

Ref.No.H.Edn./2002 FORM FOR APPOINTMENT OF A TEACHER

Date : 25 MAR 2004

To,
Shri/Smt.Sawant Bapu Shrihari,M.C.M.,M.Phil,Ph.D.
261, E, Shilpa Apartment
Tarabai Park, Kolhapur-
416003.

Sub :-Appointment to the Post of Director (For MBA/DBM Section)

In response to our advertisement dated you had applied for the post of Full Time Director in MBA/DBM Section you were interviewed for the above post by the Selection Committee appointed by the Management under Statute No.--- of the University of Shivaji

I am pleased to inform you that the Management has appointed you on the said post in Dhananjayrao Gadgil College of Commerce,Satara.(For MBA/DBM Section) College/Institute at ---

in the scale of Rs.16400-450-20900-500-22400

with effect from --- Your appointment is subject to the following terms and conditions. 11 APR 2004

- 1) Your services will be governed by the Maharashtra Universities Act, 1994, Statutes, Code of Conduct, ordinances and rules and regulations laid down by the University and State Government from time to time.
- 2) a) You are appointed in clear vacancy on full-time basis on probation for a period of two year(s) from the date of joining.
b) Your appointment is purely temporary for a period of----- i.e.from ----- to -----
c) Your appointment is on the leave vacancy for the period form --- to ---
d) The post is reserved for OPEN Since you belong to the said category, you are appointed on full-time basis on probation for a period of two year(s) from the date of joining.
e) The post is reserved for ----- Since you do not belong to the said category, you are appointed full-time on temporary basis against the reserved post for a period of----- You shall not have any claim on the said post in future.
i) This is temporary vacancy caused by ----. Hence you are appointed full-time on purely temporary basis for a period of
g) Your appointment is on Full Time basis only.
- 3) i) You will be paid basic pay of Rs.16400/- per month in the scale indicated above. You will also be entitled to Dearness Allowance. House Rent Allowance and C.L.A.at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
ii) You will be paid remuneration at the rate of Rs.-- per lecture/per hour
iii) Your appointment and salary shall be subject to approval by the University and Director of Technical Education / Director of Medical Education & Research / Director of Higher Education as the case may be.
- 4) a) You shall have to qualify the NET or the SET or similar test (as the case may be) laid down by the University or State Government / UGC or the Central Council pertaining to your faculty within the stipulated period.
b) You shall have to acquire the qualifications --- (M.Phil./Ph.D.,M.D./M.S.,M.D.S.,M.E.etc.) as prescribed by the University / State Govt.. or the Central Councils concerned within the --- period.
- 5) Your appointment is subject to the minimum number of students and the workload prescribed for the post.

(2)

- 6) You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge / relieving certificate, last pay certificate, caste certificate, Change of name certificate (if any), etc, before joining your duties.
- 7) In case you accept the appointment you shall have to execute Deed of Contract of Service as prescribed in the Statutes at the time of joining the duties.
- 8) You will be allowed to join the duties on producing of -
 - i) Two Passport Size Photographs.
 - ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
 - iii) Discharge Certificate from previous employer (if any).
- 9) You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College / Institution.
- 10) You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
- 11) You will not conduct or engage yourself in any private tuitions or private coaching classes.
- 12) You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuous of your service, without the permission of the competent authority / Management.
- 13) Your services are transferable to any other college / institution run by the Management.
- 14) Your appointment may be terminated, at any time, by either side / party, by giving one month's notice or one month's pay in lieu of notice period in case the period spent in service is more than six months.
- 15) If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly Or indirectly do such things which are subversive to the interests of the Society / University / Institute / college / Students.
- 16) You have to Communicate your acceptance to the Management / College / Institution within seven days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.
- 17) Though your appointment is on probation, your appointment is subject to approval of the University & Govt. if not approved, your services will be terminated without giving any notice with immediate effect.
- 18) ~~Your appointment is made subject to produce cast validity certificate within a year from the date of your appointment, otherwise your appointment will be cancelled with immediate effect.~~

[Signature]

Joint Secretary(H.Edn.),
Rayat Shiskshan Sanstha, Satara.

Copy forwarded for information and guidance to -

1. The Principal, Dhananjayrao Gadgil College of Commerce, Satara. (For MBA/DBM Section)
He / She is informed to report to this office immediately the date on which the person concerned joins his duties in the institution. He should get the agreement bond executed from him immediately after his joining the duties.
2. The Registrar, Shivaji University, Kolhapur.

TRUE COPY

[Signature]
Director,

maveer Bhairao Patil Institute
Management Studies & Research
Satara.

[Handwritten signature]
[Handwritten signature]

Transfer Order

Ref. : H. Edn. / Tr. / 96328

Date : 31/10/2006

Shri / Shrimati Dr. Sawant Bapu Shrihari

Qualifications M.Com. (Stat.)
M.C.M., M.Phil., Ph.D

Designation Director

Dhananjayrao Gadgil College of Commerce, Satara. (MBA/DBM Section)

is hereby informed that he / she is transferred to **Karmaveer Bhaurao Patil Institute of Management Studies & Research, Satara.** as a **Director**

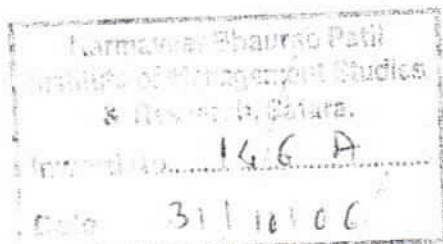
w. e. f. **1/11/2006**

Hence he / she should hand over the complete charge of his / her duties to the head / Vice Principal / the First Asstt. of the Institution on **31/10/2006** after office hours and join his / her new duties in the above mentioned Institution.

