

DR. ADV. SHINDE SUVARNA RAHUL

PhD, MBA (HR), LLM, LLB, PGDHM, BHMS, MA-Psy*

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PROFESSIONAL PROFILE

A highly accomplished and dedicated academic professional with over **22 years** of cumulative experience, comprising **15 years** in academic leadership and instruction, and **7 years** in corporate and industrial administration. Demonstrated excellence in academic administration, research oversight, and curriculum development.

A recognized **Ph.D. Research Guide** in Human Resource Management (**HRM**) & Organizational Management (**OM**) under SPPU. The scholarly profile is robust, featuring patents, authored books, and publications in high-impact national & international journals. Her unique interdisciplinary qualifications a Ph.D., MBA (HR), LLM, and LLB & BHMS, PGDHM provide specialized expertise in the nexus of Management and Law.

A proven record in institutional quality assurance and significant contributions to university governance as a **BOS Chairman and Academic Council Member** at SPPU

CORE COMPETANCY

Academic Leadership & Administration | Strategic Planning & Governance |Outcome-Based Education (OBE) | NAAC Accreditation | Curriculum Design & Development | Faculty Development & Training | Student Development & Mentoring |Research Guidance & Ph.D. Supervision | Digital Transformation in Education |Institutional Quality Assurance |Stakeholder & Industry Collaboration

WORK EXPERIENCE

UNIVERSITY GOVERNANCE, ACADEMIC & ADMINISTRATIVE LEADERSHIP

A. Statutory & Savitribai Phule Pune University (SPPU)-level Roles

- **Member, Academic Council:** SPPU, Pune (2023)
- **Chairman, Board of Studies (BOS):** Vocational Board, SPPU (2023)
- **Member, Board of Studies (BOS):** Human Resource Management (HRM), SPPU (2023)
- **Ph.D. Research Guide:** Faculty of Commerce & Management (HRM & OM Subject) (2020)
- **Syllabus Design & Curriculum Development:** Served as a Key Member in designing and revising the SPPU syllabus for both the 2019 Pattern &2024 Pattern, and contributed to the MBA new specializations syllabus development sub-committee.
- **Doctoral Oversight:** Served multiple times as Vice-Chancellor's Nominee and Subject Expert for Ph.D. Admission Personal Interview rounds in Management & HRM across various affiliated institutes. (e.g., MGV's IMR, NDMVPs IMRT, MET, Amrutvahini)
- **Examination & Evaluation:** Served as Exam-CAP Director for the Nashik Division for the SPPU MBA examination Actively involved as a Chairman for paper setting, Examiner, and Moderator for various SPPU MBA examinations.
- **Affiliation/Approval Committees:** Chairman or Member for numerous SPPU committees granting approval/affiliation for new courses (BMS, B. Voc., M.Com., Law) and new colleges/divisions in the Nashik region.

B. Institutional Leadership (Navjeevan Institute of Management)

- **Director I/C (2018):** Provided academic and administrative leadership, ensuring institutional quality and compliance
- **Associate Professor:** Led advanced HR teaching, curriculum development, and student research supervision.(2018)

- **Head of Department:** Human Resource Management, Headed the HR department, managing academics, faculty coordination, and student development.
- **Assistant Professor:** Delivered HR courses, mentored students, and supported academic and institutional activities(2010)
- **Quality Assurance:** Successfully led the institution through two cycles of NAAC re-accreditation, achieving a B++ Grade (AY 2018-19 and AY 2023-24).
- **Capacity Expansion:** Secured regulatory approvals from AICTE, DTE, and SPPU to double the sanctioned student intake capacity from 60 to 120 from the Academic Year 2022-23.
- **Program Innovation:** Established the institution as the First MBA Institute in Nashik to offer both the National Service Scheme (NSS) and the School of Open Learning (SoL) MBA Program (AY 2019-20).
- **Entrepreneurship Development:** Initiated and actively oversee the Start-up & Innovation Cell (AY 2018-19)
- Recognized as a Member of the National Rural Entrepreneurship Mission and constituted a Rural Entrepreneurship Development (RED) Cell under the MGNCRE, Ministry of Education, Government of India (AY 2020-21).
- Awarded Life Time Membership by the Association of Indian Management Schools (AIMS).

B. Institutional Leadership (Navjeevan Institute of Management)

- **Chief Medical &Administrative Officer :** Siddhivinayak Hospital, Nashik.
- **Medico Legal Consultant :** Various Hospitals, Nashik.

EDUCATIONAL DETAILS

Qualification	Year	College/Institution	University/Board
Ph. D (HRM)	Aug 2016	-	SPPU
LLM (Criminology)	Jul 2021	Sandip School of	Sandip
LLB	Nov 2020	NLC, Nashik	SPPU
MBA (HR)	Apr 2010	NIM, Nasik	SPPU
P.G.D.H.M.	Apr 2008	I.M.R.T. College,	University of
B.H.M.S.	Apr 2000	BVHMC, Pune	University of
MA-Psychology	Pursuing	YCMOU	YCMOU

PROFESSIONAL MEMBERSHIPS & AFFILIATIONS

- **Teacher Union Leadership:** Appointed as Adhyaksha and Head of Women Representatives for Nashik division of SPPU Shikshak Sangh.
- **Social Service:** Founder member & Chairperson of Savali Foundation, Nashik (2015).
- **Editorial/Review:** Reviewer Board Member for the Chronicle of Neville Wadia Institute of Management studies & Research (2021-2023).

