



AMAR SEWA MANDAL'S (Regd. No. M./220/78 NGP) F-2799 (H)

KAMLA NEHRU MAHAVIDYALAYA

(ARTS, COMMERCE & SCIENCE)

SANKARDARA CHOWK, NAGPUR-440 024 • Ph : (0712) 2747853, 2747854, 2742308, 2749784
Fax : (0712) 2747853 • e-mail : knmng@rediffmail.com • website : www.kamlanehrucollege.ac.in



Since
Established
by NAC



DR. (Smt.) SUHASINI G. WANJARI President Adv. ABHJIT G. WANJARI Secretary DR. DILIP S. BADWAIK Principal

2.3.2 Student-centric methods, such as experiential learning, participative learning and Problem-solving methodologies are used for enhancing learning experiences.

INDEX

Sr.No	Contents
1	Mechanism for student-centric method for enhancing Teaching-learning Experiences
Teaching Techniques	
2	Conventional Green Board-Chalk Method as a Regular Teaching Technique
3	ICT Tools Facilities for Teaching Techniques
4	PPTs by using Interactive Digital Board, LCD Screen & Projector
5	Practice Session in Computer Lab
6	Online Classes (Zoom Meet, Google Meet and Teach-Mint App)
Experiential Learning	
8	Laboratory Session
9	Project Work (Minor Project and Major Project)
10	Industrial Visit / Field Visit
11	Case Study
12	Internship (Through MOU's)
13	Technical Activity 1: Students' Seminar, Group Discussions, Debates and Technical Quiz
14	Poster Presentation, Model Presentation, Project Competition,
Participative Learning	
15	Group Discussion
16	Hands-on Training
17	Students Seminar
18	Quiz
19	Model Making
Problem -Solving Method	
20	Assignments
21	Case Study
22	Unit Test
23	Webinars
24	Seminars

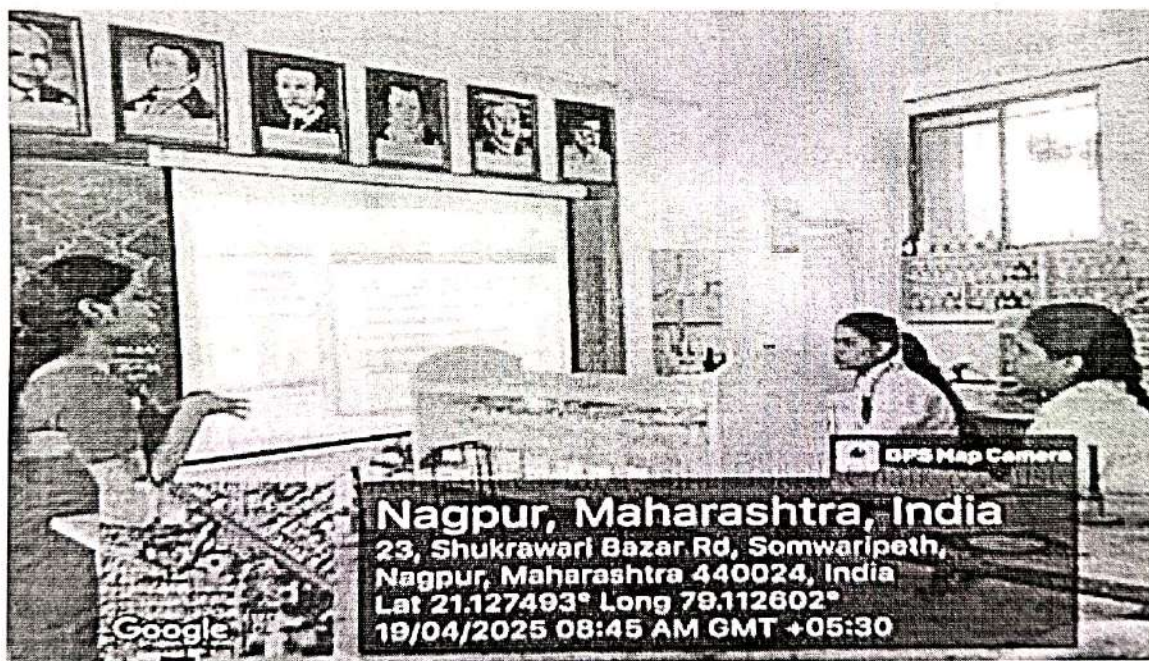


Our institution always encourages student-centric learning through various methods such as brain storming, group discussions, quiz competitions, presentations and project work in participative learning and problem-solving methodologies. All the faculty members have conducted various student centric activities during this assessment period. Apart from 'Offline Lecture' method, teachers were more focused on the 'conceptual clarity' of their subject through different activities based on ICT. Experiential Learning: All the faculties of college conducted various experiential learning activities and students learn their topics through them. Students of all post graduate departments undertook research projects in semester IV for the partial fulfilment of their PG degree. Study Tours and Industrial Visits were organised for Department of Science, Humanities, Commerce and Management as per the requires of curriculum provisions. Participative Learning: In our college, most of the students participate actively in each and every departmental activity. Most of the Undergraduate departments conducted student's seminar and workshops for overall development of the students around the year. Problem-Solving Method : While teaching in the class, students participate in the learning process and experience the things in practical. Faculties of our college encourage students to lead their learning by solving their problem to the satisfaction. For this, almost all the departments of our college give assignments and conducts unit tests of the students. Moreover, some of the departments have organized Online (Webinar) and offline Guest Lecture and arranged Problem solving session by Mentors. All departments have arranged Counselling sessions of students in order to guide them for future endeavour. Use of ICT tools : Faculty members of Kamla Nehru Mahavidyalaya have efficiently used ICT tools for better delivery of subject knowledge to the students. They have used various ICT based teaching learning and evaluation methods during the session. The learners can see lecture recordings, videos, presentations, notes, can join WhatsApp groups for discussions and debates; and can even upload their assignments, projects in this Learning Management System. College provided various online platforms to teaching staff and students for effective teaching- learning and Evaluation process. Teachers used online platforms regularly like You-Tube, E- mails, What's App group, Zoom, Microsoft Teams, Google Meet and Google classrooms. College website is used as a platforms to teach, communicate, provide material and syllabus, make announcements, conduct tests, upload assignments, make presentations, address queries and share information. The teachers are effectively using ICT enabled tools like laptops, headphones, internet, video-lectures, audio-lectures, PPT presentations, contents' etc. Thus, the ICT tools help students to assess their own knowledge and potential.





