

## Curriculum Vitae

**Dr. Shivraj R. Nikam**

89D, 1+2/1, Plot No. 32, 'Rajasha'  
Payari Park, Golibar Maidan, Godoli,  
Satara  
Mobile No. 9403967179, 9881031745

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### **Objective**

To accomplish best position in an organization where my knowledge and skills can be implemented.

### **Professional Experience**

Worked with Kirloskar Copeland Limited, Atit as 'Management Trainee' from 1<sup>st</sup> May 2003 to 30<sup>th</sup> April 2004.

### **Teaching Experience**

Working as Assistant Professor in Human Resource Management with Rayat Shikshan Sanstha's, Karmaveer Bhaurao Patil Institute of Management Studies & Research Satara, from 1<sup>st</sup> July 2006 till date.

### **Personal Details**

Date of Birth : 30<sup>th</sup> July 1977  
Marital Status : Married  
State of Domicile : Maharashtra  
Religion : Hindu  
Languages Known : Marathi, Hindi, and English

### **Educational Qualification**

- Graduate  
B.Sc. Chemistry, from Yashwantrao Chavan Institute of Science Satara (Shivaji University Kolhapur), with Second class in April 1998.
- Post Graduate  
MBA- Human Resource Management/Marketing management from Dhananjayrao Gadgil College of Commerce Satara (Shivaji University Kolhapur), with First class in July 2000.
- M.Phil. in Commerce and Management from Karmaveer Bhaurao Patil Institute of Management Studies and Research, Satara, (Shivaji University Kolhapur), with 'A' Grade in May 2010
- Completed Ph.D. in Business Management under faculty of Commerce from Shivaji University Kolhapur on 4<sup>th</sup> Oct 2014.

### **Publication**

- "A study of Employee Turnover with reference to IT industry Pune, "ETHOS" , Vol: I, No: 1, July-December 2008, ISSN: 0974-6706, pp 57-64.
- Self-Directed Teams a case study of Tata Motors, "HRM Review", Vol- X, Issue- VI I I, August 2010, ISSN 0972-5148, pp 42-51
- Paper published on "Corporate Social Responsibility by Small and Medium Enterprise" in National Seminar organized by Dr.Vikhe Patil Foundation's, Pravara Centre for Management Research and Development, ISBN: 978-81-909897-1-8, March 2011 pp 132-138.

- Paper published on “Competency Mapping: A Myth to Prosper”, In Bharti Vidyapeeth’s Journal of Management Research, Vol-4, No-2, April 2012, ISSN 0976-4739.
- Paper published on “An Empirical Study on Job satisfaction and Organization Commitment”, in Management Today-for better tomorrow an International journal of Management Study,Vol.2, No.2, April 2012, ISSN 2230-9764 pp 32-40.
- Paper published on “Quality of Work Life in Academic: A Review of Literature”, in International Journal of Scientific Research, Volume:2, Issue:2, Feb. 2013, ISSN 2277-8179, pp 214-216.
- Paper published on “Impact of Welfare Measures on the Employees of Mutha Group, M.I.D.C., Satara”,in IFRSA Business Review|Vol 5|issue 1|March 2015 58 ISSN (Online) 2249-5444.

#### **Paper presentation**

- Presented paper on “CSR initiative by SME sector” in National HR conference organized by SIBACA Lonavala.
- Presented paper on “Employee Attrition: A Case Study of Cooper Corporation Pvt.Ltd. Satara” in International Conference organized by Society of Technical and Management Professionals at Gwalior (M.P.)
- Presented paper on “ERP: An Attempt to Revitalize Organizational System” in International Conference organized by Society of Technical and Management Professionals at Gwalior (M.P.)

#### **Consultation:**

Consultation provided to Disha Project launched by Rayat Shikshan Sanstha’s, Karmaveer Vidyaprbhodini, Satara.

#### **Academic Profile**

Member of IQAC of Institute  
 Core Member of NBA Committee of Institute  
 Member of LMC of Institute  
 Internal Examination Coordinator  
 Dealing with the subjects of HRM  
 Employability Enhancement Trainer  
 Designed MBA HR syllabus of Shivaji University, Kolhapur

#### **Faculty Development programme**

- Attended a two day workshop for management teacher on research methodology.

#### **Strengths**

- Success through hard work.
- Flexible enough to correct mistakes.
- Ready to seek advice from experts.

#### **Other Activities**

- Social  
 Active participation in blood donation camps.  
 Participated in National Service Scheme Camp.

#### **Professional work profile**

- Recruitment and Selection (Temporary workmen)
- Time office Supervision
- Training
- Discipline
- Welfare Activities
- Industrial Relations
- General Administration
- Performance Appraisal

**Other Contribution for Academic Enrichment as a Guest Faculty**

<b>Sr.</b>	<b>Name of the Institution</b>	<b>Date</b>	<b>Duration</b>	<b>Subject</b>
1	Rayat Shikshan Sanstha's,D.P.Bhosale College, Koregaon.	06.02.2012	One Session	Career Planning and Development
2	Arts, Commerce and Science College, Palus, Dist. Sangali	16.01.2013	One Session	CV Writing and Personal Interview
3	Rayat Shikshan Sanstha's, Yashwantrao Chavan Institute of Science Satara	21.01.2013	One Session	Personality Development
4	Industrial Training Institute Satara	21.03.2013	One Session	Full Time Teacher Skill Development Program
5	Rayat Shikshan Sanstha's, Rajshri Shahu College, Kolhapur	13.07.2014	One Session	Quality of Work Life
6	Prof. Sambhajirao Kadam College, Deur	22.12.2015	One Session	Career Planning and Development
7	Rayat Shikshan Sanstha's, Art, Science and Commerce College, Ramanandnagar, Kirloskarwadi	05.01.2016	One Session	Preparation for Employment and Higher Education
8	Rayat Shikshan Sanstha's, Sawitribai Phule Mahila Mahavidylya Satara	09.01.2016	One Session	Communication Skill
9	LBS College of Art, Science and Commerce Satara	15.01.2016	One Session	Career Planning and Development
10	Rayat Shikshan Sanstha's, Yashwantrao Chavan Institute of Science Satara	16.09.2015	One Session	Group Discussion
11	Rayat Shikshan Sanstha's, Sharadchandra Pawar Mahavidylya, Lonand	16.10.2015	One Session	Career Planning and Development
12	District Central Co-operative Bank Satara	22.08.2017	Two Session	Interpersonal Skill and Relationship

I solemnly pledge that the above mentioned information is true to the best of my knowledge and belief.

**Date: 27.07.2017**

**Place: Satara**

**Dr. Shivraj Nikam**