

The Matrix Educational Foundation's
Matrix School of Management Studies, Pune
 Survey No. 9/1/5, 9/2/4 & 9/1/4, Near Westernly Bypass Road, Next to Sinhgad Science
 College Wadgaon, Ambegaon (BK), Pune- 411 041

Title of the Activity:	Session: "Contemporary Issues on Business Environment"
Day & Date:	21st Oct-2023 (Saturday)
Category of Activity:	Curricular/Co-curricular/Extra-curricular activity
Organized Under:	IQAC, NDLI ,4 th Dimension Lecture Series
Objectives:	To identifying business opportunities, tapping useful resources, assists in planning, and improves the overall performance
Level:	Institute / City / State / National / International
Name, Organization and Designation of Expert	Mr.Pravin Wat, HR Manager at TECHICHRO Pvt. Ltd.,
Number of students benefitted	126
Summary report:	Mr. Pravin Wat Sir Started his session and interacted with students. Sir Said that, contemporary business issue that it's important to be aware of many companies around the world are struggling to attract and retain talent for multiple reasons, for example, as inflation has reached a near 40-year high in the world, employees are leaving their companies in search of higher wages. With more companies offering remote and hybrid working post-pandemic, prospective talent can now apply to work at businesses much further afield, so competition for talent between companies has heated up too. Sir explained that, Global economics and politics can have a major impact on the way a business is run, and the markets businesses operate in. Although this list is not extensive, there are contemporary business issues entrepreneurs should be aware of more and more businesses are considering the impact they have on wider society and the environment.
Outcome:	Students enjoyed the session and learned about changing role of leadership on Business Environment
Name of Staff coordinators:	Dr.Harshali Gomase
YouTube Link	https://youtu.be/a90vxOYgKwM

Satish
 Prof.Dr.Satish Ubale
 Director

Dr. Satish S. Ubale
 Director
 Matrix School of Management Studies

Harshali
 Dr.Harshali Gomase
 Coordinator



Zoom Meeting

Recording...

Pravin Swat is talking...

Participants (73)

Find a participant

Matrix Coll... (Co-host, m...)

Matrix College (Host)

Pravin Swat (Co-host)

Dr. Satish Ubale (Co-host)

Dr. Harshali G... (Co-host)

2022-2024 - 02 Komal Awale

2022-2024-08-shantani v nba...

2022-2024-02 Sonali pardehi

2022-24 - 102 PRUTHI PHULS...

2022-24 - 90 Piyal Oswal

2022-24-02 Kiran bagul

2022-24-04 Sanja Gata

2022-24-100-Abhishek Rajwar...

2022-24-119 Sahini Sene

Invite

More All

2023-24 - 70 Sak...

2023-25-07-Ban...

2022-24-30- val...

2023-24 - 70 Sakshi Subade

2023-25-07-Bansode Praba...

2022-24-30- Varshani dha...

2023-25-01Dipali Ambhure

Prajwal Mahind...

2022-24-83 AP...

2022-24-62 Aka...

2023-25-51-Kat...

Prajwal Mahindrakar

2022-24-83 APURVA Musak

2022-24-62 Akshada Kand...

2023-25-51 Katar Suresh

Siyesh sangade 2023_202...

2023-25-43 Kad...

2022-24-84 Pras...

2023_25_46_Ka...

2022-24-125-Ni...

2022-24-86-Bab...

2023-25-43 Kadam Dhanas...

Connecting to audio...

2023-25-46 Kamble Dnyan...

2022-24-125-Nishi Velas...

2022-24-86-Babasaheb Nal...

2023-25-28 Nid...

BHAGYASHREE...

2022-24-82 Vas...

2022-24-45 Pra...

2023-25-91- Ad...

2023-25-28 Nishi Gawir

BHAGYASHREE BHANGARI

2022-24-82 Varshani Muna...

2022-24-45 Prajwal Grace

2023-25-91- Adarsh Rad

2022-24-34 Hl...

