

# **CURRICULUM VITAE**

## **DR ASHUTOSH NARAYAN MISAL**

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### **EDUCATION**

Doctor of Philosophy (PhD) (HRM)	University of Pune, 2005
Master's in Business Administration (MBA)	University of Pune, 1997
Bachelor of Civil Engineering (BE)	University of Pune, 1992
Certified Psychometric Test Professional	CAMI, USA, 2009
Diploma HRD	AICOMAS, Madras, 1997
Diploma in Interior Design and Decoration	MMSID, 1998, VGTI, 1993
Business English Certificate (BEC3)	University of Cambridge, 2000

### **AREAS OF EXPERTISE**

Human Resource Management, Stress Management, Time Management. Psychometric Testing, Behavioral Science, Business Communication, Confidence Building, Transactional Analysis, Team and Leadership Development and so on

### **TEACHING EXPERIENCE**

HRM and General, Full Time MBA I & II	1998–Present
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### **PROFESSIONAL EXPERIENCE**

HR Manager	1997 - 1998
Administrator	1991 – 1993

## **Research Paper Publications and Presentations and Honours:**

*(I at the end indicates International and N indicates National Publication)*

1. **“Identification of Generic Skills for Human Resources in Hospitality: A Literature Review”** Research Paper Co-authored with Prof Anita Frantz in Dawn Research Journal ISSN 2348-0092, Volume 3, Issue 2, *Jul-Dec. 2016*. Published by Sadhu Vaswani Institute of Management Studies for Girls, Pune **N16**
2. **“Management Through BhagwatGeeta”** Paper presented in 3<sup>rd</sup> International Conference organized by Nepalese Academy of Management, **Kathmandu, Nepal** from *27<sup>th</sup> March to 29<sup>th</sup> March 2015*
3. **“Stress among the Teachers in MBA Institutes under University of Pune”** Research Paper Authored with Dr Kirti Dang and Presented in International Conference on Stress Management Professional organized by National Institute of Micro, Small and Medium Enterprises, Hyderabad from *6<sup>th</sup> November 2014 to 8<sup>th</sup> November 2014*. **N15**
4. **“Impact of Education System on Employability of Engineers at Entry Level”** Research Paper co-authored with Devendra Bora published in Novel Research Kaleidoscope Research Journal ISSN 2277-1263, Volume 3, Issue 2, *July 2014*. **N14**
5. **“Problem areas for the slow growth of implementation of Human Resource Accounting in IT sector industries: A Survey”** Research Paper co-authored with Shripada Patil for Paripex - Indian Journal of Research for *15<sup>th</sup> April 2014*, Impact factor 1.6714. **N13**
6. **“Employee Engagement Activities in Hotel Groups with reference to study of 5 Star Hotels in Pune City”** Research Paper Authored with Dr Kirti Dang for ‘2014 International Symposium on Business and Management’ at Nagoya University, Nagoya, **Japan** from *2<sup>nd</sup> April 2014 to 4<sup>th</sup> April 2014*. **I9**
7. **“Identifying set of Performance Competencies for Telecom Employees in technical department”** Research Paper Co-authored with Prof Vineeta Shukla published in Novel Research Kaleidoscope Research Journal ISSN 2277-1263, Volume 3, Issue 1, *January 2014*. **N12**
8. **“Literature Review for the research on A Comparative Study of Training and Development Practices for Nurses in Leading Public and Private Hospitals in Pune City”** Research Paper Co-authored with Dr Anuradha Wahegaonkar published in Novel Research Kaleidoscope Research Journal ISSN 2277-1263, Volume 3, Issue 1, *January 2014*. **N11**
9. Member of 'Editorial Advisory Board & Reviewer' for Pezzottaite International Journals, Jammu & Kashmir wef *April 2013* < <http://pezzottaitejournals.net/pezzottaite/>>
10. **“Role of IT in Banking Sector & Effective E-banking in 21<sup>st</sup> Century”** Research Paper Co-authored with Prof Geeta Jadhav published in International Journal of Business, Management & Social Sciences ISSN 2249-7463, Volume II, Issue 12 (II), *August 2013*. **N10**
11. **“Analysis of Performance of Employees in Public Sector in comparison with the Private Sector General Insurance Companies”** Research Paper co-authored with Prof Amit Hole in ‘Abhinav’ International Monthly Refereed Journal of Research In Management & Technology,

