



DOB: 08/11/1973

**Address:** Postgraduate Department of Business Management, University staff colony, Vallabh Vidyanagar, Dist Anand, Pin: 388120

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## EDUCATION

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<b>Ph. D. (Management)</b>	2007	Sardar Patel University, Vallabh Vidyanagar	
<b>Title: “Impact of Corporate Downsizing Strategy on Human Resource Management – A study of selected organizations in Gujarat”</b>			
<b>Masters (Human Resource Development)</b>	1999	Veer Narmad South Gujarat University, Surat	66%
<b>B.Sc. (Chemistry)</b>	1997	Veer Narmad South Gujarat University, Surat	65%

## PROFESSIONAL/TEACHING EXPERIENCE

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<b>Professor</b>	January 2020 till date
Post Graduate Institute of Business Management, (MBA Department) Sardar Patel University, Vallabh Vidyanagar, Anand, Gujarat.	
<b>Associate Professor</b>	Jan 2017 – Jan 2020
Post Graduate Institute of Business Management, (MBA Department) Sardar Patel University, Vallabh Vidyanagar, Anand, Gujarat.	
<b>Teaching Research Associate</b>	Aug 2005 – Jan 2017
B. K. School of Business Management, Gujarat, University, Ahmedabad	
<b>Placement Officer</b>	Oct 2002 - Aug 2005
G. H. Patel Post Graduate Institute of Business Management, (MBA Department)	
<b>Trainee Academic Associate</b>	Nov 2000 – Oct 2002
<i>(Personnel and Industrial Relations Area)</i> Indian Institute of Management, Ahmedabad. (IIMA)	
<b>Trainee Assistant Officer - HR</b>	
Heubach Colour Ltd, Ankleshwar (An ISO 9002 and 100% EOU) Aug 1999 - Oct 2000	

## RESEARCH EXPOSURE: PUBLICATIONS (PAPERS)

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Maheshwari Sunil K. and Kulkarni Vilas (2004), **Rejuvenation of Amal Products Ltd.** *Asian Case Research Journal*, Vol.8 (2) pp. 215-239. ISSN 0218 – 927, UGC list serial number 8746. DOI: <https://doi.org/10.1142/S0218927504000532>. Also published in Maheshwari Sunil K. (2007), *Turnaround Excellence*, Penguin Publishers, New Delhi.

Maheshwari Sunil K. and Kulkarni Vilas (2003), **Implementation of VRS in India**, *Vikalpa*, Vol. 28 (2), April-June, pp. 75-82. ISSN 0256 – 0909, UGC list serial number 32631. DOI: <https://doi.org/10.1177/0256090920030206>.

Prabhakar R. K. and Kulkarni Vilas (2004), **HR Outsourcing – Emerging Issues and Implications**, *Synergy – Journal of Management*, Jan 2001 – Dec 2003, No 1-5 pp. 73-82. ISSN 0973-922, XUGC list serial number 45203.

Kulkarni Vilas (2007), **Role of Information Technology in Human Resource Management**, *Vidya – The Journal of Gujarat University*, October, Vol. II (2), pp 102-109.

Kulkarni Vilas, (2008), **How does downsizing affect survivors? Insights from the literature**, *Management and Labour Studies*, May, Vol. 33 (2), pp. 241-259. ISSN 0258-042X, UGC list serial number 5802. DOI: <https://doi.org/10.1177/0258042X0803300206>.

Kulkarni Vilas (2008), **Impact of Corporate Downsizing on Organizations with a Special Focus on Human Resource Management - An Empirical Study of Selected Organizations in Gujarat**, in I. S. Singh (ed) (2008), *Human Resources Management and Processes*, published by Mahatma Gandhi Labour Institute, Ahmedabad.

Kulkarni Vilas and Srivastava Amit Kumar (2008), **Disinvestment in India - A Stakeholders' Management Perspective**, *The South East Journal of Management*, April, Vol. III (1). ISSN 2355-6641 UGC list serial number 43523 ([www.ssrn.com](http://www.ssrn.com)), DOI: <https://doi.org/10.21002/seam.v3i1.5616>.