He / She is to draw his / her travelling expenses from the Institution he / she is to join.

He / She is not entitled to claim any travelling expenses.

He / She is to take relieving order from the Head / Vice Principal / First Asstt. of the Institution in which he / she is working at present and hand over the same to the Head of the new Institution where he / she is transferred.



Joint Secretary (H. Edn.)
Rayat Shikshan Sanstha, Satara

Copy to,

1. Shri / Smt. Dr. Sawant Bapu Shrihari, M.Com. (Stat.)
M.C.M., M.Phil., Ph.D

Forwarded through the Head of the Institution concerned.

2. The Head **Dhananjayrao Gadgil College of Commerce, Satara**
(M.B.A./P D.B.M. Section)

He / She is informed to report to the office of the Sanstha, date on which the employee concerned is relieved from his / her Institution. He / She is to apply to the E. O. / University concerned immediately for the transfer of Prov. Fund A/c of the employee concerned after the employee joins the new Institution to which he / she is transferred. The Service Book, Transfer Slip and Confidential Report of the employee concerned duly filled in, in all respects, should be sent by Registered Post to Institution where the employee is transferred.

3. The Head **Karmaveer Bhaurao Patil Institute of Management Studies & Research, Satara.**

He / She is informed to report to the office of the Sanstha, the date on which the employee concerned joins his / her Institution and to see that the Service Book, Confidential Report and Transfer Slip duly filled in, in all respects of the employee concerned is at hand as

TRUE COPY

Director,
Karmaveer Bhaurao Patil Institute
Management Studies & Research
Satara.

Received
A.O.

ered A/D Letter

RAYAT SHIKSHAN SANSTHA, SATARA.

FORM FOR APPOINTMENT OF A TEACHER

Date :-13/07/2004

Smt. Bhosale Mohan Bhagwat, M.Com., M.Phil
Dhananjayrao Gadgil
College of Commerce, Satara.

Appointment to the Post of Lecturer in General Management

In response to our advertisement dated 29/05/2003 you had applied for the post of Full Time Lecturer in General Management you were interviewed for the above post by the Selection Committee appointed by the Management Statute No.--- of the University of Shivaji. I am pleased to inform you that the Management has appointed you on the said post in Dhananjayrao Gadgil College of Commerce Satara. (For MBA/DBM Sect.)

Scale of Rs. 8000-275-13500

Effect from 16/07/2004 Your appointment is subject to the following terms and conditions.

Your services will be governed by the Maharashtra Universities Act, 1994, University Code of Conduct, ordinances and rules and regulations laid down by the University and State Government from time to time.

- 1) You are appointed in clear vacancy on full-time basis on probation for a period of two year(s) from the date of joining.
 - 2) Your appointment is purely temporary for a period of----- i.e. from ----- to -----
 - 3) Your appointment is on the leave vacancy for the period from ---- to ----
 - 4) The post is reserved for OPEN. Since you belong to the said category, you are appointed on full-time basis on probation for a period of two year(s) from the date of joining.
 - 5) The post is reserved for----- Since you do not belong to the said category, you are appointed full-time on temporary basis against the reserved post for a period of----- You shall not have any claim on the said post in future.
 - 6) This is temporary vacancy caused by ----. Hence you are appointed full-time on purely temporary basis for a period of ----
 - 7) Your appointment is on Full Time basis only.
 - 8) You will be paid basic pay of Rs. 8000/-/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
 - 9) You will be paid remuneration at the rate of Rs.-- per lecture/per hour
 - 10) Your appointment and salary shall be subject to approval by the University and Director of Technical Education / Director of Medical Education & Research / Director of Higher Education as the case may be.
 - 11) You shall have to qualify the NET or the SET or similar test (as the case may be) laid down by the University or State Government / UGC or the Central Council pertaining to your faculty within the stipulated period.
 - 12) You shall have to acquire the qualifications ---- (M.Phil./Ph.D., M.D./M.S., M.D.S., M.E. etc.) as prescribed by the University / State Govt., or the Central Councils concerned within the ---- period.
- Your appointment is subject to the minimum number of students and the workload prescribed for the post.

D. G. College of Commerce,
SATARA.

Inward No. _____

(2)

You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge / relieving certificate, last pay certificate, caste certificate, Change of name certificate (if any), etc, before joining your duties.

In case you accept the appointment you shall have to execute Deed of Contract of Service as prescribed in the Statutes at the time of joining the duties.

You will be allowed to join the duties on producing of -

- i) Two Passport Size Photographs.
- ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
- iii) Discharge Certificate from previous employer (if any).

You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College / Institution.

You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.

You will not conduct or engage yourself in any private tuitions or private coaching classes.