Conventional method of Teaching using Board. Chalk & Duster

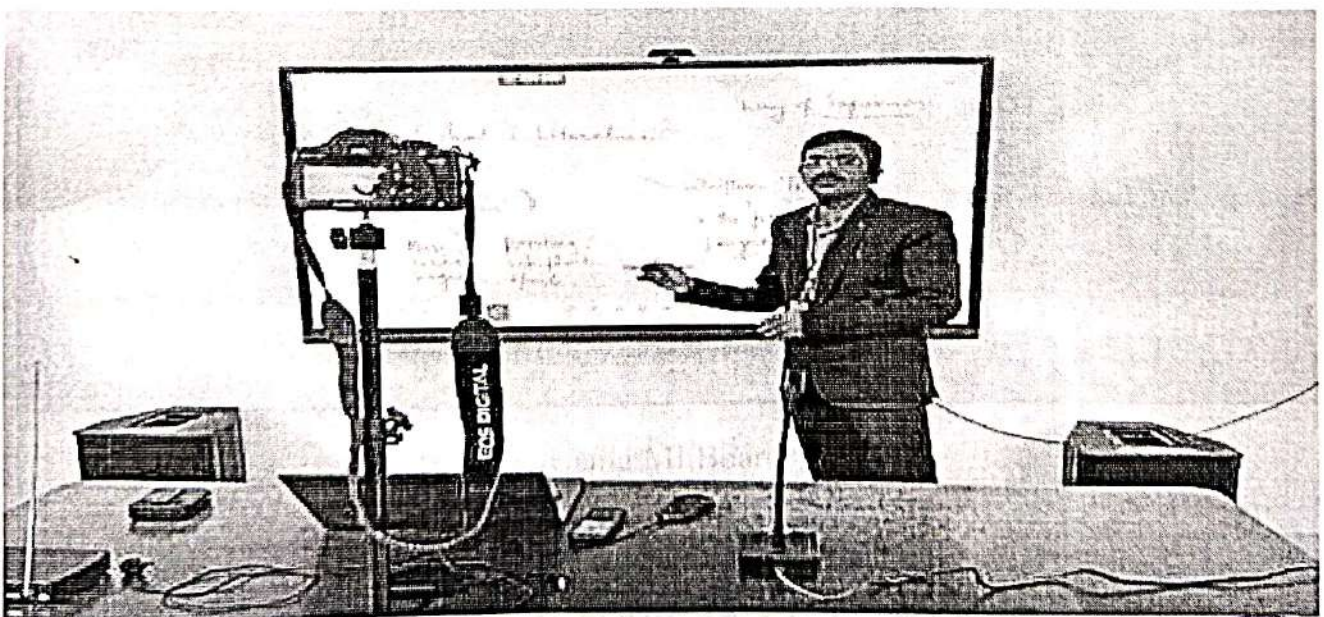


Use of ICT in Teaching-Learning



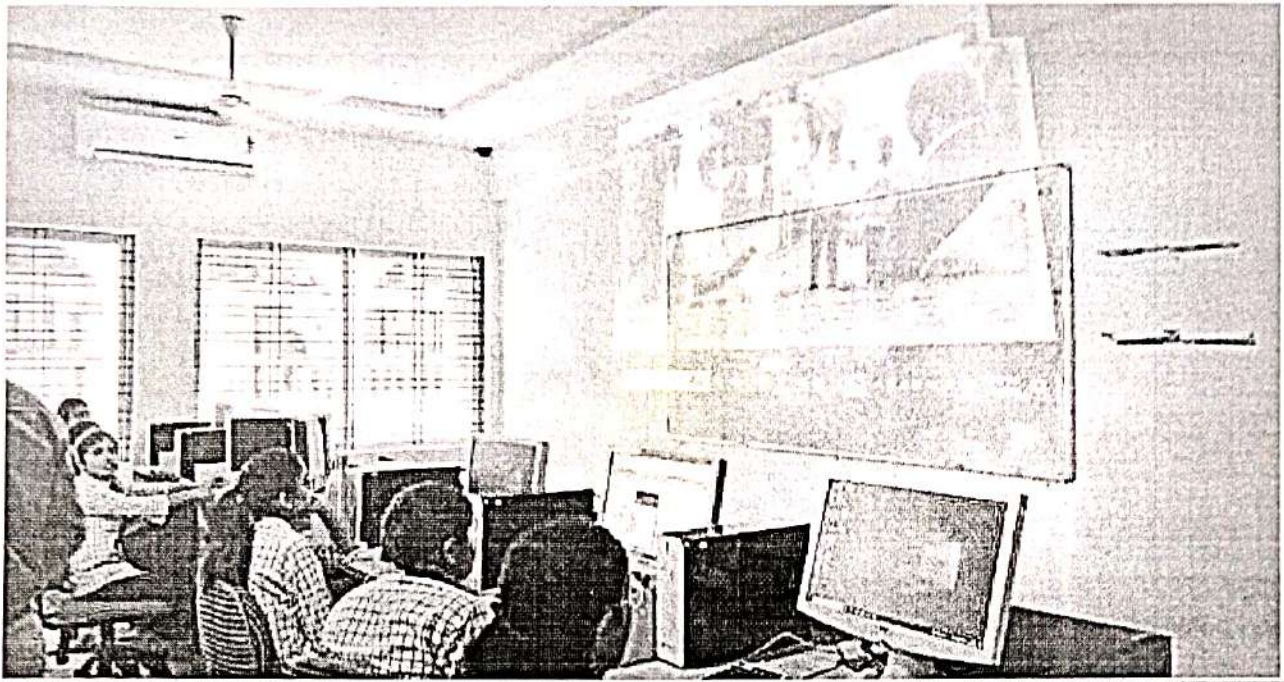


Using MI Board



Using Interactive Screen





Practice Sessions in Computer Lab



- LINK FOR GOOGLE CLASSROOM (Dr. Mrs. S. M. Gadegone)
- LINK FOR GOOGLE CLASSROOM (Dr. Ms. R. R. Dubey)

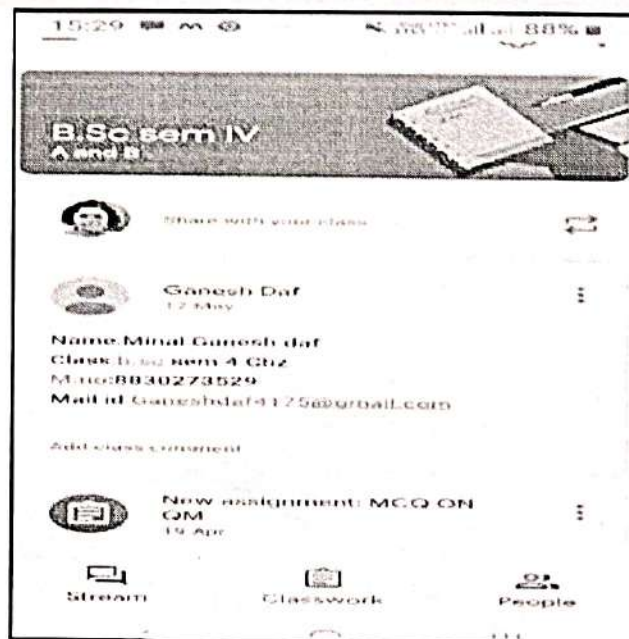
<https://drive.google.com/drive/folders/0BzvMCxXK7qqofjUtT2hFdDhmaEVuYzZYZVRmQVV2UmdSWjBNUTQqYmlNd0sxUjl1QzA0TjA?resourcekey=00nTeT0j9pPxZ6jeBe8sp4g&usp=sharinghttps://youtu.be/EWnouo6e1rs>

- Your Teacher Rashmee Dubey has invited you to join Classroom:

B.Sc. Sem V-Subject: Chemistry, Organic Chemistry, Organic Chemistry Classroom ID:

7434752496 Enroll to the classroom on Teachmint Link:

<https://www.teachmint.com/enroll/7434752496/61857426-6464-4640-8F40-404040404040>



ONLINE CLASSES THROUGH USE OF TEACHMINT. GOOGLE

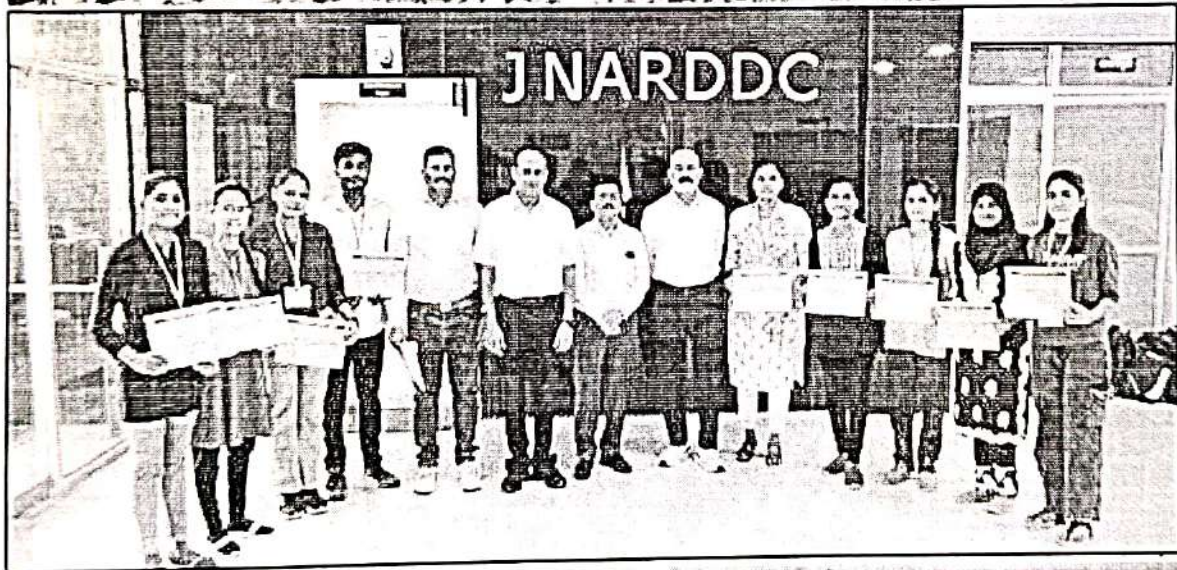
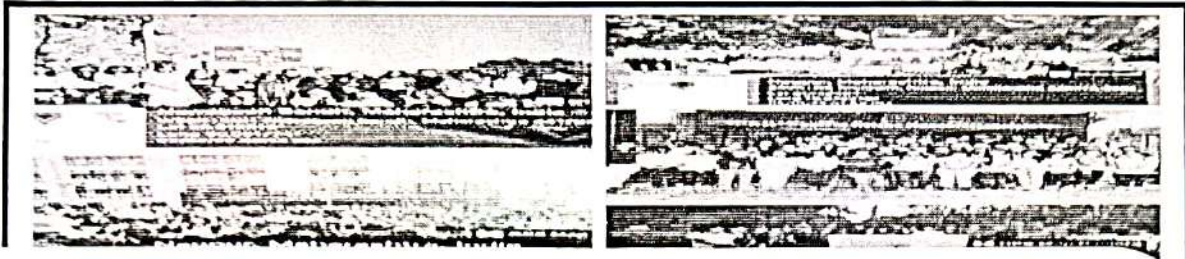
Experiential learning supports students in applying their knowledge and understanding to real-world problems in a formal guided manner. Technical education is always justified with the help of practical knowledge. In our institute, the students of their respective departments are given exposure in laboratories and workshop to acquire practical knowledge. In our institute "Kamla Nehru Mahavidyalaya, Nagpur" there are total 28 laboratories for teaching learning as mentioned below.

