7.10: Two institutional best practices (as per NAAC format)

First Best Practice

1) **Title of the Practice:** The Journal Club

2) **Objectives of the Practice**

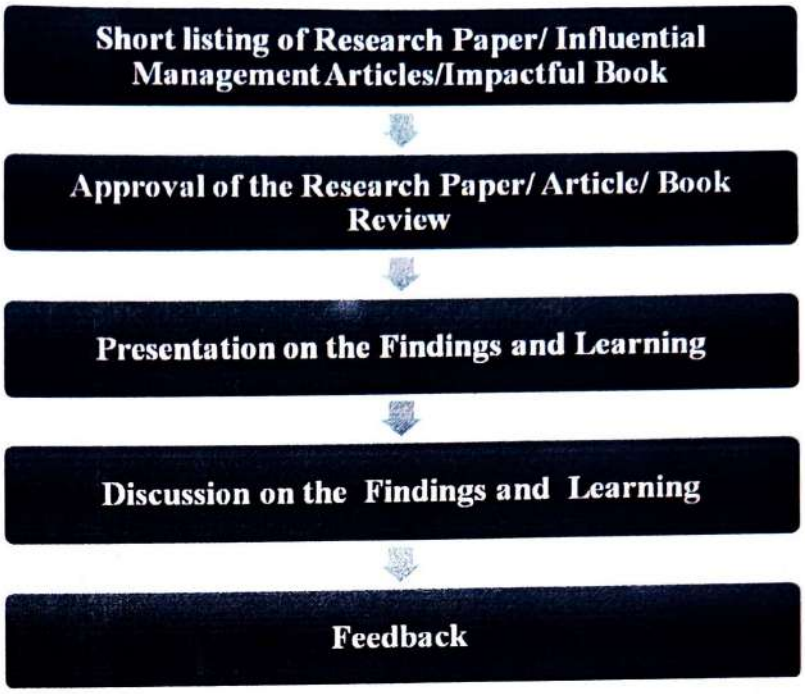
- ✓ To serve as a forum for consultation, collaboration, exploration of ideas and issues among teachers inter-se
- ✓ To serve as a forum to discuss research in relation to management practice,disseminate research results into practice, and reinforce the need to base practice on evidence
- ✓ To facilitate the review of a specific research study and to discuss implications of the study for management practice
- ✓ To develop state-of-the-art knowledge of the research process and the ability to critique research studies.

3) **The Context**

The Journal Club is the brainchild and grand idea of Dr. Vijay V. Bedekar, Chairman (VPM, Thane) and Dr. Guruprasad Murthy, founding director DR VN BRIMS to provide a platform to faculty members to exchange ideas and views on areas of common and lateral interests.

4) **The Practice**

- ✓ DR VN BRIMS, being a learning organization, initiated Journal Club in 2009 with an aim to inculcate culture of research and allow faculty to interact, explore and discuss significant management education related issues. The club provides a forum to practice research papers and book review skills, which is an essential skill for academic writing and research.
- ✓ Journal club meetings are organized every month where a faculty member makes a presentation on latest research paper, book review, etc. This helps in exchange of ideas and the latest in the field is brought to the tablefor all faculties to discuss and brainstorm.
- ✓ Each presentation at the Journal Club meeting usually lasts for about thirty minutes followed by a question-and-answer session for about ten minutes.
- ✓ This forum has brought to fore many research themes that the faculty membersare utilizing in their academic work or developing further into knowledge assets for dissemination to pertinent stakeholders.
- ✓ The Journal Club not only contributes towards faculty developmentand creation of intellectually stimulating environment at DR VN BRIMS but also provides the impetus for achieving the larger goal of being actively involved in building a knowledge society.