Srivastava Amit and Kulkarni Vilas (2009), **Disinvestment of National Aluminium Company Limited (NALCO): A Public Sector Enterprise, Government of India**, *The South Asian Journal of Management*, Vol. 16 (3). ISSN 0971-5428, UGC list serial number 46492. DOI: <http://dx.doi.org/10.21002/seam.v3i1.5616>.

Kulkarni Vilas (2009), **HR as a profession – Prospects and Challenges**, published in booklet on ‘Special issues on Employment’, by Education Commissioner, Government of Gujarat, Gandhinagar.

Kulkarni Vilas (2009), **Impact of Power Sector Reforms in Gujarat**, *Rajagiri Management Journal*, published by *Rajagiri Centre for Business Studies*, Kochi, Kerala, India, December, Vol. 5 (2), ISSN No 09729968 pp.78-86. UGC list serial number 45934.

Kulkarni Vilas (2011), **Mass Exodus of Workers: A Case Study of Strike in Power Loom Industry in Surat**, registered at European Case Clearing House, UK, Case number - 411-072-1.

Kulkarni Vilas (2012) **Mass exodus of workers: A case study of strike in power loom industry in western part of India**, *International Journal of Advances in Management, Technology and Engineering Sciences*, Vol. 1, Issue 6(II), March, ISSN No 2249-7455. UGC list serial number 47955.

Singh I. S. and Kulkarni Vilas (2013), **Trade Unionism in India - Perceptions and Future**, *The Indian Journal of Industrial Relations*, July, Vol. 49, No. 1, ISSN Number: 0019-5286. UGC list serial number 20795.

Kulkarni Vilas (2014), **Work-life balance among female employees in banking sector –A study of female bank employees in Ahmedabad**, Niskarsh, *The Journal of Management and Technology*, Vol. II (2), ISSN: 2320-4192.

Kulkarni Vilas (2015), **HR Challenges for a Mid-Size Company: A Case of KMZD Pharmaceuticals Pvt. Ltd., Atmaboth**, *Journal of Rajashi School of Management and Technology*, Autumn, Vol. XII, (2), pp 44-48. ISSN 0972-1398, UGC list serial number 42969.

Bavishi Hardik and Kulkarni Vilas (2016), **Perception of citizens towards online civic services – An empirical study of citizens in Ahmedabad**, *AAG AM International Journal of Humanities, Social Science, Management and Technology* (AIJH SMT), ISSN 2454 – 1567, APR-JUN 2016. UGC list serial number 47510.

Kulkarni Vilas and Dureja Ranjana (2016), **Towards becoming a Learning Organisation: An Action oriented approach for sustainable development**, *International Journal of Management* (ISSN 2424-6433) online, (ISSN 2424-6425).

Kulkarni Vilas and Sheth Pranav, (2016), **New Developments in Consulting – Political Consulting**, *Research Ambition – An International Multidisciplinary e-journal*, Vol1 Issue II, pp 297-307. (ISSN, 2456-0146).

Kulkarni Vilas and Kamlesh Kumar Agrawal, (2017), **Employee Engagement - A Conceptual Framework**, *Global Journal of Research in Management*, Vol. 7 No (1) pp 50-60. (ISSN 23198915) UGC list serial number 43564.

Kulkarni Vilas and Kamlesh Kumar Agrawal, (2017), **Human related factors leading to employee engagement - A study in selected industries of Faridabad Industrial area**, *International Research Journal of Human Resources and Social Sciences*, UGC list serial number 49194.

Kulkarni Vilas and Kamlesh Kumar Agrawal, (2017), **An empirical study of the organizational factors leading to employee engagement in selected industries of Faridabad industrial area**, *Indian Journal of Commerce and Management Studies*, Vol. III, Special issue 1 (7), July, pp. 75-81. (ISSN: 2249-0310), UGC list serial number 15556.

Kulkarni Vilas, Modi Vasudev and Sheth Pranav (2019), **Perception of Party Workers towards Management of Political Parties – an Empirical Study specific to the Political Parties in Gujarat State**, *International Journal for Research in Engineering Application & Management (IJREAM)*, ISSN: 2454-9150, UGC list serial number 64077.