You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuous of your service, without the permission of the competent authority / Management.

Your services are transferable to any other college / institution run by the Management.

Your appointment may be terminated, at any time, by either side / party, by giving one month's notice or one month's pay in lieu of notice period in case the period spent in service is more than six months.

If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly Or indirectly do such things which are subversive to the interests of the Society / University / Institute / college / Student.

You have to Communicate your acceptance to the Management / College / Institution within seven days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

Your appointment is subject to the approval of the University.

TRUE COPY

Director,

Master Bhaurao Patil Institute
Management Studies & Research
Satara.

Joint Secretary, (H. Edn.)

Rayat Shikshan Sanstha, Satara.

forwarded for information and guidance to -

he Principal, Dhananjayrao Gadgil College of Commerce Satara. (For MBA/DBM Sect. e / She is informed to report to this office immediately the date on which he person concerned joins his duties in the institution. He should get the greement bond executed from him immediately after his joining the duties. he Registrar, Shivaji University ,Kolhapur.

RAYAT SHIKSHAN SANSTHA, SATARA

Transfer Order

Ref. : H. Edn. / Tr. / 92323

Date : 31/10/2006

Shri / Smt. Bhosale Mohan Bhagwat

Qualifications M.Com, M.Phil

Designation Lecturer in Gen.Mgt.

Dhananjayrao Gadgil College of Commerce, Satara.

(for MBA/BAM Section) is hereby informed that he / she is transferred to Karmaveer Bhaurao Patil

Institute of Management Studies & Research, Satara.

as a Lecturer

w. e. f. 1/11/2006 Hence he / she should hand over the complete handover of her duties to the head / Vice Principal / the First Asstt. of the Institution on 31/10/2006 after office hours and join his / her new duties in the above mentioned Institution.

He / She is to draw his / her travelling expenses from the Institution he / she is to join.

He / She is not entitled to claim any travelling expenses.

He / She is to take relieving order from the Head / Vice Principal / First Asstt. of the Institution in which he / she is working at present and hand over the same to the Head of the new Institution where he / she is transferred.

Abhinav
31/10/2007

Karmaveer Bhaurao Patil
Institute of Management Studies
& Research, Satara.

Inward No. 146 C

to 31110106



[Signature]
Joint Secretary (H. Edn.)
Rayat Shikshan Sanstha, Satara

Copy to,

1. Shri / Smt. Bhosale Mohan Bhagwat, M.Com, M.Phil

Forwarded through the Head of the Institution concerned.

2. The Head Dhananjayrao Gadgil College of Commerce, Satara.
(for MBA/BAM Section)

He / She is informed to report to the office of the Sanstha, date on which the employee concerned is relieved from his / her Institution. He / She is to apply to the E. O. / University concerned immediately for the transfer of Prov. Fund A/c of the employee concerned after the employee joins the new Institution to which he / she is transferred. The Service Book, Transfer Slip and Confidential Report of the employee concerned duly filled in, in all respects, should be sent by Registered Post to Institution where the employee is transferred.

3. The Head Karmaveer Bhaurao Patil Institute of Management Studies & Research, Satara.

He / She is informed to report to the office of the Sanstha, the date on which the employee concerned joins his / her Institution and to see that the Service Book, Confidential Report and Transfer Slip duly filled in, in all respects of the employee concerned is at hand as soon as the employee concerned joins the Institution.

डा. संवित

TRUE COPY

[Signature]
Director,
Karmaveer Bhaurao Patil Institute
Management Studies & Research
Satara.

Ref.No.H.Edn.7

8628

Date :- 29 JUN 2005

To,
Shri/Smt., **Bhola Sarang Shankar, B.Com, MBA**
Plot NO.32, Chavan Colony,
Kalamba Road, Kolhapur-416007.

in

Sub :- Appointment to the post of **Full Time Ass.Prof Marketing Management (MBA/DBM Sec.)** (S

In response to our advertisement dated ----- you had applied for the post of ~~Asst. Prof.~~ **Full Time Marketing Management (MBA/DBM Sec.)**

you were interviewed for the above post by the selection committee appointed by the Management under Statute No. ----- of the University of Pune / Mumbai / Shivaji / Solapur.

I am pleased to inform you that the Management has appointed you on the said post

in, **Dhananjayrao Gadgil College of Commerce, Satara.**

College / Institute at

In the scale of Rs. **12000-420-18300**

With effect from **30 JUN 2005** your appointment is subject to the following terms and conditions.