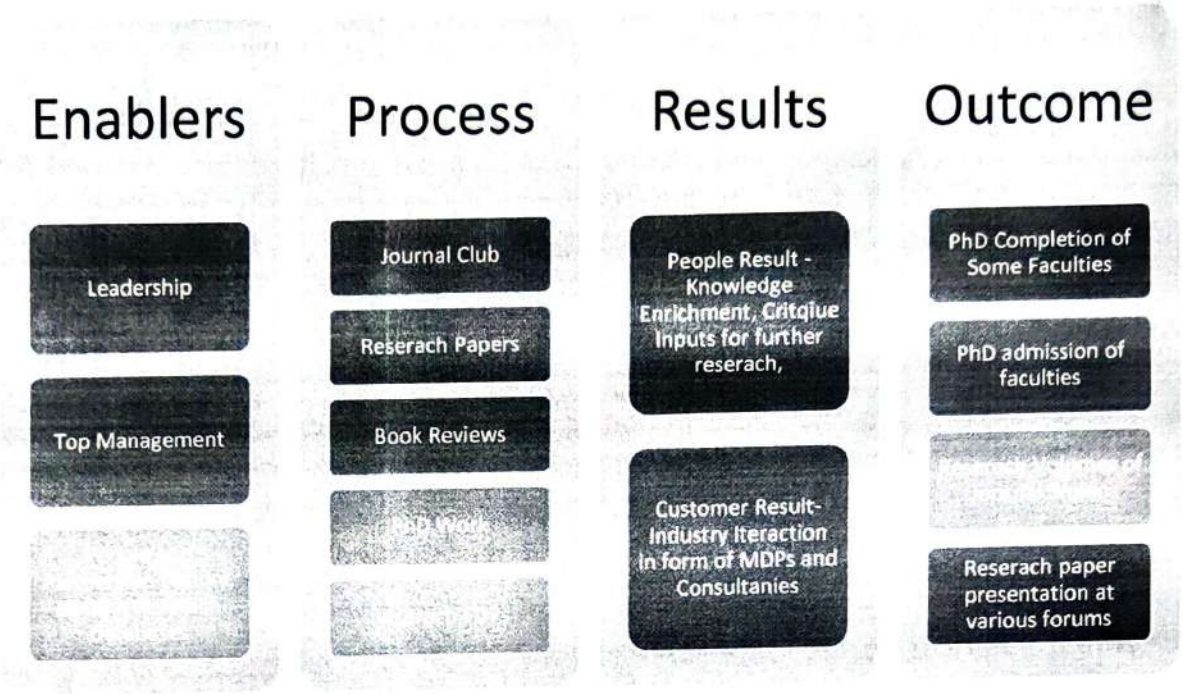
5) Evidence of Success

- ✓ Dr. Smita Jape presented a research paper at Harvard University, US, thus transmitting knowledge at a global platform.
- ✓ Every year BRIMS Annual conference topic is decided and declared an year in advance, which is result of rigorous brainstorming discussionsconducted during journal club meetings.
- ✓ Journal club activities are compiled and published in BRIMS Annual Research Volumes. Till date nine research volumes have been published till year 2014 (List and content available on website)
- ✓ From the year 2015, publication of "Srujan", a multi-disciplinary annual research journal was started. Providing a forum for scholars acrossthe globe to publish their high-quality research.
- ✓ It gives multi-dimensional exposure to all the faculty members from different specializations, and enables them to conduct quality research with inter disciplinary approach.
- ✓ It provides learning laboratory to explore, experiment andexperience the research ideas, areas and opportunities.
- ✓ It inspires the presenter to carry forward inputs from the journal club presentations and apply them in their respective areas of research (PhD/ Research Papers/ Articles/ Case Studies) and also enables them to use it as a part of their teaching pedagogy.

- Ongoing PhD of Asst. Prof. Dipti Periwal
- Dr. Mahesh Bhanushali awarded PhD from Mumbai University.
- Asst. Prof. Vibhuti Save submitted her PhD Thesis.

6) Problems Encountered and Resources Required:

Subscription of various research databases like ProQuest, J Gate, Prowess is required resources for research papers study as well as subscription of journals andmagazines of national and international.