Kulkarni Vilas (2019), **Impact of work-life imbalance on employees - A study of executives in Ahmedabad**, *International Journal of Advance & Innovative Research*, Volume 6, Issue 1 (II), (January - March), pp 88-93. ISSN: 2394-7780, UGC list serial number 63571.

Kulkarni Vilas (2019), **Job-related factors affecting achievement motivation of employees in Information Technology, Hospitality and Telecom sectors in Gujarat**, *Synergy – Journal of Management*, Volume 20, No 2, January-June, pp 67-76, ISSN: 0973-922.

Kulkarni Vilas and Dave Bansari, (2019), **Validation of scale for job-related factors affecting achievement motivation**, *Sumedha Journal of Management*, Volume 8 Issue No 1 January -March 2019, pp 106-119, ISSN: 22776753, UGC list serial number 46802.

Kulkarni Vilas and Dureja Ranjana, (2019), **Action Research: A Requisite for Sustainable Development in Indian Education System**, *International Journal of Advance & Innovative Research*, Volume 6, Issue 1 (January - March 2019), pp 1-6, ISSN: 2394-7780, UGC list serial number 63571.

Kulkarni Vilas and Dave Bansari, (2019), **Validation of scale for group-related factors affecting achievement motivation**, *Asian Journal of Multidimensional Research (AJMR)*, ISSN: 2278-4853, UGC list serial number 47638, DOI: 10.5958/2278-4853.2019.00093.4

Kulkarni Vilas and Dureja Ranjana, (2019), **Learning Continuum: An approach for sustainable development**, *International Journal of Management, IT and Engineering (IJMIE)*, ISSN: 2249-0558, UGC list serial number 46823.

Kulkarni Vilas (2019), **Hospitality sector - Issues and challenges**, *Journal of Emerging Technologies and Innovative Research (JETIR)*, May 2019, Volume 6, Issue 5, pp 356-366, ISSN: 2349-5162, UGC list serial number 63975.

Kulkarni Vilas and Jain Vikrant (2019), **Perception of employees towards talent management practices in pharmaceutical industries in Gujarat**, *International Journal of Research and Analytical Reviews*, June, Volume 6 (2), pp 779-785 ISSN 2349-5138.

Kulkarni Vilas and Jain Vikrant (2019), **Reward management Practices and its Relationship with Job satisfaction - A study specific to the electronic industry in Gujarat**, *Journal of Emerging Technologies and Innovative Research (JETIR)*, June, Volume 6, Issue 6, pp 259-266, ISSN 2349-5162.

Kulkarni Vilas and Dave Bansari, (2019), **Group Factors Affecting Achievement Motivation of Employees in Information Technology, Hospitality and Telecom Sectors in India**, *SEMCOM Management and Technology Review*, October 2019, Vol 7 (1), pp 28-37, 2321-5968.

Kulkarni Vilas and Dave Bansari (2020), **Individual factors affecting achievement motivation – An empirical study with special focus on employees of service industries in Gujarat (India)**, *Our Heritage*, ISSN: 0474-9030 Vol.68 No.23, pp 151-161.

Patel Julie and Kulkarni Vilas (2020), **Covid-19: Issues Faced by Hospitality Industry**, *Dogo Rangsang Research Journal*, ISSN: 2347-7180, Vol-10 Issue-06 No. 10 June, pp 30-32.

Kulkarni Vilas and Khanna Yugma (2020), **Insurgent Inclusion: Transgender rights movement's timeline in India**, *Studies in Indian Place Names*, 2394-3114, Vol-40, Special Issue-08, pp 13-23.

Kulkarni Vilas, Dahiya Vivek and Tiwari Anupama (2020), **A Comparative Study of Organizations that Downsized Between 2016 and 2019**, *Zeichen Journal*, ISSN No: 0932-4747, pp.59-66.

Kulkarni Vilas and Khanna Yugma (2020), **The Invisible Man: Capturing one Transman's Lived Experiences around different situated contexts**. *Zeichen Journal*, ISSN No: 0932-4747, pp.270-281. DOI:15. 10089.ZJ. 2020.V6I3.285311.2155

Kulkarni Vilas, Pillai Preeti and Dave Hardik (2022), **Management challenges of a small scale industry – A case study of Shree Balaji Processors**, *Journal of the Oriental Institute*, M.S. University of Baroda, ISSN No: 0030-5324, Vol. 71, Issue. 03, No.2, July-September: 2022.