Saurabh Kute

2023-2025-88 D...

2022-24-34 HIMANSHU GA...

2023-25-114 Sonwanshi...

Saurabh Kute

2023-2025-88 Deepak kum...

Prachi Joshi 2023-25-42

Unmute

Start Video

Security

Share Screen

Summary

AI Companion

Apps

Whiteboards

Notes

More

Leave

Zoom Meeting

Recording...

Pravin Swat's network bandwidth is low

Participants (73)

Find a participant

Matrix Coll... (Co-host, m...)

Matrix College (Host)

Pravin Swat (Co-host)

Dr. Satish Ubale (Co-host)

Dr. Harshali G... (Co-host)

2022-2024-08-shantani v nba...

2022-2024-102 Pooja Pipadi

2022-2024-02 Sonali pardehi

2022-24 - 102 PRUTHI PHULS...

2022-24 - 90 Piyal Oswal

2022-24-02 Kiran bagul

2022-24-04 Sanja Gata

2022-24-100-Abhishek Rajwar...

2022-24-119 Sahini Sene

Invite

More All

Dr. Harshali Go...

2023-2025-88 D...

2022-2024-08-...

Matrix College

Dr. Harshali Gomase

2023-2025-88 Deepa...

2022-2024-08-shantani...

2023-25-24 - Diksha...

Pravin Swat

Unmute

Start Video

Security

Share Screen

Summary

AI Companion

Apps

Whiteboards

Notes

More

Leave



Online session attendance

21/10/2023

Name (Original Name)	User Email	Total Duration (Minutes)	Guest
Matrix College	admind@matrixpune.com	228	No
Dr. Harshali Gomase		93	Yes
2023-25-24 - Diksha Dongare		105	Yes
Dr. Harshali Gomase		110	Yes
Hanumant Budde		68	Yes
2023-25-98 Sarwe Isha		109	Yes
2023_25_46_Kamble Dnyaneshwari		104	Yes
2023-25-72-metkari kishore		62	Yes
2023-25-102-Divya Sharma		103	Yes
Rohit Nadar		7	Yes
2023-25-61-shivani landge		37	Yes
Vaibhav Nale		3	Yes
2022-24-126- Pratik Waghmare (Pratik Waghmare)		108	Yes
Pratiksha Thakre		49	Yes
2023-25-36-SARIKA JADHAV		22	Yes
2023-25-52-khade Shubhangi Santosh		101	Yes
Pravin S Wat		37	Yes
2023-25-107-Shikalgar		88	Yes
2022-24 - 90 Payal Oswal		100	Yes
Prajwal Mahindrakar (Prajwal)		20	Yes
2023-25-70Apurva Manval		98	Yes
2022-24-52 Renuka Jadhav (Renuka Jadhav)		77	Yes
2022-24-115 Abhijeet Shinde		80	Yes
Saurabh Kute		75	Yes
Shrutika sakhare (Sharmila's iPhone)		70	Yes
2023-25 (114) Somwanshi Shreya (Shreya Somwanshi)		97	Yes
2023-24-58-Korade Dnyaneshwar		95	Yes
2022-23-92 Sonali pardeshi		102	Yes
Suyash sangade 2023_2025_94		96	Yes
2023-25 - 78 Rohit Nadar		78	Yes
2023-25-59-Kumkar Mayur (Mayur Kumkar)		45	Yes
2023-25-30 Ghule Shweta		96	Yes
2023-25-104-Ninad Shelar		77	Yes
2022-24-46 Ishika Gupta		95	Yes
2023-25-74-Misal Govind		95	Yes
Prachi Joshi 2023-25-42		75	Yes
2022-24-119 Soham Surve		93	Yes
2023-25-51-Katkar Somesh		95	Yes
2022-24-20 Yash Chauhan		47	Yes
2022-24-69 Sakshi Kshirsagar		98	Yes
Vaishnavi Mohite 2023-2025-75		98	Yes
2023-25 -44 Pranjal kakade		89	Yes
2022-24-47 Sarika haltake (Zoom user)		26	Yes
Nidhi Ganvir		7	Yes
2023-25-19-Bhikule Pratiksha		93	Yes
2022-24-39 shivam gangarde		35	Yes
Arti salve 111		6	Yes
2022-24-63 shreya katkar		93	Yes
2022-24-64-Sangram Kawale		29	Yes
2022-24 - 102 PRUTHVI PHULSUNDAR		98	Yes
2022-24-67 Dipti Khondge		26	Yes