12. Awarded with **Indo Global Leadership Award** for Efficient, Exemplary, Commendable, Resourceful and Significant Contribution in the **field of Management Education** by Indo-Global Chamber of Commerce, Industries and Agriculture (**IGCCIA**) on *26<sup>th</sup> March 2013*
13. Honored with **Life Membership** of Indo-Global Chamber of Commerce, Industries and Agriculture (**IGCCIA**) on *26<sup>th</sup> March 2013*
14. **“Impact of Compensation Strategies on Performance of Insurance Agents in General Insurance Companies”** Research Paper co-authored with Prof Amit Hole in *Tactful Management Research Journal*, Volume 1, Issue 7, *April 2013* published ISSN 2319-7943. **N9**
15. **“Human Resource Accounting – the hard facts”** Research Paper co-authored with Prof Shripada Patil presented at 2nd ICAME-2013, **Dubai** on *2<sup>nd</sup> and 3<sup>rd</sup> February 2013* and published in ISSN 2319-8516. **17**
16. **“Influential Triplets of Employee Retention”** Research Paper co-authored with Shailesh Natu presented at 2nd ICAME-2013, **Dubai** on *2<sup>nd</sup> and 3<sup>rd</sup> February 2013* and published in ISSN 2319-8516. **16**
17. A theme paper on **“CSR In MBA Education - Novel Institute’s Initiative”** at National Conference on “CSR in 21<sup>st</sup> Century Organizations” organized by Novel Institute of Management Studies, Pune from *29<sup>th</sup> to 31<sup>st</sup> October 2012*. The paper published in *Research Journal ‘Novel Kaleidoscope’* bearing ISSN No. 2277 – 1263 Authored with Dr JK Dattagupta, Director, Research. **N8**
18. **“A Critical Analysis of Compensation Policies for Public Sector General Insurance Companies in India”** Research Paper co-authored with Prof Amit Hole in *Golden Research Thoughts, Monthly Multidisciplinary Research Journal*, Volume 2, Issue 5, ISSN 2231-5063, Impact factor 0.1870, in *November 2012*. **15**
19. **“Effect of Competitive Compensation Strategies on Performance of Employees: review of literature”** Research Paper co-authored with Prof Amit Hole in *Applied Research And Development Institute Journal* <[www.pgspcf.org](http://www.pgspcf.org)>, ISSN 2249-8346 in *November 2012*. **N6**
20. **“Managing Human Resources without Human Resource Department – A Case Study of a Unique Organization Shri Mahila Griha Udyog Lijjat Papad Ltd, India”** Research Paper Authored with Prof Dr Kirti Dang at 2<sup>nd</sup> Management Science Academic Conference organized by Faculty of Management Science, Phranakhon Si Ayutthaya Rajabhat University, **Thailand** on *2<sup>nd</sup> July 2012*. **14**
21. **“Skills required by Teacher in Business Communication”** Research Paper Authored with Prof Shripada Patil for ‘4th Conference on Excellence in Research and Education’ at **Indian Institute of Management, Indore** from *10th to 13th May 2012*
22. **“Study of effect of Relaxation Technique and Personal Counseling for women to come out of the depression after delivery”** Research Paper Authored with Dr Sneha Kamble for ‘2012 International Symposium on Business and Management’ at Hongkong Skycity Marriott Hotel,

**Hongkong** from 30<sup>th</sup> March 2012 to 1<sup>st</sup> April 2012. Paper received "**Distinguished paper of the Conference**" award amongst 500 papers from 40 countries. **I3**