Kulkarni Vilas and Khanna Yugma (2020), **Perception of transgender employees towards organizational support – Evidences collected during Covid period from India**, *Journal of Education, Rabindra Bharti University*, 0972-7175, Vol XXIII, No 1 (I), 2022-2023, pp. 205-210.

Kulkarni Vilas and Khanna Yugma and Jain Vikrant (2023), **Fostering Inclusivity: Transgender Employees' Perspectives on Workplace Support in India**, *International Journal of Interdisciplinary Organizational Studies*, Volume 18 No. 1, ISSN: 2324-7649 (Print) ISSN: 2324-7657 (Online).

## **PUBLICATIONS (BOOKS)**

- 1) 'Downsizing and HRM – A study of selected organizations in India' **LAP LAMBERT Academic Publishing AG & Co**, (2010), ISBN 978-3-8383-9474-9.
- 2) Customized book on 'Principles of Management' for Gujarat Technological University, **Pearson Education** (2010). ISBN 978-81-317-5653-5.
- 3) Customized book on 'Principles and Practice of Management and Business Communication' for Calcutta University, **Pearson Education** (2010), ISBN 978-81-317-5430-6.
- 4) Impact and Implications of Power Reforms in India: Power Reforms: A Study on its strategic implications and impact on selected companies in India (2010), co-authored with Dr Rajiv Kurulkar, **LAP LAMBERT Academic Publishing AG & Co**, ISBN 978-3843355698.
- 5) Revised book on 'Management –I' for Pearson education (2010) Gujarat Technological University, **Pearson education** (2010), ISBN 978-81-317-5876-2. Again revised (2012), ISBN 978-81-317-7118-1.
- 6) Revised book on 'Management –II' for Pearson education (2011) for Gujarat Technological University, **Pearson education** (2010), ISBN 978-81-317-6576-0.
- 7) Engineering Economics and Management **Vikas Publishing House P. Ltd**, (2016), ISBN - 978-93259-9024-1
- 8) Case studies in Management, **Himalaya Publications**, (2016), ISBN- 978-93-5262-262-7, co-authored with Achuthan Sarla.
- 9) Business Organization and Management (Editor), **Sardar Patel University**, Vallabh Vidyanagar, (2019), 978-93-81386-71-2.

## **Articles / Chapters published in Books**

1. Kulkarni Vilas and Prabhakar Rohit (2012), An overview of India Diaspora – Learning from Scott Lewi 'Indian Diaspora in National and Regional context' edited by Jaiprakash M Trivedi, ISBN 978-93-81386-06.

2. Singh I. S, (2008), Impact of corporate downsizing on organizations with a special focus on human resource management – An empirical study of selected organizations in Gujarat, Human Resources Management and Processes, published by Mahatma Gandhi Labour Institute, Ahmedabad.
3. Rameshwari Ramchandra M. Nagamani. Sripirabaa, Managing Education for business and commerce in a globalized World: Strategies for excellence, 978-81-8424-600-1.
4. Mucherji Nina et al. (2015), Business excellence and leadership – Transforming HR for enhanced organizational capability, Challenge of HRM in Small Scale Industries – A study of organizations in western India, Excel India Publishers, New Delhi. ISBN 789384869083.
5. Makwana Ashish K. et al. (2016), Human resource trends in dairy sector – An Indian perspective, S.M.C. College of Dairy Science, Anand Agricultural University, Anand, pp. 237-241, ISBN 978-81-931704-3-4.
6. Ruparel Neelima et al. (2016), Election tourism in India, pp. 244-247, published by B. K. School of Business Management, Gujarat University, Ahmedabad, ISBN 978-93-80867-85-4.
7. SanJyot - 2016” on, “Recent Trends in Engineering & Management” Sanjivini, Rural Education Society, Kopargaon, Maharashtra Success Publication Pvt. Ltd, Pune, 2016, pp 141-144, 987-93-5158-299-1.
8. Ashish K. Makwana et. al, (2018), Role of Examination System in Increasing Effectiveness of Dairy Science Education and Career Movement of Dairy Professionals, S.M.C. College of Dairy Science, Anand Agricultural University, Anand, 9781234567897 pp 185-190.
9. Kulkarni Vilas and Khanna Yugma (2021), Discrimination faced by transgender employees at the workplace – Insights from literature, pp. 1-8, ‘Business and Society in New India’, Ed. Panchal Nilam, Himalaya Publishing House, ISBN 978-93-5433-579-2.
10. Kulkarni Vilas, Rohit Parth and Parekh Jayda (2021), Impact of COVID – 19 on Functions of Human Resource Management, pp. 30-40, Reinventing Business Strategies and Functions, Ed. Panchal Nilam, Himalaya Publishing House, ISBN 978-93-5433-580-8.
11. Shanmukhappa K, Chowdhary Ruchita Sujai and Vaijappa Gundappa (2022), *The Riverside School – A School with A Difference*, Digital communication for development of Indian education system- challenges and opportunities, Mysore Book House Publisher, Mysore, ISBN 978-93-94981-11-9.