- 1) Your Services will be governed by the Maharashtra Universities Act, 1994, Statutes, Code of conduct, ordinances and rules and regulations laid down by the University and state Government from time to time.
- 2) a) You are appointed in clear vacancy on full time / part time basis on probation for a period of two years (s) from the date of joining.
- b) Your appointment is purely temporary for a period of ----- i.e. from ----- to -----.
- c) Your appointment is on the leave vacancy for the period ----- to -----.
- d) The post is reserved for SBC UPM. Since you belong to the said category, you are appointed on full time basis on probation for a period of two years (s) from the date of joining.
- e) The post is reserved for ----- Since you do not belong to the said category, you are appointed full - time on temporary basis against the reserved post for a period of ----- You shall not have any claim on the said post in future.
- f) This is temporary vacancy caused by ----- Hence you are appointed full time on purely temporary basis for a period of -----.
- g) Your appointment is on **Full Time** basis only.
- 3) i) You will be paid basic pay of Rs. 12000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
- ii) You will be paid remuneration at the rate of Rs. ----- per lecture / per hour.
- iii) Your appointment and salary shall be subject to approval by the University & Director of Technical Education / Director of Medical Education & Research / Director of Higher Education as the case may be.
- 4) a) You shall have to qualify the NET or the SET or similar test (as the case may be) laid down by the University or State Government / UGC or the Central Council pertaining to your faculty within the stipulated period.
- b) You shall have to acquire the qualifications ----- (M.Phil./ Ph.D., M.D./ M.S., M.D.S., M.E. etc.) as prescribed by the University / State Govt. or the Central Councils concerned within the period.
- 5) Your Appointment is subject to the minimum number of students and the workload prescribed for the post.
- 6) You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheet, experience certificate, discharge / relieving certificate, last pay certificate, caste certificate, change of name certificate (if any), etc, before joining your duties.

- 7) In case you accept the appointment you shall have to execute Deed of Contract of Service as prescribed in the Statutes at the time of joining the duties.
- 8) You will be allowed to join the duties on producing of
 - i) Two Passport Size Photographs.
 - ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
 - iii) Discharge Certificate from previous employer (if any).
- 9) You shall undergo medical examination by the approved medical officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of medical certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the college Institution.
- 10) You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
- 11) You will not conduct or engage yourself in any private tuitions or private coaching classes.
- 12) You will not engage yourself in any other job paid full - time, part - time or otherwise, during the continuous of your service, without the permission of the competent authority / management.
- 13) Your services are transferable to any other college / institution run by the management.
- 14) Your appointment may be terminated, at any time, by either side / party, by giving one month's notice or one month's pay in lieu of notice period in case the period spent in service is more than six months.
- 15) If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society / University / Institute / College / Students.
- 16) You have to Communicate your acceptance to the management / College / Institution within seven days from the date of receipt of this order of Appointment, failing which your appointment is liable to be cancelled.
- 17) ~~Your appointment is made at the suggestion of the local selection Committee, your appointment is purely temporary.~~
- 18) ~~Your appointment is upto the selection committee OR upto the last working day of _____ Term of this academic year i.e. _____ whichever is earlier.~~
- 19) ~~Your appointment is subject to approval of the University & Govt.~~
- 20) ~~You shall not have any claim on this post in future.~~
- 17) Your appointment is made subject to producte cast validity certificate within a three months from the date of your appointment, otherwise your appointment will be cancelled with immediate effect.

TRUE COPY

[Signature]
Director,
Maveer Bhairao Patil Institute
Management Studies & Research
Satara.



[Signature]
Joint Secretary (H.Edn.),
Rayat Shikshan Sanstha, Satara.

Copy forwarded for information and guidance to

1. The Principal, **Dhananjayrao Gadgil College of Commerce, Satara.**

RAYAT SHIKSHAN SANSTHA, SATARA

Transfer Order

Ref. : H. Edn. / Tr. / 92329

Date : 31/10/2006

Shri / Shri / Smt. Bhola Sarang Shankar, B.Com, MBA

Qualifications B.Com, MBA, Ph.D

Designation Asstt. Prof. in Mkt.

Dhananjayrao Gadgil College of Commerce, Satara
(for MBA/DBM Section)

is hereby informed that he / she is transferred to Karmaveer Bhaurao Patil
Institute of Management Studies
& Research, Satara. as a Asstt. Prof. in Mkt.

w. e. f. 1/11/2006 Hence he / she should hand over the complete charge of his / her
duties to the head / Vice Principal / the First Asstt. of the Institution on 31/10/2006
after office hours and join his / her new duties in the above mentioned Institution.

~~He / She is to take relieving order from the Head / Vice Principal / First Asstt. of the Institution on the date of his / her transfer.~~

✓ ~~He / She is not~~ entitled to claim any travelling expenses.

He / She is to take relieving order from the Head / Vice Principal / First Asstt. of the Institution in
which he / she is working at present and hand over the same to the Head of the new Institution
where he / she is transferred.



[Signature]
Joint Secretary (H. Edn.)
Rayat Shikshan Sanstha, Satara

Copy to,

1. Shri / Smt. Bhola Sarang Shankar, B.Com, M.B.A. Ph.D.

Forwarded through the Head of the Institution concerned.

2. The Head Dhananjayrao Gadgil College of Commerce, Satara.
(for MBA/DBM Section)

He / She is informed to report to the office of the Sanstha, date on which the employee
concerned is relieved from his / her Institution. He / She is to apply to the E. O. / University
concerned immediately for the transfer of Prov. Fund A/c of the employee concerned after the
employee joins the new Institution to which he / she is transferred. The Service Book, Transfer
Slip and Confidential Report of the employee concerned duly filled in, in all respects, should
be sent by Registered Post to Institution where the employee is transferred.

