Syllabus for Credit Course for University of Pune

Module 1: Pre-requisites in Information and Network Security

Chapter 1: Overview of Networking Concepts

1. Basics of Communication Systems
2. Transmission Media
3. Topology and Types of Networks
4. TCP/IP Protocol Stacks
5. Wireless Networks
6. The Internet

Chapter 2: Information Security Concepts

1. Information Security Overview: Background and Current Scenario
2. Types of Attacks
3. Goals for Security
4. E-commerce Security
5. Computer Forensics
6. Steganography

Chapter 3: Security Threats and Vulnerabilities

1. Overview of Security threats
2. Weak / Strong Passwords and Password Cracking
3. Insecure Network connections
4. Malicious Code
5. Programming Bugs

6. Cyber crime and Cyber terrorism
7. Information Warfare and Surveillance

Chapter 4: Cryptography / Encryption

1. Introduction to Cryptography / Encryption
2. Digital Signatures
3. Public Key infrastructure
4. Applications of Cryptography
5. Tools and techniques of Cryptography

Module 2: Security Management

Chapter I: Security Management Practices

1. Overview of Security Management
2. Information Classification Process
3. Security Policy
4. Risk Management
5. Security Procedures and Guidelines
6. Business Continuity and Disaster Recovery
7. Ethics and Best Practices

Chapter 2: Security Laws and Standards

1. Security Assurance
2. Security Laws
3. IPR

4. International Standards
5. Security Audit
6. SSE-CMM / COBIT etc

Module 3: Information and Network Security

Chapter 1: Access Control and Intrusion Detection

1. Overview of Identification and Authorization
2. Overview of IDS
3. Intrusion Detection Systems and Intrusion Prevention Systems

Chapter 2: Server Management and Firewalls

1. User Management
2. Overview of Firewalls
3. Types of Firewalls
4. DMZ and firewall features

Chapter 3: Security for VPN and Next Generation Technologies

1. VPN Security
2. Security in Multimedia Networks
3. Various Computing Platforms: HPC, Cluster and Computing Grids
4. Virtualization and Cloud Technology and Security

Module 4: System and Application Security

Chapter 1: Security Architectures and Models

1. Designing Secure Operating Systems
2. Controls to enforce security services
3. Information Security Models

Chapter 2: System Security

1. Desktop Security
2. email security: PGP and SMIME
3. Web Security: web authentication, SSL and SET
4. Database Security

Chapter 3: OS Security

1. OS Security Vulnerabilities, updates and patches
2. OS integrity checks
3. Anti-virus software
4. Configuring the OS for security
5. OS Security Vulnerabilities, updates and patches

Chapter 4: Wireless Networks and Security

1. Components of wireless networks
2. Security issues in wireless