23. One of the Panelists at "**International Conference on Ongoing Research in Management & IT**" Organized By ASM Group of Institutes, **Pune** from 12<sup>th</sup> and 13<sup>th</sup> March 2011
24. "**Work Life Balance Strategies – Way to improve business performance**" Research Paper Co-authored with Prof Amit Hole and Prof Neelkanth Dhone at International Seminar on 'Innovation in Strategic Management for Organizational Excellence', Organized by Sinhgad Institute of Business Administration & Research, **Pune** on 8<sup>th</sup> – 9<sup>th</sup> October 2010. **N5**
25. "**The Effectiveness of Training for Nursing Community at Jehangir Hospital, Pune**" Research Paper co-authored with Dr Anuradha Wahegaonkar is accepted in an International Annual Conference on Business and Management (AMBC) organised by Kigali Institute of Management, Rwanda, **Africa** on 1st and 2nd September 2009 and "National HR Research Conference" on the theme "Deploying World--Class Strategies for HRM" (Paper accepted but not presented)
26. "**Jury Presentation Skills for Architecture/ Interior Designing Students**" Research Paper at 1st International Conference on Communication and Media 2008 (i-COME): Contemporary Roles and Challenges, Organized by Faculty of Communication and Modern Languages, Universiti Utara Malaysia, **Malaysia** on 14th - 16th June 2008. A Questionnaire is designed to check the skills. Guiding sessions conducted for these students. **I2**
27. "**House Journal as a medium of communication**" Research Paper at 1st International Conference on Communication and Media 2008 (i-COME): Contemporary Roles and Challenges, Organized by Faculty of Communication and Modern Languages, Universiti Utara Malaysia, **Malaysia** on 14th - 16th June 2008. **I1**
28. "**Skills Gap in Employees of Telecom Sector**" at National Conclave 2012: 'Refining Management Practices: A Perspective IN Changing Business Scenario' organized by Sinhgad Institute of Business Administration and Research, Kondhawa, Pune on 11<sup>th</sup> and 12<sup>th</sup> October 2012. The paper co-authored with Prof Vineeta Shukla presented at the conclave and published in ISBN : 978-81-908387-9-5. **N4**
29. **Conference Chairman** for 3 days National Conference "**Challenges in Management of Corporate in 21<sup>st</sup> Century**" at Novel Institute of Management Studies, **Pune** from 28<sup>th</sup> February to 1<sup>st</sup> March 2012
30. Research Paper on "**The Effectiveness of Training for Nursing Community at Jehangir Hospital, Pune**" Authored with Dr Anuradha Wahegaonkar is published in a **National Conference** on 3rd February 2010 organized by SIES College of Management Studies, Sri Chandrasekarendra Saraswathy Vidyapuram, Nerul, Navi **Mumbai**. **N3**

31. Research Paper on **"Skills required by a Teacher in 'Business Communication' (Communication Perspective) - Skills Inventory"** in National Conference, Chetana Institute, **Mumbai** accepted on *24th January 2009* but not presented.
32. Paper published on **"Skills required by a 'Business Communication' Teacher"** in Research Journal by Sinhgad Institute of Management, **Pune** in *December 2007*. **N2**
33. Paper presented on **"Skills required by a 'Business Communication' Teacher, in 2010"** - an **AICTE sponsored Regional Seminar** organized by Hiraben Nanwati Institute of Management and Research for Women, **Pune** on *29th March 2007*. The paper is published in the souvenir of the event in soft form. **NI**
34. Presentation of Ph D Research Work at the **'National Symposium of Doctoral Research Scholars in Management and Allied Disciplines'** organized by Centre for Management Research and Development, **Pune** in *June 2006*
35. **"Skills required for Technical Teachers"** at **'National Level Teachers Training Programme'** by Directorate of Vocational Education and Training, **Mumbai** in *January 2006*
36. Research proposals for **"360<sup>0</sup> Performance Appraisal for Nurses "**, **"Employee Satisfaction"** and **"Training Effectiveness"** are accepted by Sancheti Orthopaedic Hospital, Pune. All these papers are to be authored with Co-author Dr Anuradha Wahegaonkar
37. **"Effect of Music at Workplace on efficiency"** - Survey is on the verge of completion
38. A paper on **"Haptics"** is on. The Questionnaire is ready. Survey just started