3. The Head Karmaveer Bhaurao Patil Institute of Management
Studies & Research, Satara.

He / She is informed to report to the office of the Sanstha, the date on which the
employee concerned joins his / her Institution and to see that the Service Book, Confidential
Report and Transfer Slip duly filled in, in all respects of the employee concerned is at hand as
soon as the employee concerned joins the Institution.

Dr. Anant S.S.
[Signature]

[Signature]

TRUE COPY

[Signature]
Director,
Karmaveer Bhaurao Patil Institute
Management Studies & Research
Satara.

8099

1 JUL 2005

To,

Shri/Smt

Kumbhar Rajendra Dattatray, B.Sc., MCM
A/P-Siddhewadi (Savljaj),
Tal- Tasgaon, Dist-Sangli.

Sub :- Appointment to the post of Full Time Lect. in Prod./System.Mgt(MBA/DBM Sec.)(Subject

In response to our advertisement date ----- you had applied for the post of Lect. in
Full Time Prod./System.Mgt(MBA/DBM Sec.)
appointed by the Management under Statute No. ----- of the University of Pune / Mumbai / Shivaji / Solapur.

I am pleased to inform you that the Management has appointed you on the said post

in, Dhananjayrao Gadgil College of Commerce, Satara.

College / Institute at

In the scale of Rs.

8000-275-13500

With effect from

2 JUL 2005

your appointment is subject to the following terms and conditions.

- 1) Your Services will be governed by the Maharashtra Universities Act, 1994, Statutes, Code of conduct, ordinances and rules and regulations laid down by the University and state Government from time to time.
- 2) a) You are appointed in clear vacancy on full time / part time basis on probation for a period of two years (s) from the date of joining.
- b) Your appointment is purely temporary for a period of ----- i.e. from ----- to -----
- c) Your appointment is on the leave vacancy for the period ----- to -----
- d) The post is reserved for OBC Since you belong to the said category, you are appointed on full time basis on probation for a period of two years (s) from the date of joining.
- e) The post is reserved for ----- Since you do not belong to the said category, you are appointed full - time on temporary basis against the reserved post for a period of ----- You shall not have any claim on the said post in future.
- f) This is temporary vacancy caused by ----- Hence you are appointed full time on ----- purely temporary basis for a period of -----
- g) Your appointment is on Full Time basis only.
- 3) i) You will be paid basic pay of Rs. 8000/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
- ii) You will be paid remuneration at the rate of Rs. ----- per lecture / per hour.
- iii) Your appointment and salary shall be subject to approval by the University & Director of Technical Education / Director of Medical Education & Research / Director of Higher Education as the case may be.
- 4) a) You shall have to qualify the NET or the SET or similar test (as the case may be) laid down by the University or State Government / UGC or the Central Council pertaining to your faculty within the stipulated period.
- b) You shall have to acquire the qualifications ----- (M.Phil./ Ph.D., M.D. / M.S., M.D.S., M.E. etc.) as prescribed by the University / State Govt. or the Central Councils concerned within the period.
- 5) Your Appointment is subject to the minimum number of students and the workload prescribed for the post.
- 6) You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge / relieving certificate, last pay certificate, caste certificate, change of name certificate (if any), etc, before joining your duties.

ENG-ORDER- 1

2A

- 1) You will be allowed to join the duties as prescribed in the Statutes of the Institute of Management Studies & Research.
- 2) You will be allowed to join the duties as prescribed in the Statutes of the Institute of Management Studies & Research.
- 3) You will be allowed to join the duties as prescribed in the Statutes of the Institute of Management Studies & Research.
- 4) You will be allowed to join the duties as prescribed in the Statutes of the Institute of Management Studies & Research.
- 5) You will be allowed to join the duties as prescribed in the Statutes of the Institute of Management Studies & Research.
- 6) You will be allowed to join the duties as prescribed in the Statutes of the Institute of Management Studies & Research.
- 7) You will be allowed to join the duties as prescribed in the Statutes of the Institute of Management Studies & Research.
- 8) You will be allowed to join the duties as prescribed in the Statutes of the Institute of Management Studies & Research.
- 9) You shall undergo medical examination by the approved medical officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of medical certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the college Institution.
- 10) You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
- 11) You will not conduct or engage yourself in any private tuitions or private coaching classes.
- 12) You will not engage yourself in any other job paid full - time, part - time or otherwise, during the continu-ous of your service, without the permission of the competent authority / management.
- 13) Your services are transferable to any other college / institution run by the management.
- 14) Your appointment may be terminated, at any time, by either side / party, by giving one month's notice or one month's pay in lieu of notice period in case the period spent in service is more than six months.
- 15) If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society / University / Institute / College / Students.
- 16) You have to Communicate your acceptance to the management / College / Institution within seven days from the date of receipt of this order of Appointment, failing which your appointment is liable to be can-celled.
- 17) Your appointment is made at the suggestion of the local selection Committee, your appointment is purely temporary.
- 18) Your appointment is upto the selection committee OR upto the last working day of Term of this academic year i.e. whichever is earlier.
- 19) Your appointment is subject to approval of the University & Govt.
- 20) You shall not have any claim on this post in future.
- 17) Your appointment is made subject to producte cast validity certificate within a three months from the date of your appointment, otherwise your appointment will be cancelled with immediate effect.