Name (Original Name)	User Email	Total Duration (Minutes)	Guest
2022-24-05 saurav bangar		26	Yes
2022-24-81 vaibhav More		42	Yes
2022-24-110 Rahul salunke		73	Yes
2022-24-18-sumit chahande		96	Yes
2023-25-76-Mulani Arman		72	Yes
2022-24-12 Darshan Bharthi		32	Yes
2022-24-108-Abhishek Rupnawar		92	Yes
2022-24-33 Abhi ekbote (iPhone)		109	Yes
2023-25-15-Bhosale sushant		89	Yes
2022-24-120-Vikas Tambe		5	Yes
2022-24-59shailaja kalbhore		89	Yes
2023-25-64-Tejas Luniya (Tejas Luniya)		41	Yes
2022-2024-88-shantanu v nikumbh (shantanu v nikumbh)		32	Yes
Rohit (IT)		62	Yes
2022-24-125-Nishi Velani		62	Yes
2022-24-53 Vaishnavi Ganesh Jadhav		92	Yes
2022-24-34 HIMANSHU GADHAVE		47	Yes
2022-24-03 Kiran bagul		89	Yes
2023-2025-124-SHRIKANT PINGALE (SHRIKANT CHANDRAKANT PINGALE)		92	Yes
Arti salve 111 2022-24		12	Yes
2022-24-42- Shivraj Gawade		85	Yes
2023-25-28 Nidhi Ganvir		77	Yes
2022-24-82 Yashsavi Munawat		80	Yes
2022-24-62 Akshada Kandalkar (Akshada Kandalkar)		88	Yes
2023 - 25 - 26 Sanjana gaikwad (Sanjana gaikwad)		90	Yes
2023-2025-88 Deepak kumar Prajapati		75	Yes
2023-25-69-yashmankar		45	Yes
2022 - 2024 - 02 Komal Awale		45	Yes
Aniket Jamdade		21	Yes
somnath shinde		48	Yes
2022-24-31 Nihar Divate		87	Yes
2023-24 -70 Sakshi kubade		81	Yes
2022-24-91 Saurabh Pandav		46	Yes
2022-24-36 Dikshita Gaikwad		77	Yes
2022-24-45 Pranjal Girase		85	Yes
2023-24-Anuj mankar- 68		76	Yes
2023-25-07-Bansode Prajakta		81	Yes
2022-24-30- vaishanvi dhumal		85	Yes
2023-25-01Dipali Ambhure		81	Yes
2022-24-88-Shantanu nikumbh		57	Yes
Prajwal Mahindrakar		81	Yes
2023-25- 91- Adarsh Raut		58	Yes
2022-24-83 APURVA Musale		74	Yes
2023-25-10 Sakshi Bhagat		35	Yes
Hivare Ganesh 2023-25-33		25	Yes
Dr Satish Ubale		72	Yes
2022-24- 1 Parvesh mubarak atar		26	Yes
2023-25-78 Rohit Nadar		3	Yes
2023-25-43 Kadam Dhanashree		71	Yes
ADARSH		3	Yes
2023-24 _112_ Umesh Shinde		1	Yes
Sanket naikade 2022-24/85		25	Yes