Sr.No	Name of the Department	Total No of laboratory
1	Chemistry	03
2	Physics	02
3	Cosmetic Technology	03
4	Electronics	03
5	Microbiology	02
6	Biotechnology	02
7	Botany	02
8	Zoology	02
9	Computer Science	05
10	Biochemistry	02
	Environmental Science	01
11	Language Laboratory	01

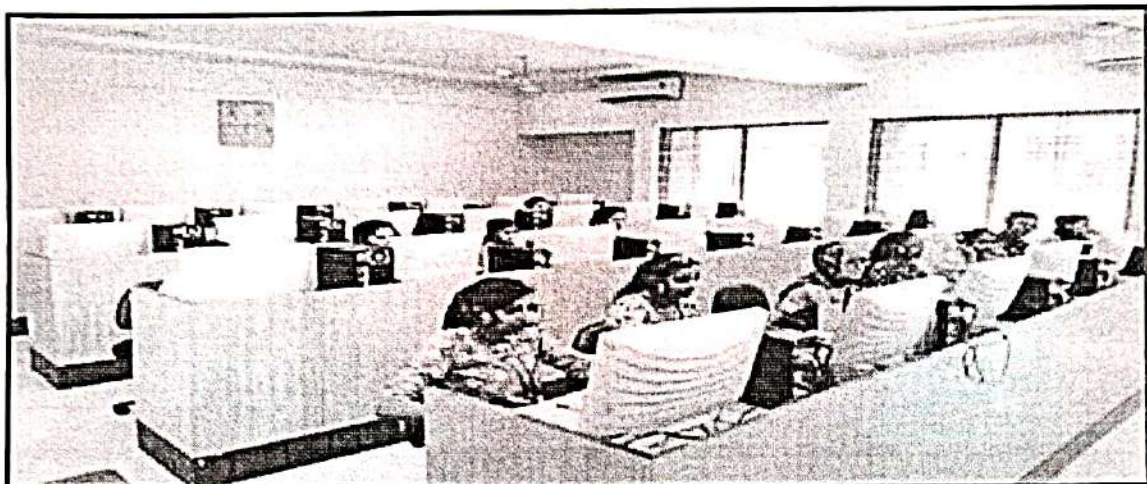


EXPERIENTIAL LEARNING

In our institute, the respective departments scheduled industrial visit / site visit / field visit for students to provide practical approach towards learning through interaction, working practices etc. and hence give a perfect reality check to the students. Industrial visits provide an opportunity to learn about different industries, their operations, and the types of work available, helping students make informed career choices. Industrial visits can provide students with awareness of new technologies and advancements in their field of study.



INTERNSHIP UNDERTAKEN BY THE STUDENTS



USING LANGUAGE LABORATORY FACILITY

The core idea of Project Based Learning is to connect student's experiences with college life and to provoke serious thinking as students acquire new knowledge. Project work is a hands-on activity that helps students learn by doing. Experiential learning through project work is a teaching method that encourages students to take initiative, make decisions and learn from their experiences. In our institute, as per the syllabus and scheme of affiliated university and also it is a part of curriculum, departments allotted various types of mini project and major project to group of students under the guidance of respective faculties.

	
Amar Sewa Mandal	
Kamla Nehru Mahavidyalaya, Nagpur	
Dissertation report On "Bioinformatic Analysis of <i>slp</i> gene for Lipopeptide Biosurfactant in <i>Bacillus subtilis</i>"	
Submitted to Rachtrasant (Talsandot) Maharaaj Nagpur University For partial fulfillment of Master of Science (Biotechnology)	
Submitted by Mrs. Gayatri Premnath Belure M.Sc. II year Biotechnology	
Under the Guidance of Dr. Surita Tiwari Assistant Professor, Department of Biotechnology	
Head of the Department Dr. Sandhya K. Nighe Department of Biotechnology Kamla Nehru Mahavidyalaya	
Session 2023-2024	





Amar Sewa Mandal



Kamla Nehru Mahavidyalaya, Nagpur

Dissertation report

On

"Bioinformatic Analysis of *slp* gene for Lipopeptide Biosurfactant in *Bacillus subtilis*"

Submitted to

**Rashtrasant Tukadoji Maharaj Nagpur University
For partial fulfillment of Master of Science (Biotechnology)**

Submitted by

**Ms. Gayatri Premnath Belure
M.Sc. II year Biotechnology**

Under the Guidance of

**Dr. Sachin Tiwari
Assistant Professor, Department of Biotechnology**

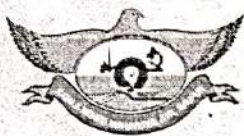
Head of the Department

**Dr. Sandhya R. Moghe
Department of Biotechnology
Kamla Nehru Mahavidyalaya**

Session 2023-2024

PROJECTS UNDERTAKEN BY STUDENTS





AMAR SEWA MANDAL'S (Regd. No. M/220/78 NGP) F-2299 (N)

KAMLA NEHRU MAHAVIDYALAYA

(ARTS, COMMERCE & SCIENCE)

SAKKARDARA CHOWK, NAGPUR-440 024 • Ph : (0712) 2747853, 2747854, 2742308, 2749784

fax : (0712) 2747853 • e-mail : kncnag@rediffmail.com • website : www.kamlanehrucollege.ac.in



Grade
Reaccredited
by NAAC



DR. (Smt.) SUHASINI G. WANJARI President Adv. ABHIJIT G. WANJARRI Secretary DR. DILIP S. BADWAIK Principal

KNM/ _____

Date : ____/____/____

Department- MBA

Title of Case Studies

Year	Sem	Title	Incharge
2023-24	II	"Marketing Case Study: FreshFizz Beverages – Rebranding a Legacy Brand"	Dr. Neha Bhandari
2022- 23	II	"Talent Retention at Zenith Technologies"	Dr. Neha Bhandari
2021-22	II	" Case study on How a European shipping company used HR analytics to reduce absenteeism through job redesign"	Prof. Kushal M. Dharmik
2020-21	II	CRED – Building a Fintech Brand through Creative Marketing	Prof. Kushal M. Dharmik
2019-20	II	Coca-Cola Marketing Strategy: A Case Study	Prof. Kushal M. Dharmik

PRINCIPAL
Kamla Nehru Mahavidyalaya
Sakkardara Chowk, Nagpur



AMAR SEWA MANDAL'S (Regd. No. M/220/78 NGP) F-2299 (N)

KAMLA NEHRU MAHAVIDYALAYA

(ARTS, COMMERCE & SCIENCE)

SAKKARDARA CHOWK, NAGPUR-440 024 • Ph : (0712) 2747853, 2747854, 2742308, 2749784

fax : (0712) 2747853 • e-mail : kncnag@rediffmail.com • website : www.kamlanehrucollege.ac.in