#### Research Guidance (Ph. D)

Sr No.	Name of the Scholar	Title of the Thesis	University	Month and Year of award
1.	Ranjana Dureja	A study of action research practices and the effectiveness of practitioners in teacher training institute Year of registration: 2011	Gujarat University, Ahmedabad	2016
2.	Kamlesh Agrawal (813012020598)	A comparative study of the factors leading to employee engagement in selected industries of Faridabad industrial area Date of registration: 10/04/2014	Baba Saheb Ambedkar Open University, Ahmedabad	20/11/2017
3.	Bansari Dave (6415)	Study on impact of gender on achievement motivation of employees with special focus on service industries in Gujarat region Date of registration: 26/04/2013	Gujarat University, Ahmedabad	11/07/2018

4.	Hardik Bavishi (6622)	A study on the mechanism, prospects and problems of currency digitization. Year of registration: November 2013	Gujarat University, Ahmedabad	22/11/2018
5.	Vikrant Jain (7260)	Human Resource Management in IT-ITES Industry in India and Its Impact on Employee Attrition Date of registration: 31/08/2016	Gujarat University, Ahmedabad	09/11/2020
6.	Yugma Khanna (7259)	Trans Inclusion at Workplace: Issues and Challenges	Gujarat University, Ahmedabad	16/11/2021
7.	Julie Patel (181137)	Human Resource Management Practices in Hospitality Industry – A Study Specific to Organizations in Gujarat	Sardar Patel University, Vallabh Vidyanagar	01/12/2022

### Conference proceedings

Kulkarni Vilas, **Understanding the factors affecting work life imbalance and its impact on employees – A study of executives in Ahmedabad**, National Seminar on Interdisciplinary Approaches to Knowledge organized by Pandit Deendayal University, Gandhinagar, 4-5 April 2013.

Dave Bansari and Kulkarni Vilas, **A study to measure applicability and practical relevance of achievement motivational theory in selected technical education institute of Gujarat**, National Conference on Emerging Trends in engineering, Technology and Management, organized by Indus University, Ahmedabad. 31<sup>st</sup> January – 1<sup>st</sup> February 2014.

Kulkarni Vilas, **Challenges of human resource management in small scale industries – A study of organizations in western India**, NICOM – 2015, An international conference of ‘Transforming HR for Enhanced, organizational Capability’ organised by Nirma Institute of Management, Nirma University, Ahmedabad, January 8-10, 2015.

### International Collaboration

Worked as coordinator for survey on "Time-Use in Indian Households" financed with a grant from the Netherlands National Science Foundation (NWO) and the Indian Council for Social Sciences Research (ICSSR).

### Member of committees at university level

- ‘Annual Performance Index Committee’ at Sardar Patel University, Vallabh Vidyanagar since April 2017.
- ‘Board of Studies’ at Sardar Patel University, Vallabh Vidyanagar since July 2020.
- NAAC committee 2021 – Convenor for Criteria III.
- Coordinated ONLINE SHORT TERM COURSE: MOOC’S & CONTENT DEVELOPMENT (DATE: 12-09-2022 TO 18-09-2022)

### Training programmes (acted as a resource person)

Programme for HR Executives (Module: Training and Development) organized at Welspun Industries Ltd (for AIMA), for focus group of HR executives, 9-10th October 2007 and 17th March 2008, Vapi, Gujarat.