Name (Original Name)	User Email	Total Duration (Minutes)	Guest
Shinde Abhishek-2023-25-109		68	Yes
2022-24-94 Prasad Pasnur		70	Yes
2023-25-97-Saptasagare Sanjana		57	Yes
23 25 95 Tukaram sangade		69	Yes
2022-24-86-Babasaheb Nakhate		61	Yes
Vanita desai		6	Yes
Bhagyashree.Bhandari		2	Yes
BHAGYASHREE BHANDARI		56	Yes
2022_2024_103_Pooja Pipada		39	Yes
Pravin Swat		50	Yes
2022-24-116 Omkar Shinde		36	Yes
2022-24-19 Rohan Chauhan		7	Yes
2022-24-77 Rupesh Maighane		22	Yes
2023-25-63Sanjana Limbhore		28	Yes
2023_25 (22) Vanita desai		35	Yes
2023-25-87 Rushikesh Pisal		38	Yes
2022 - 24 - 57 Amisha kadam		28	Yes
2022-24-04 Saniya Balai		32	Yes
2023-25-06 Bansod Rutuja		33	Yes
Rahul Shewale(106)		28	Yes
2022-24-52 Renuka Jadhav		7	Yes
2023-25-50-Karekar Rutika		8	Yes
2023-25-59-Kumkar Mayur		1	Yes



**MATRIX SCHOOL OF MANAGEMENT
STUDIES ORGANISED Guest Session under
4th Dimension Series on "Contemporary
Issues in Business Environment" at 11.00AM**

94 responses



Email ID

92 responses

akshadkandalkar2020@gmail.com

sushantdada689@gmail.com

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oshinde450@gmail.com

Dikshita220@gmail.com

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Onyanshwar Bibhishan Korade

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7822858875
9881403520
8779383876
9158731156
7038215856
7559382282
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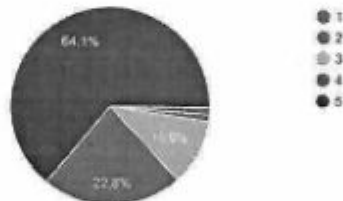
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1. Was the speaker Effective? (1 being highly dissatisfied 5 being Highly satisfied)

 Copy

92 responses



2. Was the content useful? (1 being highly dissatisfied 5 being Highly satisfied)

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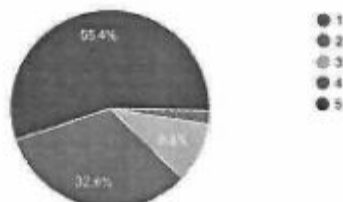
92 responses



3. Overall relevancy of the session? (1 being highly dissatisfied 5 being Highly satisfied)

 Copy

92 responses





Dr. Harshali Gomase <harshali.gomase@matrixpune.com>

Thank you for Conducting the session under 4th dimension lecture series on Contemporary Issues of Business Environment

3 messages

Dr. Harshali Gomase <harshali.gomase@matrixpune.com>
To: pravin wat <pravinsnwat@gmail.com>
Cc: anandp@matrixpune.com, satish ubale <satishubale@yahoo.com>

Sat, Oct 21, 2023 at 1:55 PM

Good Afternoon Sir,

Greetings from Matrix School of Management Studies!!!

We thank you for conducting an Expert Session on "Contemporary Issues of Business Environment" for MBA students on 21/10/2023 at 11.00 AM under our 4th Dimension Lecture Series.

It was really an informative session.

We look forward to your cooperation in the future as well.

Thanks & Regards,

Dr. Harshali Gomase
Assistant Professor

Matrix School of Management Studies

| Near Westernly Bypass Road | Survey No. 9/1/5, 9/2/4 & 9/1/4

| Next to Sinhgad Science College | Wadgaon | Ambegaon (BK)

| Pune - 411 041 | Phone no: +91-020-24356637 |

Email: harshali.gomase@gmail.com

MOB.No.9850320369/8766582223

pravin wat <pravinsnwat@gmail.com>
To: "Dr. Harshali Gomase" <harshali.gomase@matrixpune.com>

Sat, Oct 21, 2023 at 2:28 PM

Respected Maam,

Greeting from the Techichro Opc Private Limited, Nagpur

A big thank you for the wonderful opportunity that you given to me and a big apologies for the delay in the program due of technical issues. I all thank to the Hon. Director of your institution, Dr. Harshali Gomase Maam, Professors, IT team members, and students of MBA's who directly and Indirectly support to me to successful the program.

