Dr Varsha Nivrutti Bhabad MCM, MBA(HR), Ph.D. (SPPU) Assistant Professor & Research Guide

Goal: Transforming Education with Purpose, Passion, and Proven Impact 💸

With over **20 years** of distinguished service in academia and industry, I have continually strived to shape the next generation of professionals by merging practical experience with academic excellence. My journey spans across Business Management, Information Technology, and Human Resource Development, with a core belief in empowering students, building institutions, and contributing meaningfully to society.

Academic Journey & Pedagogical Expertise

As a **multi-skilled academician**, I've had the privilege of teaching and mentoring Post-Graduate students in **MBA (IT, HR, General Management)** and allied programs like **PGDCM and PGDHM**. My subjects of facilitation have spanned:

- HR & Psychology: Performance Management, Industrial Psychology, International HRM
- IT & Systems: Advanced Java, DBMS, VB.NET, MIS, Asp.Net with C#, Software Engineering
- Management & Administration: Digital Business, Organizational Behaviour, Personnel Administration, Soft Skills

This breadth has enabled me to integrate interdisciplinary knowledge into real-world business solutions—nurturing a well-rounded, industry-ready student base.

Key Academic Roles & Contributions

Throughout my academic tenure, I have contributed to institutional and university-level functions:

- Assistant Professor at IMRT, Nashik since 2005 to till date
- Research Guide (Organisation Mgt Board, SPPU) at IMRT since 2019 to till date
- **Technical Support Engineer**, Aress Software (MNC) Pvt Ltd, Nashik (2003–2005)
- Lecturer roles at KVN Naik College, Nashik (2001-2003)

♣ Significant academic responsibilities include:

- **Ph.D. Research Guide** (SPPU Pune, since 2019) Currently mentoring **4 research** scholars
- Member, Board of Studies, Organization Management Savitribai Phule Pune University (SPPU) since 2023
- Member, MBA Board of Studies, YCMOU, Nasik since 2024
- Active participant in SPPU's MBA-IT Syllabus Design Committee (2020-2022)

I've also proudly served as **Chairman/Moderator**, **Paper Setter**, **Viva Expert**, **and Senior Supervisor**, shaping examination rigor and academic assessment processes.

(S) Institutional Leadership & Administration

My engagement extends well beyond Classroom Teaching:

- Coordinator Roles:
 - o **MBA Facilitation Center** (since 2016 to 2022)
 - o **MBA-IT Admissions** (since 2005 till date)
 - o **EXAM CAP Coordinator** SPPU(2020 & 2021)
 - o Placement Coordinator, IMRT (2020–2022)
- Conference Organizer:
 - o "Post-Budget Talk 2023" Program Convener
 - o **HRDDC National Education Policy Seminar**, 2024 Active Participant

These roles have allowed me to align academic programs with current industry expectations while promoting inclusive and value-driven student experiences.

W Awards, Recognition & Academic Distinctions

My contributions have been recognized by various esteemed organizations:

- Teacher Award, All India Marwadi Gujarati Cultural Foundation Nashik 2024
- Best Teacher Award, Kalika Devi Trust, Nashik 2019
- **Researcher Award**, Vasantrao Naik Teachers Society, Nashik 2018
- **Best Researcher Award**, MVP's IMRT,Nashik 2017
- **Doctorate in Management (Ph.D.)**, SPPU 2016

Each recognition has further reinforced my commitment to academic excellence and personal integrity in service of students and institutions.

Research, Publications & Intellectual Contributions

With a passion for scholarly research and practical innovation, I have:

- Published 30+ Research Papers in reputed National & International, Scopus journals
- Contributed to key conferences including:
 - o **India vs Bharat Bridging the Urban-Rural Divide** (SIBAR Pune)
 - o **Impact of IT on Higher Education** (MVP's IMRT)
 - Role of Performance Management in Service sector (NIRMA University, Ahmedabad)
 - Effective Teaching and Learning through NEP Impact Factor: 6.625, Research Journey Journal (MIT,Pune)

Authored Notable Textbooks:

- o *Employee Relations* ISBN 978-93-87665-27-9
- o Strategic Human Resource Management ISBN 978-93-87665-33-0
- The Analytics driven business defense: Case studies in Cyber, HR and Management Security -ISBN 978-93-6226-141-0
- \circ Logistic & Supply chain 2.0-The digital transformation guide -ISBN 979-8897447930

Patent Publication:

Successfully published an **Indian Patent (Number- 202521008453 A,** dated **21/02/2025)** for an innovative *AI-based recruitment solution*—**integrating smart screening, candidate ranking, and predictive hiring analytics.**

I continue to guide future scholars through research mentorship and active participation in Ph.D. evaluation boards.

Engagement with Open & Distance Education

I proudly serve as:

- **Evaluator for IGNOU and YCMOU** Ensuring rigorous academic standards in distance learning formats
- **Expert Speaker** Delivering lectures across a range of subjects and student demographics

Expert sessions include:

- Personality Development MVP's Law College
- Asp.Net with C# KTHM College
- *Organizational Behavior* MVP's MSW College
- IT Careers & Opportunities K V N Naik College
- Cyber Security and todays ERA -Guru Govind Singh Management College
- *Digital Marketing and current era* -Jain College, Shrirampur
- Need of Women Day- Vitthalrao Patvardhan School, Waghere

Output Core Values & Social Responsibility

Education is incomplete without purpose. I've actively participated in and led CSR and student development initiatives, including:

- Convener, Mahindra Pride School & TATA Strive CSR Programs
- **Managing Editor**, Vision Beyond International Journal of Management (ISSN 2455-3573)

Additionally, I serve as a **Nodal Officer for AISHE (All India Survey of Higher Education)**— supporting data-driven improvements in higher education.

& A Vision for Future: NEP, Digital Transformation & Skill Empowerment

The adoption of the **National Education Policy (NEP)** has energized my mission to bridge academic theory and employability. I remain engaged in discussions and seminars to align curriculum design with evolving student needs, industry 4.0 trends, and global standards of excellence.

My focus is now directed towards:

- Enhancing digital business competencies in students
- Promoting entrepreneurship and placement-readiness
- Advancing **interdisciplinary research** and global collaboration
- Mentoring students not just as learners—but as future leaders

O Let's Connect

I am open to collaborative research, institutional partnerships, conference speaking opportunities, and mentoring engagements. Whether you're an academic peer, a corporate training specialist, or a curious student—feel free to connect with me. Let's build a stronger educational ecosystem together.

Connect me on: www.linkedin.com/in/dr-varsha-bhabad-hembade-11528a295