Grade
Reaccredited
by NAAC



DR. (Smt.) SUHASINI G. WANJARI President Adv. ABHIJIT G. WANJARI Secretary DR. DILIP S. BADWAIK Principal

KNM/ _____

Date : ____/____/____

Department- MBA

Case Study

In our institute, we are following case studies in an innovative way and encouraging students for participation. Case studies are presentation of management principles and theories, through analysis and design

(Sample Copy)

Sr. No.	Content
01	Title of Case Studies
02	Notice for Case study (Sample Copy: 2023 – 24) "Marketing Case Study: FreshFizz Beverages – Rebranding a Legacy Brand"
03	Description of Case Study
04	Report on Case Study
05	Attendance Sheet
06	Notice for Case study (Sample Copy:- 2022- 23) "Talent Retention at Zenith Technologies"
07	Description of Case Study
08	Report on Case Study
09	Attendance Sheet


PRINCIPAL
Kamla Nehru Mahavidyalaya
Sakkardara Chowk, Nagpur



AMAR SEWA MANDAL'S (Regd. No. M/220/78 NGP) F-2299 (N)

KAMLA NEHRU MAHAVIDYALAYA

(ARTS, COMMERCE & SCIENCE)

SAKKARDARA CHOWK, NAGPUR-440 024 • Ph : (0712) 2747853, 2747854, 2742308, 2749784
fax : (0712) 2747853 • e-mail : kncnag@rediffmail.com • website : www.kamlanehrucollege.ac.in



Grade
Reaccredited
by NAAC



DR. (Smt.) SUHASINI G. WANJARI President Adv. ABHIJIT G. WANJARRI Secretary DR. DILIP S. BADWAIK Principal

KNM/

Date : ____/____/____

Marketing Case Study: FreshFizz Beverages – Rebranding a Legacy Brand

Background:

FreshFizz Beverages, a well-known Indian soft drink company, dominated the market with its popular sugary soda products in the early 2010s. However, with the growing trend of health consciousness among consumers, its sales began to decline sharply.

To regain lost ground, the company appointed a new Chief Marketing Officer, Ms. Anjali Mehta. She implemented a **complete rebranding strategy**, which included:

- Launching **sugar-free and organic** drink variants
- **Redesigning packaging** to look modern, minimal, and health-friendly
- Starting a **#FreshLife social media campaign** promoting fitness, wellness, and active lifestyles
- **Partnering with fitness influencers** and sponsoring health-related events (like marathons)

Though public perception of the brand improved, **sales remained lower than projected**. Many loyal customers didn't respond to the new offerings, and competitors in the health beverage space like PaperBoat and Raw Pressery remained strong.

Questions :

1. What are the core marketing challenges FreshFizz is facing in its rebranding efforts?
2. How effective do you think the current rebranding strategy is? What is missing or needs improvement?
3. Suggest digital marketing or experiential marketing strategies that could help FreshFizz increase engagement and boost sales.
4. How can FreshFizz balance between retaining loyal customers and attracting health-conscious new consumers?

PRINCIPAL

Kamla Nehru Mahavidyalaya
Sakkardara Chowk, Nagpur



AMAR SEWA MANDAL'S (Regd. No. M/220/78 NGP) F-2299 (N)

KAMLA NEHRU MAHAVIDYALAYA

(ARTS, COMMERCE & SCIENCE)

SAKKARDARA CHOWK, NAGPUR-440 024 • Ph : (0712) 2747853, 2747854, 2742308, 2749784

fax : (0712) 2747853 • e-mail : knmng@rediffmail.com • website : www.kamlanehrucollege.ac.in



Grade
Reaccredited
by NAAC



DR. (Smt.) SUHASINI G. WANJARI President Adv. ABHIJIT G. WANJARI Secretary DR. DILIP S. BADWAIK Principal

KNM/ _____

Date: ____/____/____

Case Study: "Talent Retention at Zenith Technologies"



Kamla Nehru Mahavidyalaya, Nagpur

I-Unit/II-Unit/T-Term/II-Term Examination 20 ____ -20 ____

Roll No. (In Figures)

____ 3 ____ 1

Class: MBA 1st sem

Section: _____

Date: 20/08/22

Roll No. (In Words)

Thirty one

Subject: Management and Analysis

Examiner's Signature

Rajita

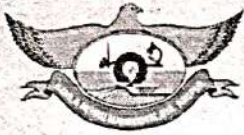
Invigilator's Signature

Que-1(A)

Dorothea loved her new workplace and was highly motivated to perform. Her managers were delighted with her high engagement, professionalism and dedication. She worked long hours to ensure that her staff was properly managed that her deadlines were met and that her team's work was nothing short of outstanding. In the first two months, she single-handedly organized a large conference - marketing and organizing all the details of the conference & filling it to capacity. It was a remarkable feat.

In the last weeks prior to the event however her stress level attained such high level that she suffered from severe burnout symptoms which included feeling physically and emotionally exhausted, depressed and suffering of sleep problem. She was interested to take time off work. She never attended the conference and

PRINCIPAL
Kamla Nehru Mahavidyalaya
Sakkardara Chowk, Nagpur



AMAR SEWA MANDAL'S (Regd. No. M/220/78 NGP) F-2299 (N)

KAMLA NEHRU MAHAVIDYALAYA

(ARTS, COMMERCE & SCIENCE)

SAKKARDARA CHOWK, NAGPUR-440 024 • Ph : (0712) 2747853, 2747854, 2742308, 2749784
fax : (0712) 2747853 • e-mail : kncnag@rediffmail.com • website : www.kamlanehrucollege.ac.in



Grade
Reaccredited
by NAAC



DR. (Smt.) SUHASINI G. WANJARI President Adv. ABHJIT G. WANJARRI Secretary DR. DILIP S. BADWAIK Principal

KNM/_____

Date : ____/____/____

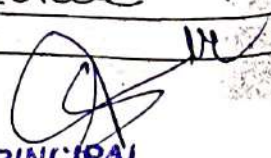
needed a long recovery before she reached her earlier performance and wellbeing levels. Her turnover symptoms has resulted from the long term stress and the depletion of her resources over time.

② Factors influence Employee Turnover Intention.

- Job Satisfaction : Perhaps the most significant factor in employee turnover is job satisfaction.
- colleague Relations
- communication
- organization commitment
- organizational justice
- organizational politics
- organization Reputation

③ HR ^{department} problem finding a solution

A high employee turnover rate the rate at which employee leave a business can affect the bottom line of business can be a negative effect on small business can be particular


PRINCIPAL
Kamla Nehru Mahavidyalaya
Sakkardara Chowk, Nagpur



AMAR SEWA MANDAL'S (Regd. No. M/220/78 NGP) F-2299 (N)

KAMLA NEHRU MAHAVIDYALAYA

(ARTS, COMMERCE & SCIENCE)

SAKKARDARA CHOWK, NAGPUR-440 024 • Ph : (0712) 2747853, 2747854, 2742308, 2749784
fax : (0712) 2747853 • e-mail : kncnag@rediffmail.com • website : www.kamlanehrucollege.ac.in



DR. (Smt.) SUHASINI G. WANJARI President Adv. ABHIJIT G. WANJARRI Secretary DR. DILIP S. BADWAIK Principal

KNM/ _____

Date: ____/____/____

Marketing Case Study: FreshFizz Beverages – Rebranding a Legacy Brand



Kamla Nehru Mahavidyalaya, Nagpur

I-Unit/II-Unit/III-Term/II-Term Examination 2023-2024

Name - Shweta S. Yerne

Class MBA - Term 2

Roll No. (In Figures)

2 3 9 5 6 8

Section

Date 20/05/2024

Roll No. (In Words)

Two lakhs Thirty nine thousand five hundred sixty eight

Subject

MCA

Examiner's Signature

Instructor's Signature

Que No. 1

Ans → creating a modern image

The brand must look fresh and appealing to younger consumer.

This include updating packaging. This includes updating packages, advertising, and social media presence.

Differentiate in a crowded market.

The beverage market has many competition. Fresh Fizz needs to clearly show how its new version is better or different.

Internal resistance

Some employees or stakeholders may resist the change due to emotional attachment or fear of failure.

Budget constraints

Rebranding involves high cost and the company might have a limited budget.