At last thank to all for the wonderful opportunity !!!

Thank you ,

Regards,
TECHICHRO - BPO HR
Nagpur

[Quoted text hidden]

Dr. Harshali Gomase <harshali.gomase@matrixpune.com>
To: pravin wat <pravinsnwat@gmail.com>

Sat, Oct 21, 2023 at 2:31 PM

Good Afternoon Sir,

Please Share PPT

[Quoted text hidden]



PRAVIN S.WAT Mobile Number: 9307396945

Address: House No 9 Chinchbhavan, Nagpur. (MH). Number: 9307396945: Email: pravinswat@gmail.com

PROFILE SUMMARY:



- A. Experienced HR Generalist Manager with Trustworthy 12 years of working in Manufacturing plant and corporate offices in Mumbai, Nagpur.
- B. Successful background in Formulation of HR policies and procedures, Plant Administration, Payroll, Unionized Employee relations
- C. Strong Expertise in HRIS Module, Training delivery, Counseling, Resolving Issues
- D. Extensive background in end to end recruitment, Campus Recruitment, PMS coordination and generating awareness on the floor.
- E. Knowledge of employment laws factory act, Liaoning with Government agencies like Labor office, Provident Fund, ESIC, and etc
- F. Proficient in written and oral communication in Marathi, Hindi, English along beginner in Japanese

EDUCATION:

- G. MBA in HR with first class from Nagpur University in 2006-2008
- H. M.Com Professional with second class from Nagpur university in 2003-2005
- I. PGDBM with first class from Nagpur University in 2002-2003
- J. Bachelors of Commerce with second class from Nagpur University in 1999-2002

Present Company:

TECHICHRO Private Limited (TECHICHRO OPC)

Duration: 17.2015 to till date

Manager HR and Corporate Relations

- 1. **Recruitment / On boarding:** Responsible for taking care of end to end recruitment and selection process. Implements new hire orientation, joining formalities as directed by the senior manger
 - 2. **Talent Acquisition & Management** – Accountable for manpower requirement on time and within budgeting. Strong expertise in campus recruitment, end to end recruitment, talent acquisition, talent management, talent development, and talent retention at the factory level
 - 3. **Training and Development:** Assessment of training needs of employees in consultation with HODs and providing required training.
 - 4. In discussing with Sr. Mgr HR and Come up with new ways to measure employee morale and determine methods for improving overall employee satisfaction
 - 5. **Strategies & organization Development:** Interface with management and heads of department for implementing HR policies in line with Company objective.
 - 6. Strong experience in formulation of HR & Admin strategies, system, policies and procedures constructively.
 - 7. **Performance Management Systems:** Coordinating with HODs for monthly performance review, giving weight age to each goal based on criticality. Coordinating and preparing PMS sheet for yearly appraisals.
 - 8. Involved in Preparing job design, Job description, and counseling of employees.
 - 9. **Employee Engagement and Relations:** Organizing rewards and recognition activities as well as day to day interaction with employees for a conducive environment.
 - 10. **Employee Welfare & Grievances handling:** Addressing and attending to the employee grievances or queries towards effective resolution within a stimulated time. Closely working with the heads of all departments on all their HR issues and accordingly resolving within timeline
Developing and nurturing partnerships through human resources to bridge the gap between management and employee
 - **Liaisoning** with local govt. departments of Chief Inspector of Factories, Labor Department, Provident Fund, and Employee State Insurance, Health and Safety.
 - Managing contract labors and ensuring full compliance with Contract Labor Act and other relevant laws/regulations under the consultation of legal representative
- Human Resource Management Software & MIS** Operating and organizing all data at a group level via the system as well as MIS.