#### Major Corporate Trainings conducted recently:

1. **"Marketing of Online News Channel"** for 38 Field Executives newly appointed by V News
2. **"Recruitment and Training"** of 39 Field Executives (Marketing) out 178 candidates interviewed
3. **"Stress Management"** for 50 & 200 Nurses and Para-medical staff of Jehangir Hospital and PCMC's YCM Hospital respectively
4. Translated the **"Administrative Manual"** from English to Marathi for an Automobile Group based in Pune
5. **"Time Management"** for 25 Middle Level Managers of Valmont India Ltd (An American MNC), Magarpatta City, Hadapsar, Pune
6. **"Motivating subordinates and giving them space"** for 30 Supervisory Staff of TVS Logistics Services, Pune
7. **"Stress Management"** for 50 Life Insurance Agents, Pune
8. **"Communication Skills through Transactional Analysis"** for 30 Physiotherapist in Sancheti Hospital, Pune
9. **"Time Management"** for 10 Managers Forbes, Marketing Division, Pune
10. **"Psychometric Testing for Promotion Decisions"** of 6 Managers for Kalekar Engineers, Pune

11. **“Presentation Techniques”** for 10 Managers with Shreedhar Rubber Products, Pune
12. **“Transactional Analysis”** for 70 Lions’ Club Members, Pune
13. **“Bhagwad Geeta and Management”** for about 400 Rotary Club Members; *Muktangan, Pune Far East, Gandhibhavan, Pune Camp, Khadki, Pradhikaran Chapters*
14. **“Mind and its Control”** epitome for 50 Rotary Club Members, Pune