Management Development Programme – Downsizing: Its relevance and impact for Employee State Insurance Corporation, Regional Group, 5- 15th June 2009, Ahmedabad.

Conflict and its management and Human resource information system organized by Regional Academy of Broadcasting and multimedia, All India Radio and Doordarshan, Ahmedabad, Programme officers and Assistant Directors, 10/01/2018.

Career Advancement, Faculty of Management Studies, Parul University, Vadodara, 25/01/2018

## INVITED AS RESOURCE PERSON/ LECTURE DELIVERED/CHAired SESSIONS

- Invited to deliver lecture on 'Strategic HRM' at B. K. School of Business Management, Gujarat University, Ahmedabad 14th July 2017.
- Acted as a resource person in National conference on Maritime India: Trade and Policy in the Indian Ocean, at B. K. School of Business Management, Gujarat University, Ahmedabad 30th August 2017.
- Invited to deliver a lecture on 'Contemporary Issues in Management' at Department of Commerce English Medium, Maharaja Krishnakumarsinghi Bhavnagar University, Ahmedabad 8<sup>th</sup> September 2017.
- Invited as an external member in the Research and Development Committee for assessing progress of the PhD candidates and new PhD admissions by B. K. School of Business Management, Gujarat University, Ahmedabad, 13th September 2017.
- Invited as an external member in the Research and Development Committee for assessing progress of the PhD candidates and new PhD admissions by B. K. School of Business Management, Gujarat University, Ahmedabad, 23<sup>rd</sup> January 2018.
- Chaired a session in International National Youth Summit, organized by B. K. School of Business Management, Gujarat University, Ahmedabad, 30th January 2018.
- Chaired a session in National Seminar on "Managing Business in Dynamic World", organized by Graduate Institute of Business Management, Sardar Patel University, Vallabh Vidyanagar on 24<sup>th</sup> February 2018 Regional Academy of Broadcasting and multimedia.
- Chaired a session in National Seminar on "Transformation of Indian Rural Economy", organized by Graduate Institute of Business Management, Sardar Patel University, Vallabh Vidyanagar on 9<sup>th</sup> February 2019.
- Chaired a session in National Seminar on "Advances in Theory, Research and Practice in Management", organized by Faculty of Management Studies, GLS University, Ahmedabad on 23rd February 2019.
- Invited as an expert and reviewer for Academic Review Committee by Parul University on 4th April 2019.
- Invited to address the faculty members on 'Teaching Pedagogy for HR' by Anand Institute of Business Management, on 30th April 2019.
- Invited by HRDC Sardar Patel University, Vallabh Vidyanagar for delivering a lecture on "Urbanization, Modernization: Issues & Understanding" in Orientation Programme on 14th June 2019.
- Invited by HRDC Sardar Patel University, Vallabh Vidyanagar for delivering a lecture on "Contemporary Issues in HRM" in Refresher Programme on 29th July 2019.
- Acted as a Judge in Inter-Collegiate H. M. Patel Memorial Debate Competition organized by P. G. Department of Economics, Sardar Patel University, on 27th August 2019.
- Invited to deliver a lecture in NET/SLET coaching on Organizational Behavior, organized P.G. Department of Commerce, Sardar Patel University, on 19th December 2019.
- Invited by HRDC Sardar Patel University, Vallabh Vidyanagar for delivering a lecture on "Strategic Planning and Organizational Development" in Orientation Programme on 12th October 2019.
- Invited by HRDC Sardar Patel University, Vallabh Vidyanagar for delivering a lecture on "Strategic Planning and Organizational Development" in Orientation Programme on 13th October 2019.
- Chaired session in National Seminar on "Transformation of Indian Rural Economy" organized by Graduate Institute of Business Management, Sardar Patel University, Vallabh Vidyanagar on 18<sup>th</sup> January 2020.