TRUE COPY

Director,
Maveer Bhaurao Patil Institute
Management Studies & Research
Satara.



Joint Secretary (H.Edn.),
Rayat Shikshan Sanstha, Satara.

Copy forwarded for information and guidance to

1. The Principal, Dhananjayrao Gadgil College of Commerce, Satara.

Kishor/ENG-BACK

2. The person concerned is directed to report to this office immediately the date on which the person concerned joins his duties in the institution. He should get the agreement bond executed from him immediately after his joining the duties.

RAYAT SHIKSHAN SANSTHA, SATARA

Transfer Order

Ref. : H. Edn. / Tr. / 92322

Date : 31/10/2006

Shri / ~~Smt.~~ **Kumbhar Rajendra Dattatraya**

Qualifications **B.Sc., MCM, DCEM** Designation **Lect. in SYS. MGT.**
Dhananjayrao Gadgil College of Commerce, Satara.
(for MBA/DBM Section)

is hereby informed that he / she is transferred to **Karmaveer Bhaurao Patil Institute**
of Management Studies & Research, Satara.
as a **Lect. in SYS. MGT.**

w. e. f. **1/11/2006** Hence he / she should hand over the complete charge of his / her
duties to the head / ~~Vice Principal~~ / ~~the First Asstt.~~ of the Institution on **31/10/2006**
after office hours and join his / her new duties in the above mentioned Institution.

~~He / She is to draw his / her travelling expenses from the Institution he / she is to join.~~

He / She is not entitled to claim any travelling expenses.

He / She is to take relieving order from the Head / Vice Principal / First Asstt. of the Institution in
which he / she is working at present and hand over the same to the Head of the new Institution
where he / she is transferred.

Subin
31/10/2007

Karmaveer Bhaurao Patil Institute of Management Studies & Research, Satara.
Inward No. 146 E
Date 31/10/06



[Signature]
Joint Secretary (H. Edn.)
Rayat Shikshan Sanstha, Satara

Copy to,

1. Shri / ~~Smt.~~ **Kumbhar Rajendra Dattatraya B.Sc., MCM., DCEM**

Forwarded through the Head of the Institution concerned.

2. The Head **Dhananjayrao Gadgil College of Commerce, Satara.**
(for MBA/DBM Section).

Received
14

He / She is informed to report to the office of the Sanstha, date on which the employee
concerned is relieved from his / her Institution. He / She is to apply to the E. O. / University
concerned immediately for the transfer of Prov. Fund A/c of the employee concerned after the
employee joins the new Institution to which he / she is transferred. The Service Book, Transfer
Slip and Confidential Report of the employee concerned duly filled in, in all respects, should
be sent by Registered Post to Institution where the employee is transferred.

3. The Head **Karmaveer Bhaurao Patil Institute of**
Management Studies & Research, Satara.

He / She is informed to report to the office of the Sanstha, the date on which the
employee concerned joins his / her Institution and to see that the Service Book, Confidential
Report and Transfer Slip duly filled in, in all respects of the employee concerned is at hand as
soon as the employee concerned joins the Institution.

TRUE COPY

[Signature]
Director,
Karmaveer Bhaurao Patil Institute
Management Studies & Research
Satara.

FORM FOR APPOINTMENT OF A TEACHER

03-02-2011

Regist. A/D Letter/

Date

9LE2L

To,
Shri./Smt.

NIKAM SHIVRAJ RAJARAM

MBA, M.Phil

A/P M-1, Flat No. 8, Newe Mhada Colony, Sadar Bazar,

Tal : Satara Dist : Satara 415001

Sub : Appointment to the post of Full Time Asstt.Prof./Asso. Prof. Human Resource Mgt.

In response to our advertisement dated _____ you had applied for the post of Lect. in Human Resource Mgt. you were interviewed for the above post by the selection committee

appointed by the Management under Statute No. _____ of the University of Pune / Mumbai / Shivaji / Solapu I am pleased to inform you that the Management has appointed you on the said post

in, Karmaveer Bhaurao Patil Insti. Of Management Studies Res. Varye, Satara College/ Institute at

15600-39100+ AGP 6000

In the scale of Rs

With effect from 05-02-2011 your appointment is subject to the following terms and conditions

- 1) Your Services will be governed by the Maharashtra Universities Act, 1984, Statutes, Code of conduct, ordinances and rules and regulations laid down by the University and state Government from time to time.
- 2) a) You are appointed in clear vacancy on full time / part time basis on probation for a period of two years (s) from the date of joining.
- b) ~~Your appointment is purely temporary for a period of _____ from _____ to _____~~
- c) ~~Your appointment is on the leave vacancy of prof. _____ for the period from _____ to _____~~
- d) The post is reserved for open Since you belong to the said category, you are appointed on full time basis on probation for a period of two years (s) from the date of joining.
- e) The post is reserved for _____ Since you do not belong to the said category, you are appointed full - time on temporary basis against the reserved post for a period of _____ You shall not have any claim on the said post in future.
- f) This is temporary vacancy caused by _____ Hence you are appointed full time on purely temporary basis for a period of _____
- g) Your appointment is on **Full Time** basis only.
15600/-
- 3) i) You will be paid basic pay of Rs. _____ per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
- ii) You will be paid remuneration at the rate of Rs. _____ per lecture / per hour
- iii) Your appointment and salary shall be subject to approval by the University & Director of Technical Education / Director of Medical Education & Research / Director of Higher Education as the case may be.
- 4) a) You shall have to qualify the NET or the SET or similar test (as the case may be) laid down by the University or State Government/ UGC or the Central Council pertaining to your faculty within the stipulated period.
- b) You shall have to acquire the qualifications _____ (M.Phil./Ph.D., M.D. / M.S., M.D.S., M.E. etc.) as prescribed by the University / State Govt. or the Central Councils concerned within the period.
- 5) Your Appointment is subject to the minimum number of students and the workload prescribed for the post.
- 6) You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge / relieving certificate, last pay certificate, caste certificate, change of name certificate (if any), etc, before joining your duties.
- 7) In case you accept the appointment you shall have to execute Deed of Contract of Service as prescribed in the Statutes at the time of joining the duties.