CONSULTANCY AND PROFESSIONAL ENGAGEMENT

- **Business Consultancy:** Provided specialized services in Business Strategy formulation, Customer Relation Management, and Implementation/Optimization of Human Resource Management Systems for various private organizations.
- Completed projects for Shree Siddhivinayak Maternity & Nursing Home, Nashik
- Completed projects for Shree Balaji Diagnostics Pvt. Ltd., Nashik
- **Corporate Training:** Conducted workshops for hospitals and corporate entities on topics such as 'Creating a Winning Team' and 'Ways to improve Patient Satisfaction'.
- **Industrial Experience:** The initial 7 years of professional experience included pivotal roles in healthcare administration and medico-legal consultation, offering a practical, industry-grounded perspective to academic instruction.

RESEARCH

A. Ph.D. Research Guidance

- Two candidates successfully awarded Ph.D. degrees from SPPU under her supervision:

B. Patents and Intellectual Property

International Patent:

- System and Method For Fuzzy-Based Control and Measurement of Temperature And Humidity for Greenhouse. (IP Australia).

National Patents:

- Reduction of power consumption in IOT devices using nano bridge switch.
- Challenges Faced By HR Managers In India.
- C. Books Authored (Total: 7)
- Organizational Behaviour (Thakur Publications, 2024 & Success Publication, 2025)
- Labour and Social Security Laws (Thakur Publications, 2017)
- Labor Laws (Thakur Publication, 2016)

D. Selected Research Paper Publications (Total: 39 Research Papers)

- Transformative HR strategies: Driving Human Capital Dynamics in IT sector (European Economic letters ABDC international journal, IF-0.278)
- Talent Management in Start-Ups: HR Challenges in Managing Human Capital in Emerging Businesses in Maharashtra (International Journal Of Research In Management, 2025, IF: 8.54).
- Employee Experience as a Strategic Lever: Linking Engagement, Well-Being and Organizational Competitiveness in the Post-Pandemic Era (Scholarly Research Journal For Interdisciplinary Studies, 2025, IF: 8.486).
- Sustainable HRM: Green HR Practices For Promoting Corporate Social Responsibility And Environmental Sustainability In Nashik (International Journal Of Emerging Technologies And Innovative Research, 2025, IF: 7.95).

- AI And Human Resource Management: Exploring The Role Of Artificial Intelligence In Recruitment, Talent Acquisition And Employee Retention (International Journal Of Multidisciplinary Trends, 2025, IF: 6.32).
- Intergenerational Diversity Management In Nashik's Hospitality Sector: A Transformative Approach For Gen Z Engagement (International Journal Of Research In Human Resource Management, 2025, IF: 6.16).
- Gig Economy & HRM: Managing Non-Traditional Employment Relationships and Freelance Workforce in Nashik City (International Journal Of Research In Human Resource Management, 2025, IF: 6.16).
- A Study on "Work stress management of employees in the print media" in Pune city. (UGC CARE Approved Group I, Peer Reviewed, Referred Journal (IF 7.86,))
- A Study on Human Resource Practices in Service Industry with special reference to Hospitals in Nashik City. (UGC Care Group I Journal, Impact factor 7.12)
- A Study on "The impact of online shopping upon retail trade business" with reference to business street named Laxmi Road, in Pune city. (UGC CARE Group-1 Peer Reviewed, Bilingual, Referred Journal with IF 7.75)

CONFERENCE PRESENTATIONS AND RESOURCE PERSON ROLES

- Served as a Resource Person/Expert Speaker at various National/International conferences and workshops, often focusing on Research Methodology, HR trends, and Management practices.
- Expert Speaker for PhD Course work in Research Methodology

TEACHING & MENTORING

A. Curriculum Development (SPPU)

- Key member in designing the SPPU MBA syllabus for HR subjects (2019 & 2024 patterns).
- Led the NEP 2020 curriculum design for the Organizational Behavior course.
- Designed revised MBA syllabus courses under BOS HRM, including HRM, Psychometric Testing & Assessment, and Organizational Design & Development (AY 2020-21).

B. Courses Taught

- Human Resource Management: Strategic Human Resource Management, Labour Laws & Social Security Laws, Employee Relations & Labour Legislation, Labor Welfare.
- General Management: Organizational Behavior, Organizational Development & Diagnosis, Strategic Management, Change Management, Project Management, Contemporary frameworks in Management.
- Modern Business: Startup & New Venture Management, Managing for Sustainability.

AWARDS

- Navdurga The Educators Award (NDMVPs IMRT, Nashik, 2024).
- Mahila Ratna Puraskar (Smit Harsha Education Academy, 2019).
- Best Teacher Award (Lions club of Pune Pride, 2016).
- Best services to the education (Lions club of Pune Pride, Pune, in association with DYPSOM & DYPSOMCA2015)