PRINCIPAL
Kamla Nehru Mahavidyalaya
Sakkardara Chowk, Nagpur



AMAR SEWA MANDAL'S (Regd. No. M/220/78 NGP) F-2299 (N)

KAMLA NEHRU MAHAVIDYALAYA

(ARTS, COMMERCE & SCIENCE)

SAKKARDARA CHOWK, NAGPUR-440 024 • Ph : (0712) 2747853, 2747854, 2742308, 2749784
fax : (0712) 2747853 • e-mail : kncnag@rediffmail.com • website : www.kamlanehrucollege.ac.in



Grade
Reaccredited
by NAAC



DR. (Smt.) SUHASINI G. WANJARI President Adv. ABHIJIT G. WANJARRI Secretary DR. DILIP S. BADWAIK Principal

KNM/ _____

Date : ____/____/____

Question-2:

Ans-7 The current Rebranding strategy of Fresh fizz is partially effective from the launching from the sugar-free and organic drinks variants.

Work branding:

The Launching strategy in sugar-free and organic drinks variants to be useful for the people in the sugar free drink for the health improvement.

Redesigning packaging to look modern minimal, and health-friendly.

The attracts peoples for the extra product purchasing / buying for the effive in the rebranding strategy.

Starting a Fresh life social media campaign promoting fitness, wellness, and active lifestyle.

Through public perception of the brand improved, sales remained lower than projected. Many loyal customers didn't respond to the new offerings, and competitors in the health beverage space like paper boat and Raw preserve remain strong.

PRINCIPAL
Kamla Nehru Mahavidyalaya
Sakkardara Chowk, Nagpur



AMAR SEWA MANDAL'S (Regd. No. M/220/78 NGP) F-2299 (N)

KAMLA NEHRU MAHAVIDYALAYA

(ARTS, COMMERCE & SCIENCE)

SAKKARDARA CHOWK, NAGPUR-440 024 • Ph : (0712) 2747853, 2747854, 2742308, 2749784
fax : (0712) 2747853 • e-mail : knmncg@rediffmail.com • website : www.kamlanehrucollege.ac.in



DR. (Smt.) SUHASINI G. WANJARI President Adv. ABHIJIT G. WANJARRI Secretary DR. DILIP S. BADWAIK Principal

KNM/ _____

Date : ____/____/____

"Marketing Case Study: FreshFizz Beverages – Rebranding a Legacy Brand"

RASHTRASANT TUKLDOJI MAHARAJ NAGPUR UNIVERSITY

SUBJECT:- MANAGEMENT CASE ANALYTICS (EXAMINATION OF SUMMER, 2023)

Attendance Sheet

Faculty:- Management Examination:- MBA Date:- 20th May 2023

Name:- Kamla Nehru Mahavidyalaya Sakkardara, Nagpur

Sr No	Name of student	Mobile No.	Signature
21.	Ajay G. Dardmal	9284651545	Ajay
22.	Rath S. Rewalkar	9657959312	Rath
23.	Dashbaa Inamdar	7823095917	Dashbaa
24.	Vaibhav V. Gonsalkar	9207522528	Vaibhav
25.	Vaibhav B. Deshmukh	7558333912	Vaibhav
26.	Nikhil S. Mecham	9309488205	Nikhil
27.	Riya S. Rais	9689754079	Riya
28.	Renuka S. Patil	9146021571	Renuka
29.	Anchal M. Jhokar	838242446	Anchal
30.	Pooja S. Chalkar	7499045835	Pooja
31.	Pragati D. Bansi	7507688268	Pragati
32.	Suyash V. Narang	9035110092	Suyash
33.	Ashwin B. Chavan	8806889353	Ashwin
34.	Gaurav D. Tullu	9763218974	Gaurav
35.	Anchal A. Baiswale	8482386293	Anchal
36.	Karishma K. Meshram	9022683093	Karishma
37.	Tiya D. Jipal	9823639945	Tiya
38.	Princa K. Dubey	7796589123	Princa
39.	Gaurav D. Bhangare	8025066578	Gaurav
40.	Mohit R. Dubale	9118577694	Mohit
41.	Sneha P. Bhargade	8767627580	Sneha


PRINCIPAL
Kamla Nehru Mahavidyalaya
Sakkardara Chowk, Nagpur



AMAR SEWA MANDAL'S (Regd. No. M/220/78 NGP) F-2299 (N)

KAMLA NEHRU MAHAVIDYALAYA

(ARTS, COMMERCE & SCIENCE)

SAKKARDARA CHOWK, NAGPUR-440 024 • Ph : (0712) 2747853, 2747854, 2742308, 2749784

fax : (0712) 2747853 • e-mail : knmng@rediffmail.com • website : www.kamlanehrucollege.ac.in



Grade
Reaccredited
by NAAC



DR. (Smt.) SUHASINI G. WANJARI President Adv. ABHJIT G. WANJARRI Secretary DR. DILIP S. BADWAIK Principal

KNM/_____

Date: ____/____/____

Case Study: "Talent Retention at Zenith Technologies"

RASHTRASANT TUKLDOJI MAHARAJ NAGPUR UNIVERSITY

SUBJECT: MANAGEMENT CASE ANALYTICS (EXAMINATION OF SUMMER, 2014)

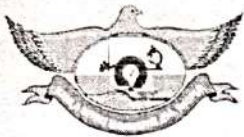
Attendance Sheet

Faculty: Management Examination: MBA Date: 20th May 2014

Name: Kamlam Nehru Mahavidyalaya Sakkardara, Nagpur

Sr No.	Name of student	Mobile No.	Signature
1.	Vaishnavi . V . Bhojkar	9666296198	
2.	Shikha . R . Malwale	9067074070	
3.	Gnyatei G. Chabale	9356719859	
4.	Shweta . J . Yerpe	9383843355	
5.	Aditi . C . Dehase	8626030733	
6.	Prithu . S . Adikane	9326565929	
7.	Manjusha R. Vikey	7620418879	
8.	Sayali V. Muneshwar	9156990230	
9.	Diksha R. Shende	9499739601	
10.	Prachi B. Ramleke.	8208288725	
11.	Purnima N. Bhatkande	8767974217	
12.	Nikita D. Borkar	8668932893	
13.	Gauri V. Yerpe	7887975170	
14.	Sindhu M. Gajghule	9356240595	
15.	Sanjana S. Meshram	7269993053	
16.	Shanket . P . dange .	9834262110	
17.	Piyush A. Lonare .	7213288410	
18.	Kalyani E. Dhawad	9028885160	
19.	Mayur D. Kuthane	8857031805	
20.	Gangam R. Chaudashwar	9601940453	

PRINCIPAL
Kamlam Nehru Mahavidyalaya
Sakkardara Chowk, Nagpur



AMAR SEWA MANDAL'S (Regd. No. M/220/78 NGP) F-2299 (N)

KAMLA NEHRU MAHAVIDYALAYA

(ARTS, COMMERCE & SCIENCE)

SAKKARDARA CHOWK, NAGPUR-440 024 • Ph : (0712) 2747853, 2747854, 2742308, 2749784
fax : (0712) 2747853 • e-mail : kncnag@rediffmail.com • website : www.kamlanehrucollege.ac.in



Grade
Reaccredited
by NAAC



DR. (Smt.) SUHASINI G. WANJARI President Adv. ABHIJIT G. WANJARRI Secretary DR. DILIP S. BADWAIK Principal

KNM/ _____

Date: ____/____/____

Case Study Photo




PRINCIPAL
Kamla Nehru Mahavidyalaya
Sakkardara Chowk, Nagpur



AMAR SEWA MANDAL'S (Regd. No. M/220/78 NGP) F-2299 (N)

KAMLA NEHRU MAHAVIDYALAYA

(ARTS, COMMERCE & SCIENCE)

SAKKARDARA CHOWK, NAGPUR-440 024 • Ph : (0712) 2747853, 2747854, 2742308, 2749784

fax : (0712) 2747853 • e-mail : kncnag@rediffmail.com • website : www.kamlanehrucollege.ac.in



Grade
A
Accredited
by NAAC



DR. (Smt.) SUHASINI G. WANJARI President Adv. ABHIJIT G. WANJARRI Secretary DR. DILIP S. BADWAIK Principal

Case Study: "Talent Retention at Zenith Technologies"

Date : ____/____/____

Background:

Zenith Technologies is a mid-sized IT services company based in Pune, India, employing around 1,000 professionals. Over the past three years, the company has been experiencing a high employee turnover rate, particularly among software developers with 2–5 years of experience. An internal survey revealed that many employees were dissatisfied with the lack of career advancement opportunities, limited training programs, and work-life imbalance.