- 8) You will be allowed to join the duties on producing of -
 - i) Two Passport Size Photographs.
 - ii) Character Certificate from two eminent persons. one of them should be a Govt. Gazetted Officer.
 - iii) Discharge Certificate from previous employer (if any).
- 9) You shall undergo medical examination by the approved medical officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of medical certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the college institution.
- 10) You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgment Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
- 11) You will not conduct or engage yourself in any private tuitions or private coaching classes.
- 12) You will not engage yourself in any other job paid full - time, part - time or otherwise, during the continuous of your service, without the permission of the competent authority / management.
- 13) Your services are transferable to any other college / institution run by the management.
- 14) Your appointment may be terminated, at any time, by either side / party, by giving one month's notice or one month's pay in lieu of notice period in case the period spent in service is more than six months.
- 15) If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society / University / Institute / College / Students.
- 16) You have to Communicate your acceptance to the management / College / Institution within seven days from the date of receipt of this order of Appointment, failing which your appointment is liable to be cancelled.
- 17) Your appointment is made at the suggestion of the local selection Committee, your appointment is purely temporary.
- 18) *Your appointment is upto the selection committee OR upto the last working day of _____ Term of this academic year i.e. _____, whichever is earlier.
- 19) Your appointment is subject to approval of the University & Govt.
- 20) You shall not have any claim on this post in future.
- 21) You have not passed the NET / SET examination, hence your appointment is made as per letter No. NGC/2001/NETSET/31300/PR/MV-1/dated 26-11-2001 from The Director of Higher Education (H.Edn.) Maharashtra State, Pune only for seven period in a week.
- 22) Your appointment is made subject to produce cast validity certificate within a three months from the date of your appointment, otherwise your appointment will be cancelled with immediate effect.
- 23) IF your NET/ SET passing certificate found illegal, your services will be cancelled automatically from the date of appointment.
- 24) You should submit your verification report of Net or Set certificate from concerned authority within three months from the date of appointment, otherwise your services will be discontinued without any notice from the date of appointment.

TRUE COPY

[Signature]
Director,
 Karmaveer Bhaurao Patil Institute
 Management Studies & Research
 Satara.



[Signature]
Secretary,
 Rayat Shikshan Sanstha, Satara.
Joint Secretary (H.Edn.),
 Rayat Shikshan Sanstha, Satara.

Copy forwarded for information and guidance to

1. The Principal, Karmaveer Bhaurao Patil Insti. Of Management Studies Res. Varye, Satara.
2. The Registrar University of Pune, Pune / Shivaji University, Kolhapur / University of Mumbai, Mumbai / Solapur University, Solapur.

He / She is informed to report to this office immediately the date on which the person concerned joins his duties in the institution. He should get the agreement bond executed from him immedi-

RAYAT SHIKSHAN SANSTHA, SATARA.

FORM FOR APPOINTMENT OF A TEACHER

Ref. No. H. Edn./
Regist. A/D Letter/

Date :-

03-02-2011

To,
Shri./Smt.

CHAVAN SANTOSH BABANRAO
A/P 1, Yashwant Colony,
Tal : Satara Dist : Satara

Godoli,
415001

B.E., MBA I

Sub: Appointment to the post of Full Time Asstt. Prof./Asso. Prof. Production Management
In response to our advertisement date _____ you had applied for the post of Lect. in
Production Management you were interviewed for the above post by the selection committee
appointed by the Management under Statute No. _____ of the University of Pune / Mumbai / Shivaji / Solapur.
I am pleased to inform you that the Management has appointed you on the said post
in, Karmaveer Bhaurao Patil Instl. Of Management Studies, Res. Varye, Satara College/ Institute at

15600-39100+ AGP 6000

the scale of Rs.

With effect from 05-02-2011 your appointment is subject to the following terms and conditions.

1) Your Services will be governed by the Maharashtra Universities Act, 1984, Statutes, Code of conduct, ord-
inances and rules and regulations laid down by the University and state Government from time to time.