**Topics of Prestigious Seminars/ Guest Lectures delivered by Dr Ashutosh Misal:**

**Management:**

1. **Summer Internship Project Guidance** for 100 students of Institute of Business Management and Research, Chinchwad, Pune as per University of Pune **2013 Pattern MBA Syllabus** on *29<sup>th</sup> March 2016*
2. **Emerging Trends in Learning and Development-CBT-Session** for HR Specialization PGDM students of Indira School of Business Studies, Pune on *25<sup>th</sup> March 2016*
3. **Strategic HRM-2 Full Days’ Sessions** for HR Specialization of Novel Institute of Management Studies, Pune on *6<sup>th</sup> and 13<sup>th</sup> March 2016*
4. **Egalitarianism**-Invited Speech at National Seminar on the Theme ‘Passion and Relations-A New Mantra for HR’ organized by DIMR, Balewadi, Pune on *12<sup>th</sup> March 2016*
5. **Work Life Balance**-Invited Speech at National Conference on ‘Contemporary Issues in Business Management’ organized by IBMR, Wakad, Pune on *11<sup>th</sup> March 2016*
6. **Bhagwad Geeta and Management** Guest Session for Rotary Club, *Katraj, Muktangan* on *7<sup>th</sup> May 2016, Pune Camp on 18<sup>th</sup> March 2016, Rotary Club, Gandhibhavan on 15<sup>th</sup> March 2016, Rotary Club, Far East on 4<sup>th</sup> March 2016, Rotary Club, Khadki on 7<sup>th</sup> July 2014, Rotary Club, Pradhikaran on 2<sup>nd</sup> September 2011*
7. **HR Analytics** – a Comprehensive Two Days’ **Certification Course** designed and delivered by [www.hrtrainer.in](http://www.hrtrainer.in) for H R Specialization students of Sinhgad Institute of Management and Computer Application; SIMCA, Narhe, Pune on *26<sup>th</sup> and 27<sup>th</sup> February 2016*
8. **Confidence Building** Extempore session for Sinhgad Business School MBA 1<sup>st</sup> year 120 students on *23<sup>rd</sup> January 2016*
9. **HRM in Construction Management** session for Civil Engineering B E students of Sinhgad College of Engineering on *21<sup>st</sup> January 2016*
10. **Logistics Management** 2 hours’ 4 sessions STES, Rwanda, Africa Campus MBA students from *8<sup>th</sup> to 12<sup>th</sup> September 2015*
11. **Importance of HR** for J & K students at Lonawala under Skills Development organized by Maharashtra Skills Development Corporation on *14<sup>th</sup> August 2015*
12. **Skills required by School Teachers** session for 90 school teachers of Millennium School and Junior College, Bopodi on *9<sup>th</sup> June 2015*
13. **Stress Management** one day session at UGC Sponsored Refresher Course in ICT on *3<sup>rd</sup> March 2015*
14. **Advertising, Media Management and Public Relations** 30 Sessions of 1 hour each for students of Seamedu Film School, Baner, Pune from *January 2015 to March 2015*
15. **Managing Stress during Research** 3 hours Guest Session for students pursuing Ph D in Law in A K K New Law Academy’s Ph D Research Centre, Azam Campus, Pune on *21<sup>st</sup> January 2015*
16. **Stress Management** 2 hours Guest Session during 7 Days’ FDP for Professors in Management Institutes organized by PUMBA on the Theme “Managing for Excellence” on *28<sup>th</sup> December 2014*
17. **Cultures in Universities in different Western and Eastern Countries** (Countries included USA, Dubai, Japan, Thailand, Malaysia, Vietnam, Hongkong, Singapore etc) - an Interview with

Dr Kirti Dang conducted in 3 days' 5<sup>th</sup> National Conference on "Organizational Leadership, Culture and Ethics" on 17<sup>th</sup> December 2014.