- Chaired a session in International National Youth Summit, organized by B. K. School of Business Management, Gujarat University, Ahmedabad, January 30-31st 2020.
- Invited by HRDC Gujarat University, Ahmedabad for delivering a lecture on “Contemporary Issues in HRM” in Online Refresher Course in Commerce and Management on 08th September 2020.
- Invited as a resource person for ‘One Day Webinar on Research Methodology for Researchers’ by MBA Department of Dharmsinh Desai University, Nadiad on 22<sup>nd</sup> September 2020.
- Chaired a session in International National Youth Summit, organized by B. K. School of Business Management, Gujarat University, Ahmedabad, 29<sup>th</sup> January 2020.
- Track Chair for National webinar on ‘Teacher’s role in NEP implementation’, 17<sup>th</sup> February 2021, organized by Sardar Patel University, Vallabh Vidyanagar.
- Chaired session in 3rd International Conference on Advances in Theory Research & Practices in Management-GLSU ATRPM (Virtual Mode) on 1<sup>st</sup> May 2021, organized by Gujarat Law Society University, Ahmedabad.

### Completed Projects / Consultancies

Sr. No.	Title	Agency	Period	Grant/Amount Mobilized
1.	Remedial programme for SC/ST/OBC (Non-creamy) and Minority students	UGC – Gujarat University.	2009-2010	Rs.7,01,000
2.	Remedial programme for SC/ST/OBC and minority students	Sponsored by UGC	2010 -2012	Rs. 3,00,000
3.	Competition and Indian Organizations: How do they cope with the changes – Some case studies in Management	AICTE, New Delhi	2006-2013	Rs. 4,00,000
4.	Remedial programme for SC/ST/OBC (Non-creamy) and Minority students	UGC – Gujarat University.	2012-2014	Rs. 4,00,000
5.	Remedial programme for SC/ST/OBC (Non-creamy) and Minority students	UGC – Gujarat University.	2014-2015	Rs. 1,31,750
6	Remedial programme for SC/ST/OBC (Non-creamy) and Minority students	UGC – Gujarat University.	2015-2016	Rs. 41,500

### CONSULTANCY

Organization	Title of project	Amount of grant
International Crop Research Institute for Semi-Arid Regions (ICRISAT), Hyderabad	Transforming ICRISAT	Rs. 1,00,000

### E – CONTENT DEVELOPMENT

Content writer for a module on "Management of sales promotion: Importance & need for sales, for a course approved by AICTE.



## **AWARDS AND RECOGNITION**

- Cleared University Grants Commission National Education Test (HRM), eligibility test for Lecturership in Graduate and Post Graduate courses in Indian universities (2001). Also awarded a Junior Research Fellowship in this examination.
- Ph. D thesis awarded as the Best Thesis in the ‘Best Ph. D Thesis Competition’ organized by Prestige Institute of Management, Indore, February, 7-8th, 2009.
- Best Paper Award, Sardar Patel University, Vallabh Vidyanagar, 17th December 2018.
- Awarded Third rank in paper presentation at National Conclave on Building Human and Business Excellence in VUCA world organized by Indian Society for Training and development, Ahmedabad Chapter on 16-17<sup>th</sup> November 2019.
- Awarded 1<sup>st</sup> rank in for best research paper on the topic ‘Impact of Covid-19 on Functions of Human Resources Management’, at 6<sup>th</sup> at international youth symposium held during January 29-30,2021, organized by B. K. School of professional and management studies, Gujarat University.
- Awarded 2<sup>nd</sup> rank in paper presentation on the topic ‘Attrition in hospitality industry’, at 6<sup>th</sup> at international youth symposium held during January 29-30, 2021, organized by B.K. School of professional and management studies, Gujarat University.
- Awarded 2<sup>nd</sup> rank in paper presentation on the topic “The Impact of Mergers and Acquisitions on Human Resource Management Practices: A Study of Selected Organizations in India” in 7th International youth symposium held on 28th January, 2022 organized by B.K. School of Professional and Management Studies, Gujarat University.
- Awarded 2<sup>nd</sup> rank in paper presentation in India” in 7th International youth symposium held on 30-31, January, 2023 organized by B. K. school of Professional and Management Studies, Gujarat University.

**(Vilas Kulkarni)**