Dr. V. N. Bedekar Institute of Management Studies			
Journal Club - 2022-23			
Sr. No.	Presenter	Date	Topic
1	Asst. Prof. Krunal Punjani	28th June 2022	Marketing Agility- The Concept Anteeedents and Research Agenda
2	Dr. Dinesh Sonkul	30th November 2022	Study of impact of reserve logistics on business performance
3	Dr. Pankaj Nandurkar	22nd December 2022	Metaverse
4	Dr. Mahesh Bhanushali	13th January,2023	A study of procurement procedure and to suggets a procedure for repeat orders to enable upgradation of the technology with respect to Indian PSU refineries
5	Dr. Pallavi Chandwaskar	9th February,2023	Knowledge sharing from - International Accreditation Learning Session by AIMA & AACSB.
6	Ms. Vibhuti Save	23rd March,2023	How to effectively engage and assess the students
7	Dr. Mugdha Bhadkamkar	8th June,2023	Thematic Analysis of Financial Technology (Fintech) Influence on Banking Industry
8	Ms. Janhavi Potdar	12th June,2023	Talent Management in Management Institutes

DR VN BRIMS

Journal Club Session	: Prof. Krunal Punjani
Date	: 28 / June / 2022

Sr. No.	Name	Signature
1.	Dr. Meenakshi Malhotra	Meenal
2.	Dr. Pallavi Chandwaskar	Pallavi
3	Dr. Smita Jape	28/6/2022
4	Dipti Perival.	Dipti
5.	Mugdha. Bhadkamkar	MBhadkamkar
6	Vibhuti Save	
7	Siddhesh Soman	
8	Mahesh Bhanushali	Bhanushali
9	Dr. Pankaj A. Nandurkar	
10.	Sandeep S. Moghe	
11.	NITIN M. JOSHI	
12.	Krunal K. Punjani	

Dr. V.N. Bedekar Institute of Management Studies

Journal ClubSession	: Impact of Reverse Logistics on Business Performance
Date	: 30.11.2022

Sr. No.	Name	Signature
1)	Janhavi Potdar	Potdar.
2)	Dr. Mugdha A. Bhadkamkar	MBhadkamkar
3)	Vibhuti Save	
4	Dipti Perivel	Dipti
5)	Dr. Roopa Thakray	30/11/22
6)	Dr. Pallavi Chandwaskar	Pallavi
7	Dr. Smita Jahe	30/11/22
8	Siddhesh Soman	Siddhesh
9	Dr Mahesh Bhanushali	30/11/22
10)	Dr. Pankaj Nandurkar	30/11/22
11	NITIN JOSHI	30/11/22
12	Dr. Annapurna Mishra	
13	Dinesh Sonkul	

DR VN BRIMS

Journal Club Session On	: Metaverse
Date	: 22nd Dec 2022

Sr. No.	Name	Signature
	Yoorpao. A.	
	Krishnakant Lasure	
	Dr. Mahesh Dharmshali	
	Dr. Mugdha Bhadkamkar	MBhadkamkar
	Dinesh Sonkul	
	Dr. Pankaj Nandurkar	
	Vibhuti Soni	
	Dr. Smita Jape	22/12/22
	Sandeep Mohe	
	Dr. Pallavi Chandwaskar	

Dr. V.N. Bedekar Institute of Management Studies

Scanned with ACE Scanner

Journal ClubSession	:	**A study of procurement Procedure and To suggest a Procedure for Repeat orders to enable upgradatio of the Technology with respect to Indian Refineries**
Date	:	**12th Jan 2023**

Sr. No.	Name	Signature
	Dr. Pankaj Nandurkar	
	Krishnakant Lonare	
	Dr. Mugdha A. Bhadkamkar	
	Dr Mahesh Bhanushali	
	Vibhuti Save	
	Dr. Khushboo. A	
	Ds. Smita Jape	30/12/23
	Sandeep Magre	
	Dr. Pallavi Chandrashekar	