18. **Managing Stress during Research** 2 and ½ hours Guest Session for students pursuing Ph D in Law in Department of Law, Savitribai Phule Pune University on 7<sup>th</sup> December 2014
19. **Contemporary Marketing Research** 3 hours Guest Session on Fundamentals of Research for Abhinav Education Society's Institute of Management, Akole, Tal. Sangamner, Dist Ahmednagar on 21<sup>st</sup> November 2014
20. **Stress Management** for Nurses of Jehangir Hospital, 2 hours session on 7<sup>th</sup> May 2014
21. **Tantanav Vyavasthapan (Stress Management)** for Nurses and Para-medical staff of PCMC's YCM Hospital, 3 hours session on 22<sup>nd</sup> April 2014
22. **Teaching pedagogy/ andragogy for management students and Skills required by a teacher (professor) in management** a Full Day, 6 hours, Session for faculty in Indira Group of Institutes on 28<sup>th</sup> February 2014
23. **Stress Management** for MBA students; a 2 hours module for Abhinav Education Society's MBA Institute, Akole, Sangamner, Dist. Ahmednagar on 21<sup>st</sup> February 2014
24. Resource Person for a Full Day session on **Teaching Methodologies** for all 5 Units of **HRM** of New MBA CBCS Pattern Syllabus of **University of Pune** coordinated by MVG, Nashik on 21<sup>st</sup> February 2014
25. Resource Person for a Full Day session on **Teaching Methodologies** for all 5 Units of **HRM** of New MBA CBCS Pattern Syllabus of **University of Pune** coordinated by IMSCDR, Ahmednagar on 19<sup>th</sup> February 2014
26. **Select the apt MBA Specialization - Psychometric Test** including **Brain Dominance Test** conducted for **PUMBA** students on 9<sup>th</sup> January 2015, 11<sup>th</sup> March 2014, 18<sup>th</sup> February 2014
27. **Judge for National Case Study Competition** organized by Indira Institute of Management on 15<sup>th</sup> February 2014
28. One of the **Resource Persons** for a Full Day session on **Teaching Methodologies** for Unit 2 of **HRM** of New MBA CBCS Pattern Syllabus of **University of Pune** coordinated by Neville Wadia Institute of Management, Pune on 12<sup>th</sup> February 2014
29. **Speech** on "**CSR Initiatives by Novel Institute of Management Studies**" at HR Meet in association with NIPM, Raigad Chapter at Rasayani on 7<sup>th</sup> February 2014
30. **Anchor** for **HR Meet** on the topic **CSR: from Choice to Compulsion**. Participated HR managers: Pravin Tupe, Joint City Engineer, PCMC, Yogesh Updhyaya, National VP, ISTD, P D Patil, Secretary, NIPM, Mahesh Thakur, Karve Institute of Social Sciences, Kedar Sabne, Cybage India, Rohit Saroj, Tata Motors on 20<sup>th</sup> December 2013
31. **Anchor** for **HR Meet** on the topic **HR's Role in CSR**. Participated HR managers: Manbendra Sanyal, Thermax, Manuel Pardhey, Crest Premedia Solutions, Charudatta Pendse, CSR Corporation, Kisan Dadage, Sakal Media Group on 22<sup>nd</sup> February 2013
32. **Anchor** for **Women Managers' Summit**. Participated women managers Nilima Dhayagude, Deputy Collector, Revenue, Neena Ramesh, General Manager, Josts Engineering, Smita Rathod, Manager Housekeeping, Courtyard Marriott, S Annapurna, Branch Manager, Corporation Bank, Anagha Madhare, Manager T & D, Hindustan Antibiotics on 8<sup>th</sup> March 2013
33. **HR in Hospitality Industry** for Novel College of Hotel Management and Catering Technology, Pune on 28<sup>th</sup> January 2013
34. **Questionnaire Design - Full day workshop** for Ph D Research Scholars at Indira Institute of Management, Pune on 8<sup>th</sup> November 2012
35. **Interview Techniques for MPSC** appearing students at MPSC Training Centre, Ahmednagar Corporation, Ahmednagar on 27<sup>th</sup> August 2012
36. **ASEAN Intellectual Property Rights Action Plan 2011-2015 – A Special Invited Lecture** at 2<sup>nd</sup> Management Science Academic Conference organized by Faculty of Management Science, Phranakhon Si Ayutthaya Rajabhat University, **Thailand** on 2<sup>nd</sup> July 2012