The HR department, led by Ms. Radhika Sharma, introduced several new initiatives to tackle the problem, including:

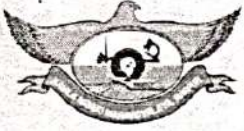
- A structured **career path framework** with promotion criteria
- Regular **technical and soft skills training programs**
- A **flexible work policy**, including remote work options and flexible hours
- A **mentorship program** pairing junior employees with senior staff

After one year, the HR team conducted a follow-up survey. Results showed slight improvements in job satisfaction but no significant drop in attrition rates. Radhika now faces pressure from top management to demonstrate tangible results.

Questions:

1. Identify the key HR issues faced by Zenith Technologies. What HR strategies would you recommend to further reduce employee turnover?
2. Evaluate the effectiveness of the current HR initiatives. What could be improved or implemented differently?
3. How important is the role of employee engagement in talent retention, and what specific steps can Zenith take to improve engagement?
4. If you were the HR manager, how would you measure the success of retention strategies over time?

PRINCIPAL
Kamla Nehru Mahavidyalaya
Sakkardara Chowk, Nagpur



AMAR SEWA MANDAL'S (Regd. No. M/220/78 NGP) F-2299 (N)

KAMLA NEHRU MAHAVIDYALAYA
(ARTS, COMMERCE & SCIENCE)

SAKKARDARA CHOWK, NAGPUR-440 024 • Ph : (0712) 2747853, 2747854, 2742308, 2749784
fax : (0712) 2747853 • e-mail : kncnag@rediffmail.com • website : www.kamlanehrucollege.ac.in



Grade
Reaccredited
by NAAC



DR. (Smt.) SUHASINI G. WANJARI President Adv. ABHJIT G. WANJARRI Secretary DR. DILIP S. BADWAIK Principal

KNM/_____

Date : ____/____/____

Date : 15/05/2024

NOTICE

MBA Semester II – MCA (Management Case Analysis) Examination

All MBA Semester II students are hereby informed that the examination for the subject MCA – Management Case Analysis will be conducted as per the following schedule:

Date: 20th May 2024 (Monday)

Time: 9:30 AM onwards

Exam Duration: 1 Hr

❖ Note:

1. **Uniform is compulsory** for all students appearing for the examination.
2. Students must report to the examination hall **30 minutes prior** to the scheduled time.
3. Carry valid ID cards without fail.
4. Strict compliance with examination rules is mandatory.

Attendance is compulsory for all.

Kushal Dharmik

HOD, MBA, KNM

HOD

MBA Deptt.

(MCA & MBA Programme)

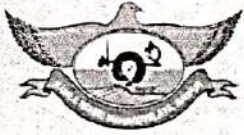
KAMLA NEHRU MAHAVIDYALAYA
SAKKARDARA SQUARE, NAGPUR.

Dr. Dilip Badwaik

Principal, KNM

PRINCIPAL

Kamla Nehru Mahavidyalaya
Sakkardara Chowk, Nagpur



AMAR SEWA MANDAL'S (Regd. No. M/220/78 NGP) F-2299 (N)

KAMLA NEHRU MAHAVIDYALAYA

(ARTS, COMMERCE & SCIENCE)

SAKKARDARA CHOWK, NAGPUR-440 024 • Ph : (0712) 2747853, 2747854, 2742308, 2749784

fax : (0712) 2747853 • e-mail : knmagn@rediffmail.com • website : www.kamlanehrucollege.ac.in



Grade
Reaccredited
by NAAC



DR. (Smt.) SUHASINI G. WANJARI President - Adv. ABHIJIT G. WANJARRI Secretary - DR. DILIP S. BADWAIK Principal

KNM/ _____

Date : ____/____/____

Date : 10/04/2023

NOTICE

MBA Semester II – MCA (Management Case Analysis) Examination

All MBA Semester II students are hereby informed that the examination for the subject MCA – Management Case Analysis will be conducted as per the following schedule:

Date: 14th April 2023 (Friday)

Time: 9:30 AM onwards

Exam Duration: 1 Hr

❖ Note:

5. **Uniform is compulsory** for all students appearing for the examination.
6. Students must report to the examination hall **30 minutes prior** to the scheduled time.
7. Carry valid ID cards without fail.
8. Strict compliance with examination rules is mandatory.

Attendance is compulsory for all.

Kushal Dharmik

HOD, MBA, KNM

HOD

MBA Deptt.

(MCA & MBA Programme)

KAMLA NEHRU MAHAVIDYALAYA
SAKKARDARA SQUARE, NAGPUR.

Dr. Dilip Badwaik

Principal, KNM

PRINCIPAL

Kamla Nehru Mahavidyalaya
Sakkardara Chowk, Nagpur.



AMAR SEWA MANDAL'S (Regd. No. M/220/78/NP/ F 2299/N)

KAMLA NEHRU MAHAVIDYALAYA

(ARTS, COMMERCE & SCIENCE)

SANJAYARA CHOW - NAGPUR-440 024 • Ph: (0712) 2747653, 2747654, 2742308, 2749784

Fax: (0712) 2747653 • e-mail: knmng@rediffmail.com • website: www.kamlanehrucollege.ac.in



100%
Recognized
by UGC



DR. (Smt.) SUHASINI G. WANJARI President **Adv. ABHUIT G. WANJARI Secretary** **DR. DILIP S. BADWAIK Principal**

Participative Learning

Technical Activity Student's Seminar or Power Point Presentation, Group Discussions, Debates and Technical Quiz:

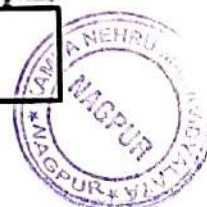
In our institute Kamla Nehru Mahavidyalaya, Nagpur" the students are made to participate in different brainstorming activities. The students are given various opportunities to showcase their talent, communication and technical competency through brainstorming sessions and technical activities like student's seminar, group discussions, debates, technical quiz etc. As the students come with different opinions and thought processes, the learning process gets justified in the argumental way:



Group discussion on Union Budget



Group discussion on Teratogenesis



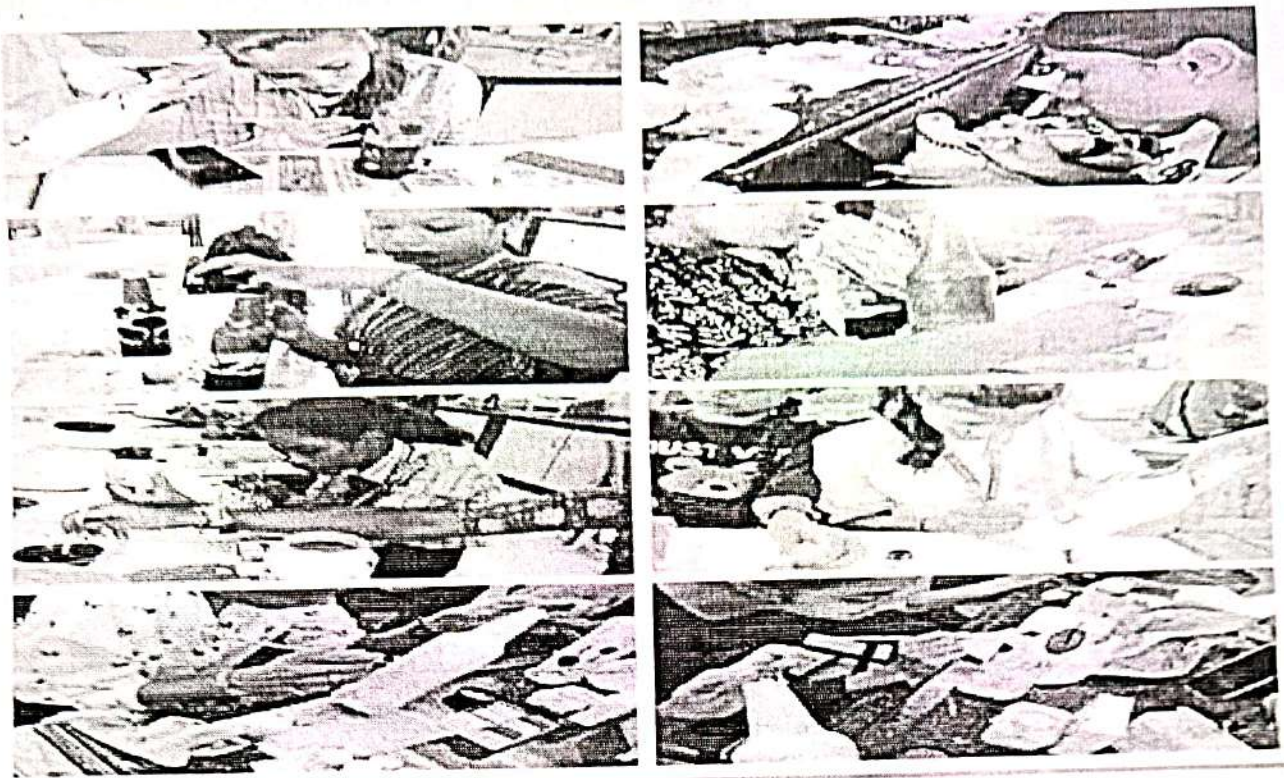


Students of Zoology collected Cocoon of silk Worm

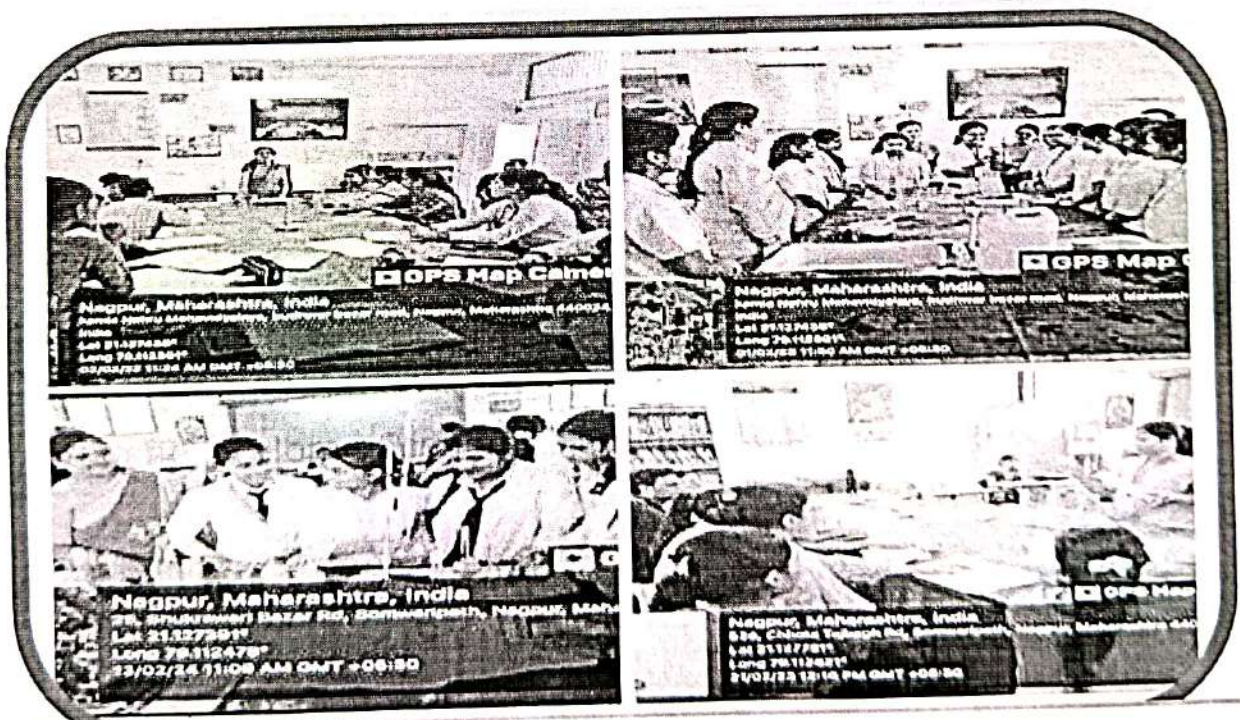


Students of Chemistry are preparing Biofertilizers





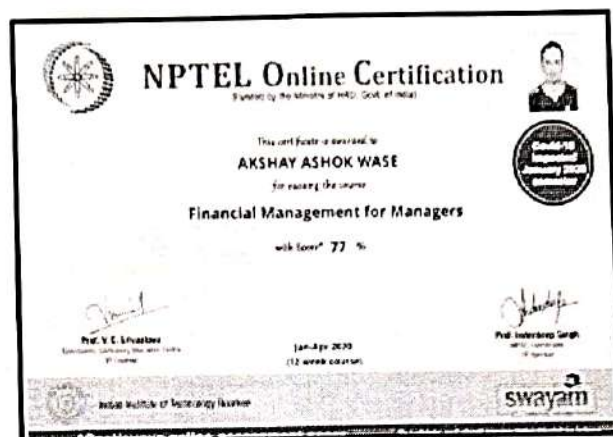
Students of Home-Economics are doing painting on glass bottles



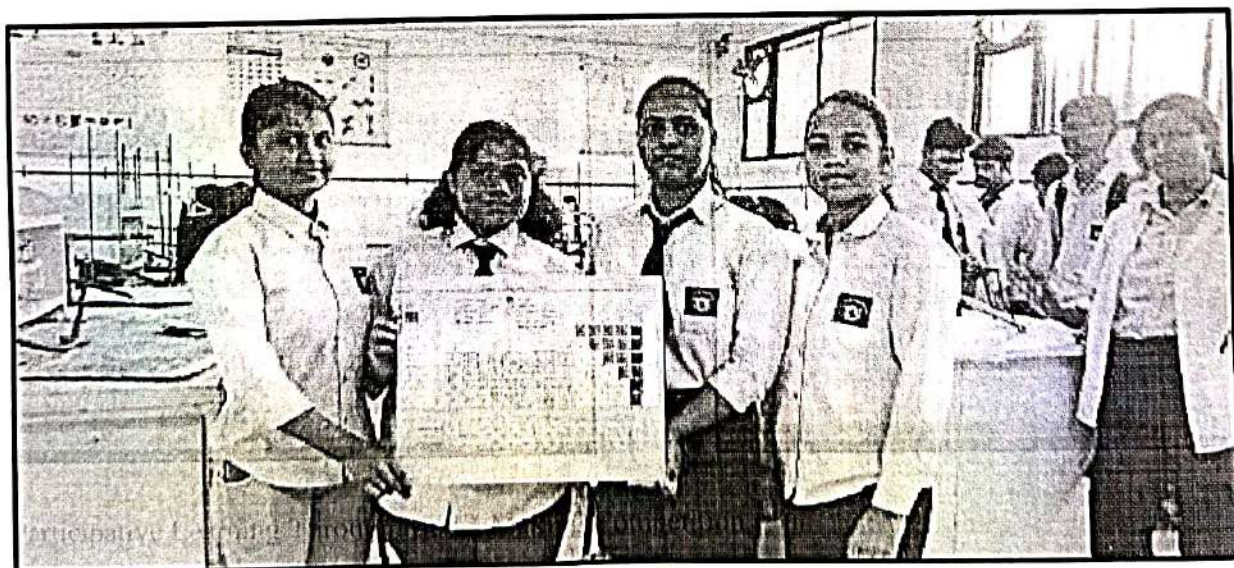
Students of Environmental Science participated in Certificate Course