Responsibilities and Achievement:

ITM Group – Vashi, Mumbai

Sr. HR Generalist

Achievements:

Duration: 12.2012 to 08.2015

PRAVIN S.WAT Mobile Number: 9307396945

Address: House No 9 Chinchbhavan, Nagpur. (MH). Number: 9307396945; Email: pravinswat@gmail.com

11. Successfully introduced culture change program and strictly implemented online HRIS module, Biomatrix attendance machine and In & out polices in ITM college of Engineering with full HR functions and enhanced effectiveness from 5% to 95 %
12. Implemented all Human Resource functions for the division including corporate HR polices and procedure and various innovative employee engagement programs
13. Restructured & prepared job description, of more than 85 employees.
14. Created systematic operating procedure pertaining to administration this including transport facility for staff and students, canteen, guest house, group insurance, and security.
15. Responsible for preparation of monthly input and salary sheet of staff members, preparation of PF Challan and employee PF formalities within deadline.
16. Monitored employees compensation claims representing the hospitals as needed.
17. Set up various committees for the development of welfare, health and hygiene.
18. Provided consultation to Head of the department and managers regarding employee performance appraisal.
19. Created revised faculty compensation database of 85 on roll staff members.

Seam Industries Limited –Manufacturing plant K-43 & K-55 - Nagpur **Duration:** 07.2010 to 11.2012

Designation: Officer – HR | Administration:

1. **Manpower planning | Recruitment:** Preparation of (+ and -) statement for identifying the future manpower requirements and maintaining employee cost as per budgeting; Recruitment experience at all levels through various sources of recruitment i.e. through job portals, advertisement, job posting, employee referral, placement consultant and walk in recruitment ; Monitoring /conducting initial telephonic interview to check technical skills, project experience, availability , communication skills only for senior level hiring
2. **Pre Recruitment and Post Recruitment Activities Including Induction& Joining formalities:** On boarding of new employee's; Arranging and opening bank account for new employee's with authorized bank; Issuing offer and appointment letter, provide employee kit to a new employee and others as instructed.
3. **Performance Management System:** Experience in the process of performance management such as coordinating in ratings with HOD's, Orientation, support to employee's and gathering information of past performance ; Communicating the process to concerned departments ; sending appraisal forms to various departments and collection for the same , Monitoring attendance control program and preparation of compensation database. Distribution of outcome letters & feedback.
4. **Training and development:** Encouraging to the employees to replace old behaviors and attitude with those desired by the management.
5. **Salary and Wages Administration:** Creating up the salary structure and overtime statement including workers, technician, company casuals and contractual workers ; checking and verifying salary sheet, overtime details, contractual bills, labor attendance, hydra bills, security , MIDC water bills ; responsible for daily routine employees bills in relation to milk curd , local conveyance, and house rent; Preparation & generating PF & ESIC monthly return, ESIC half yearly return , List of Holidays , LWF; Monthly checking and updating of statutory registers like leave and wages , contractual PF registers and first aid
6. **General Administration & Personnel :** Responsible for daily routine grievances and answering all grievances with minimizing the waiting time pertaining to security gate, plant visualization, in and out movement, canteen , safety, guest house, guest arrangement ; maintaining resignation records, ex-employees, processing resignation with respective departments; arrangement of guest house
7. **Full and Final settlement:** Generating MIS report, F&F and No dues and clearance, Exit Interview.

Mynd Solution private Limited – KPO, Mumbai

Duration: 09. 2009 to 06.2010

Designation: HR and General Affairs

Sourcing profiles from job portals through references as per requirement; Screening, Short listing, Interview line- ups, follow up the candidates, taking care of negotiations , maintaining daily MIS, Training and grooming the candidates.

Computer Skills:

MS – Office

Personal Details: Fathers Name: Shree Sadashivrao Wat **Date of Birth:** 09-04-1980 **Language Known:** Marathi, Hindi, and English **Notice Period:** Serving Now