37. **Anchor for Women Entrepreneurs' Summit.** Participated women entrepreneurs Dr Sudha Kankaria, A record holder eye surgeon, Ar Aruna Narayanan, Architect and Managing Director , Shilpa Joshi, Founder Director of a company with foreign technical company, Amruta Dhayarkar, Director of a Film School, Sitabai Mohite, almost an illiterate entrepreneur, & Chief Guest Ex-IAS Aprana Mohile on 8<sup>th</sup> March 2012
38. **Careers in HR** Guest session with CMRD MBA Institute, Pune-24<sup>th</sup> February 2012
39. One of the organizers, in association with MIT School of Management and Higher Education Forum, of Round Table Conference on the topic “**AICTE Guidelines – suggested modifications and improvements**” on 8<sup>th</sup> February 2012
40. **Editor-in-Chief** and Publisher of biannual **Research Journal** “Novel Research Kaleidoscope” bearing **ISSN No. 2277-1263** since January 2012
41. “*Netrutva guna viaks karyakaram*” (**Leadership Skills Development Workshop**) for probable PCMC Corporators with Rahul Solapurkar, Amit Gorkhe, Dr Ramchandra Dekhane, Bal Damle, Dr Mrunalini Kulkarni at Ramkrishna More Sabhagraha, Chinchwad, Pune in the presence of Deputy Chief Minister, Maharashtra State, Hon Ajitdada Pawar-30<sup>th</sup> October 2011
42. **Conflict Management**-Sinhgad Institute of Management MBA students, Pune-8<sup>th</sup> October 2011
43. **Positive Thinking and Time Management**-Career Guidance for 10<sup>th</sup> and 12<sup>th</sup> standard students of CMS Highschool, Pradhikaran, Nigdi, Pune-23<sup>rd</sup> September 2011
44. **Linkage between Teaching Pedagogies and Academic Administration**-a full day session with Prof Kshirsagar and Prof Kelkar on behalf of JECS at MET, Bhujbal Knowledge City, Management Institute, Adgaon, Nasik-24<sup>th</sup> June 2011
45. **Career after 10<sup>th</sup> and 12<sup>th</sup>**-a public presentation at Ramkrishna More Sabhagriha, Chinchwad-3<sup>rd</sup> March 2011
46. **Labour Welfare and Industrial Relations in Hospitals**-10 contact hours for ‘Masters in Hospital Administration’ for Healthcare Professionals, Bharati Vidyapeeth, Pune-February 2011
47. **Welfare Practices for HR in retail with reference to selected malls in Pune, A Survey**-Speaker at State Level Seminar on “HR in Retail Sector”-Institute of Management and Business Administration, Akole, Dist. Ahmednagar-21<sup>st</sup> and 22<sup>nd</sup> January 2011
48. **Strategic Human Resource Management in Hospitals**-20 contact hours for ‘Masters in Hospital Administration’ for Healthcare Professionals, Bharati Vidyapeeth, Pune-January 2011
49. **Requirements of a good researcher;** Resource Person at Quality Improvement Program-University of Pune in Joint Association with MCCBS, Pune-20<sup>th</sup> December 2010
50. **Grievance Handling, Dispute Settlement Machinery**-Mamasheh Mohol Institute of Management, Pirangut, Pune-5<sup>th</sup> March 2010
51. **Retirement and Separation**-Mamasheh Mohol Institute of Management, Pirangut, Pune-4<sup>th</sup> March 2010
52. **TQM in Education** (In a workshop for Master of Education Teachers)-University of Pune Education Science Department, at G S M Teachers' College, Pune 412 105-26<sup>th</sup> December 2009, Modern B Ed College, Pune-4<sup>th</sup> February 2010
53. **Neuro-Linguistic Programming and Psychometric Testing** with Dr Ashiesh Tavkarr-Quality Improvement Program of University of Pune in Joint Association with MCCBS, Pune-8<sup>th</sup> January 2010
54. **Stress Management**-Sinhgad Institute of Management, Wadgaon, Pune-October 2004- MIT School of Management, Pune- 24<sup>th</sup> September 2008&10<sup>th</sup> September 2009& 27<sup>th</sup> September 2010