2) a) You are appointed in clear vacancy on full time / part time basis on probation for a period of two years (s)
from the date of joining.

b) Your appointment is purely temporary for a period of _____ from _____

c) Your appointment is on the leave vacancy of Prof. _____ for the period
from _____ to _____

d) The post is reserved for _____ Since you belong to the said category, you are appointed
on full time basis on probation for a period of two years (s) from the date of joining.

e) The post is reserved for _____ Since you do not belong to the said category, you are
appointed full - time on temporary basis against the reserved post for a period of _____
You shall not have any claim on the said post in future.

f) This is temporary vacancy caused by _____ Hence you are appointed full time on
purely temporary basis for a period of _____

g) Your appointment is on Full Time basis only.

3) i) You will be paid basic pay of Rs. 15600/- per month in the scale indicated above. You
will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by
the State Government from time to time. In case you are appointed for a period of more than one year,
you shall earn annual increment.

ii) You will be paid remuneration at the rate of Rs. _____ per lecture / per hour

iii) Your appointment and salary shall be subject to approval by the University & Director of Technical Educa-
tion / Director of Medical Education & Research / Director of Higher Education as the case may be.

4) a) You shall have to qualify the NET or the SET or similar test (as the case may be) laid down by the
University or State Government/ UGC or the Central Council pertaining to your faculty within the stipulated
period.

b) You shall have to acquire the qualifications _____ (M.Phil./Ph.D./M.D. / M.S., M.D.S.
M.E. etc.) as prescribed by the University / State Govt. or the Central Councils concerned within the
period.

5) Your Appointment is subject to the minimum number of students and the workload prescribed for the post.

6) You shall submit the originals as well as certified true copies of relevant testimonials such as birth date
certificate, marksheets, experience certificate, discharge / relieving certificate, last pay certificate,
caste certificate, change of name certificate (if any), etc. before joining your duties.

7) In case you accept the appointment you shall have to execute Deed of Contract of Service as
prescribed in the Statutes at the time of joining the duties.

- 28
- 8) You will be allowed to join the duties on producing of -
 - i) Two Passport Size Photographs.
 - ii) Character Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
 - iii) Discharge Certificate from previous employer (if any).
 - 9) You shall undergo medical examination by the approved medical officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of medical certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the college institution.
 - 10) You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgment Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
 - 11) You will not conduct or engage yourself in any private tuitions or private coaching classes.
 - 12) You will not engage yourself in any other job paid full - time, part - time or otherwise, during the continuous of your service, without the permission of the competent authority / management.
 - 13) Your services are transferable to any other college / institution run by the management.
 - 14) Your appointment may be terminated, at any time, by either side / party, by giving one month's notice or one month's pay in lieu of notice period in case the period spent in service is more than six months.
 - 15) If you are found absent continuously for more than thirty days without permission your services will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the statutes. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society / University / Institute / College / Students.
 - 16) You have to Communicate your acceptance to the management / College / Institution within seven days from the date of receipt of this order of Appointment, failing which your appointment is liable to be cancelled.
 - 17) Your appointment is made at the suggestion of the local selection Committee, your appointment is purely temporary.
 - 18) *Your appointment is upto the selection committee OR upto the last working day of _____ Term of this academic year i.e. _____, whichever is earlier.
 - 19) Your appointment is subject to approval of the University & Govt.
 - 20) You shall not have any claim on this post in future.
 - 21) You have not passed the NET / SET examination, hence your appointment is made as per letter No. NGC/2001/NETSET/31300/PR/MV-1/dated 26-11-2001 from The Director of Higher Education (H.Edn.) Maharashtra State, Pune only for seven period in a week.
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 - 23) IF your NET/ SET passing certificate found illegal, your services will be cancelled automatically from the date of appointment.
 - 24) You should submit your verification report of Net or Set certificate from concerned authority within three months from the date of appointment, otherwise your services will be discontinued without any notice from the date of appointment.

TRUE COPY

Director,
Kamaveer Bhauro Patil Institute
Management Studies & Research
Satara.



Secretary,
Rayat Shikshan Sanstha, Satara.
Joint Secretary (H.Edn.),
Rayat Shikshan Sanstha, Satara.

Copy forwarded for information and guidance to

1. The Principal,
2. The Registrar University of Pune, Pune / Shivaji University, Kolhapur / University of Mumbai, Mumbai / Solapur University, Solapur.

He / She is informed to report to this office immediately the date on which the person concerned joins his duties in the institution. He should get the agreement bond, executed from him immediately after his joining the duties.



Est. 2006

Rajat Shikshan Sanstha's

KARMAVEER BHAURAO PATIL INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH, VARYE, SATARA

(Affiliated to & Recognized by Shivaji University, Kolhapur and approved by Govt. of Maharashtra & AICTE, New Delhi)

Founder : Padmabushan Dr. Karmaveer Bhaurao Patil, D. Litt.

Mob. : 8421600535

Ph. : (02162) 200600

E-mail : mba.kbp@gmail.com

Website : www.kbpimsr.ac.in

Director : **Prof. (Dr.) B. S. Sawant**

(M.Com (Stat), M.C.M., M.B.A., M.Phil., Ph.D.)

Ref. No. : 23431

Date : 9/11/2022

CERTIFICATE

This is to certify that, due to Covid- 19 pandemic adhoc staff of MBA,BBA & BCA Courses of academic year 2019-20 is continued for academic year 2020-21.



(Signature)
Dr.B.S.Sawant
 Director