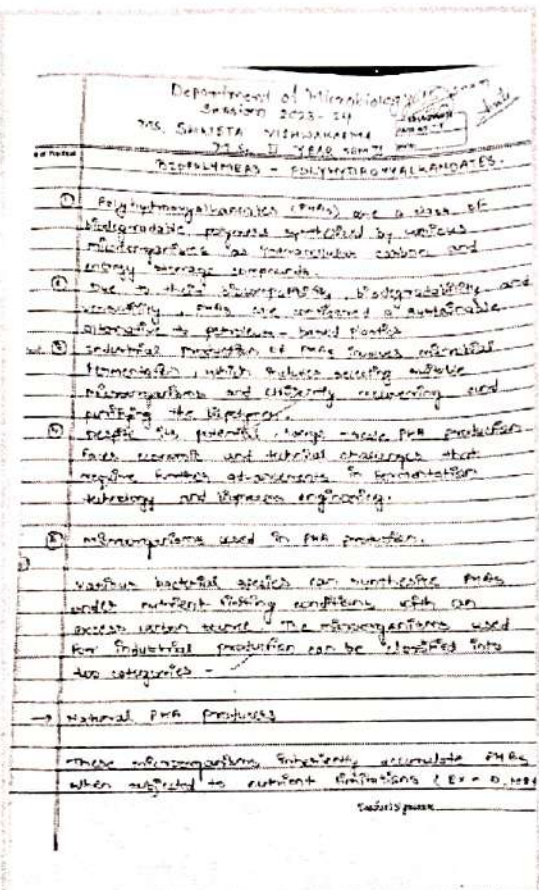
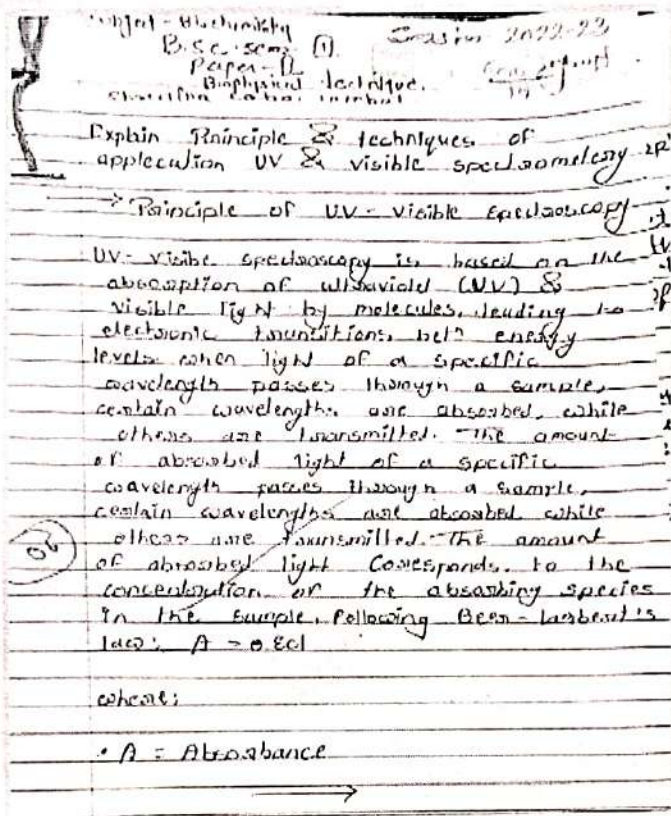
Participative Learning through NPTEL Course



Participative Learning Through Model Making Competition





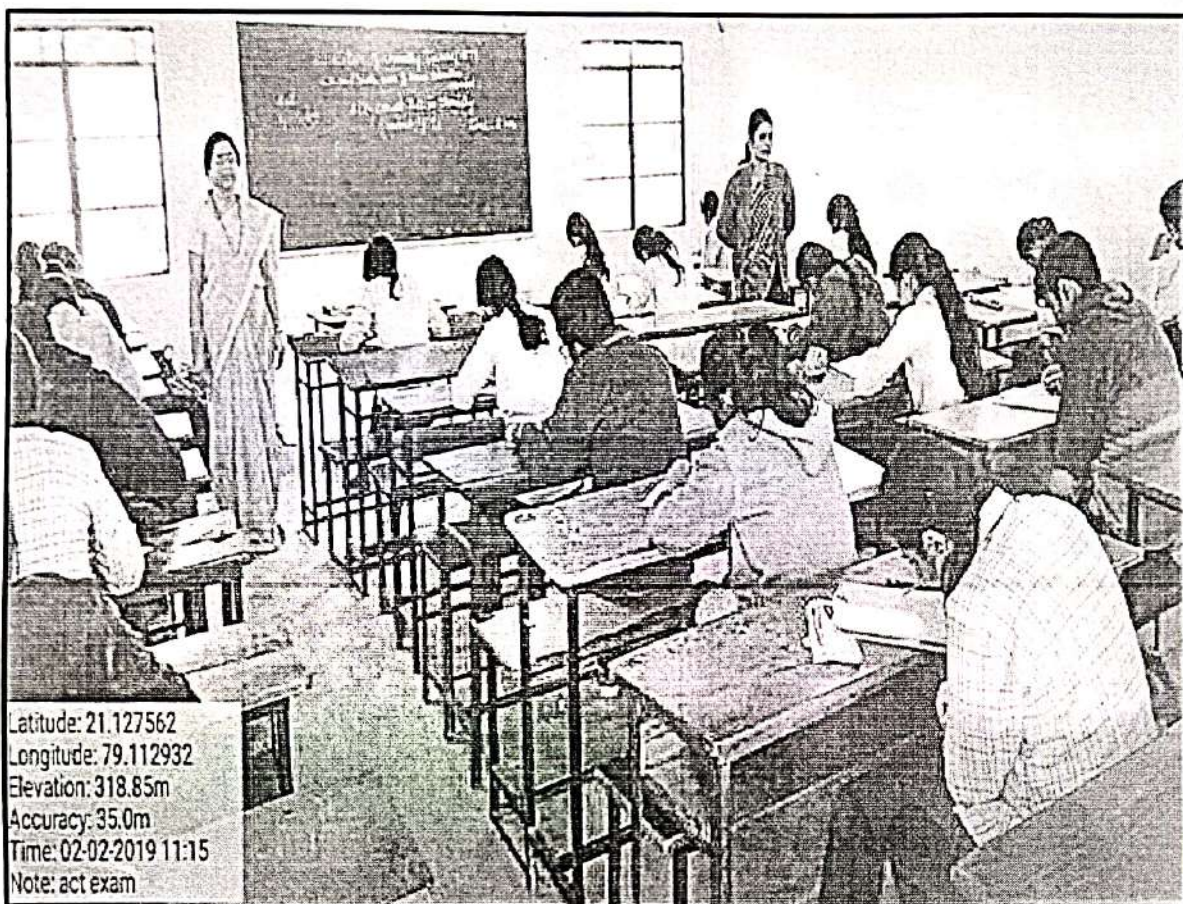


Students are Given Assignments



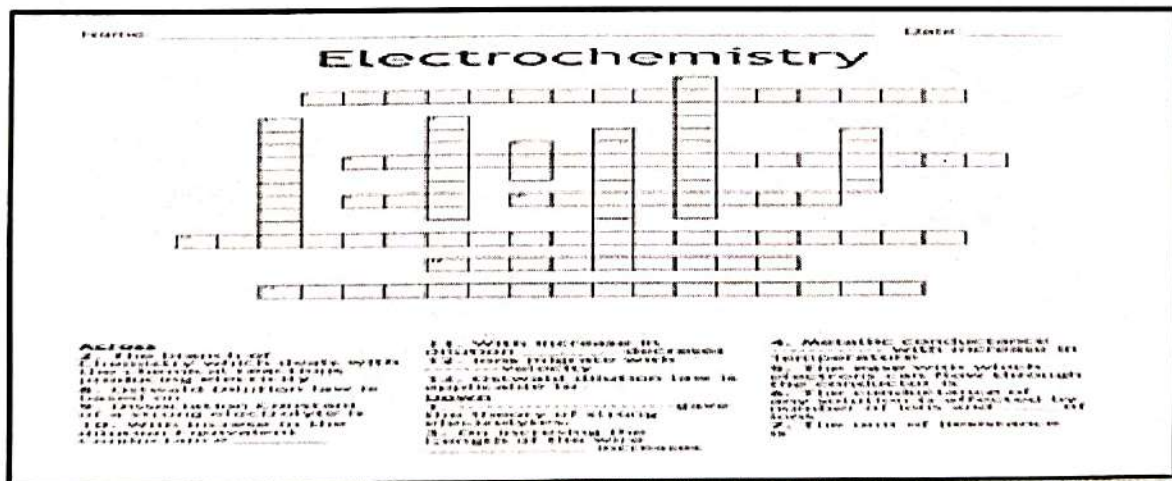
By Conducting Class Test





Latitude: 21.127562
 Longitude: 79.112932
 Elevation: 318.85m
 Accuracy: 35.0m
 Time: 02-02-2019 11:15
 Note: act exam

Concept Based Exam in Chemistry: ACT



Crossword competition