55. **Compere and Coordinator for Higher Education Forum** (Virtual Group of Management Professionals) - **Pune Meet**. Guests on Dias: **Ganesh Natarajan, Dr Arun Nigwekar, Sharu Rangnekar** etc- Higher Education Forum, Mumbai in Joint Association with MCCBS, Pune-*1<sup>st</sup> August 2009*
56. Compere for **National Seminar on Challenges in Media and Entertainment Industry**- MCCBS, Pune-*17<sup>th</sup> to 19<sup>th</sup> December 2008*
57. **Functions of Management and Case Study Analysis**- Mamasahab Mohol Institute of Management, Pirangut, Pune-*3<sup>rd</sup> and 10<sup>th</sup> October 2008*
58. **Psychometric Testing for Career Counseling**- Sinhgad Institute of Management, Wadgaon, Pune- *22<sup>nd</sup> and 29<sup>th</sup> September 2008*
59. **Formats of Personnel and HR Letters, Calculation of Gratuity, Bonus, Compensation, Personnel Records, Welfare Provisions**- MIT School of Management, Pune-*4<sup>th</sup>, 11<sup>th</sup> & 25<sup>th</sup> September 2008*
60. **House Journal as a medium of communication**- Universiti of Uttara Malaysia, Malaysia-*15<sup>th</sup> June 2008*
61. **Jury Presentation Skills for Architecture/ Interior Designing Students**- Universiti of Uttara Malaysia, Malaysia-*16<sup>th</sup> June 2008*
62. **Kaizen - an HR Approach**-MIT School of Management, Pune-*17<sup>th</sup> March 2008*
63. **Project Management for Final Year Architecture students**- Sinhgad College of Architecture, Wadgaon, Pune-*Every 2<sup>nd</sup> Semester 10 sessions*
64. **Transaction Analysis**- Lions Club, Pune-*2<sup>nd</sup> September 2007*
65. **Interview Techniques for MPSC appearing students**-Competitive Exam Centre, Ahmednagar-*1<sup>st</sup> October 2007*
66. **Designing of Training Program**- MITCON, Balewadi, Pune-*17<sup>th</sup> October 2007*
67. **Presentation of Ph D Research Work** at the **National Symposium** of Doctoral Research Scholars in Management and Allied Disciplines- Dr Vikhe Patil Foundation's Center for Management Research and Development, Pune-*June 2006*
68. **Visual Communication**-D Y Patil College of Architecture, Akurdi, Pune-*September 2005*
69. **Management Education for Engineers**-MIT College of Engineering, Alandi-*January 2005*
70. Research Paper Titled "**Skills required by a Teacher in Business Communication**"; in AICTE sponsored regional seminar: Management Education in 2010- Hiraben Nanawati Institute of Management Research for Women, Pune-*29<sup>th</sup> April 2007*
71. **Full Day Induction Program** for 1st Year Management Students-Sinhgad Business School, Karve Road, Pune-*1<sup>st</sup> August 2007*
72. **Skills required for Technical Teachers** at National Level Teachers Training Programme by Directorate of Vocational Education and Training, Mumbai-Marathwada Mitra Mandal's Junior College Vocational Wing, Pune-*January 2006*
73. **Basics of Motivation**Sinhgad Institute of Business Administration and Computer Application, Lonawala-*September 2004*
74. **Mind and its control** Lions Club, Pune-*March 1998*

## Articles and Books published by Dr Ashutosh Misal:

### Books:

- **Textbook on 'Communication Skills'** for Engineers-Everest Publishing House-1<sup>st</sup> Edition 1994
- **Fengshui**-Translation into English (Original Book in Marathi by Dr Sahasrabuddhe)-Kshitij Publishing-Under Printing
- **Transactional Analysis**-Manuscript on the verge of completion

### Articles:

1. "Bhagwad Geeta and Management" Article series proposed
2. **Anokhe Hongkong** Daily Sakal-April 2012
3. **Dista tase Naste**-Daily Sakal-7<sup>th</sup> September 2009
4. **Behavioral Science in Management - What does IT teach?**-Souvenir Sinhgad Alumni Meet-23<sup>rd</sup> February 2008
5. **Interior of Dental Clinics**-IDA Journal
6. **Effective Managerial Communication**- Souvenir Sinhgad Alumni Meet-7<sup>th</sup> April 2007
7. **Skills required by a 'Teacher in Business Communication' with reference to 'Management Education in 2010'**-AICTE sponsored regional level seminar-29<sup>th</sup> March 2007
8. **Ashok Kale - A Dedicated Sculptor**-Daily Sakal-22<sup>nd</sup> March 2007
9. **Swachha, Sundar, Niropi Kitchen**-Daily Loksatta-27<sup>th</sup> June 2006
10. **Elevation 2005**-Daily Lokmat and Samna-9<sup>th</sup> and 12<sup>th</sup> February 2005 respectively
11. **Importance of Lighting in Interiors**-Daily Lokmat Sakhi-29<sup>th</sup> January 2004
12. **Interior Designing**-Daily Sakal Appointments-17<sup>th</sup> October 2003
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