Journal ClubSession	:	**Learnings from International Accreditation** **Learning Session by AIMA & AACSB**
Date	:	**9th Feb 2023**

Sr. No:	Name	Signature
	Dr. Pankaj Nandurkar	
	Mr. Krishnakant Lasune	
	Dr. Mugdha Bhadkamkar	
	Dr. Mahesh Bhanushali	
	Dinesh Sonkul	
	Vibhuti Sane	
1	Archana A	
	Dr. Smita Jain	9/2/23
	Sandeep Moghe	
	Dr. Pallavi Chandwaskar	

DR VN BRIMS

Journal ClubSession	: How effectively engage and assess the students (CIA)?
Date	: 23rd March 2023

Sr. No.	Name	Signature
1.	Dipti Perlmal	Dipti
2.	Dr Smita Jain	23/3/23
3.	Dr. Pallavi Chandwarkar	23/3.
4.	Janhavi Potdar	Potdar.
5.	Dr. Kaoma. A.	23/3/23
6	Prof Kshitija Pandey	Kshitija
7	Dr Mahesh Bhanushali	
8	Dr. Pankaj Nandurkar	
9.	Dr. Shripad Bapat	Bapat.

Scanned with ACE Scanner

Journal ClubSession : Thematic Analysis of Financial Technology (Fintech) Influence on the Banking Industry.

Date 8th June 2023

Sr. No.	Name	Signature
1)	Janhavi Potdar	Potdar.
2)	Dr. Kaccha. Akshay.	
3)	Vibhuti Save	
4)	Dr. Pallavi Chandwaskar	
5)	Dr. Shripad Bapat	
6)	Dr. Mahesh Bhanushali	
7)	Siddhesh Soman	
8)	Dr. Pankaj Nanduskar	
9)	Sandeep Meghe	
10)	Dinesh Sonkul	
11)	Krishnakant Lasne	
12)	Prathmesh V. Tawade	
13)	NITIN JOSHI	
14)	Dr. Mugdha. A. Bhadkamkar	MBhadkamkar

DR VN BRIMS

Journal ClubSession	: Talent Management Techniques in BSchool & it's Impact on Employee Motivation
Date	: 12/6/2023

Sr. No.	Name	Signature
1	Dr. Shripad Bapat	
2	Sandeep Meghe	
3	Dr. Pankaj Nanduskar	
4	Dinesh Sonkul	
5	Siddhesh Soman	
6	Krishnakant Lasune	
7.	Prathmesh. U. Tawade	
8.	Dr. Mugdha. A. Bhadkamkar	MABhadkamkar
9.	Vibhuti Save	
10	Dr. Mahesh Bhanushali	12/6/23
11.	Dr. Kanchan Akshay	12/6/23
12.	Dr. Pallavi Chandwaskar	12/6/23
13	Dr Guruprasad Murthy	
14	NITIN JOSHI	

Dr. V.N. Bedekar Institute of Management Studies

A study of impact of reverse logistics on business performance

Dinesh Benkal

1

Concept of reverse logistics

- Goods returned by the customers
- Unsold goods delivered to suppliers
- Repair and maintenance of goods as per warranty or guarantee
- Recycling of goods
- Refurbishing of goods
- Disposal of the goods
- Remanufacturing of goods

"Backward flow of goods from customers to manufacturers is called reverse logistics"

4

Research Gap

- After reviewing prevailing work on review of literature, it was found that the implementation of reverse logistics is highly useful to the firms as it reduces costs and increase efficiency but organizations face challenges in implantation of it because of reliability issues related to suppliers. As a result, there is gap in effective implementations of it within the organizations. This gap can be filled by carrying out more studies
- In addition to this, it has been observed that reverse logistics activities have been completed neglected as it requires participation of customers which is highly unpredictable as different customer reacts differently to the reverse logistics activities. As a result there is gap in reverse logistics implementations and customer engagement for which furthers studies should be done

7

Business performance parameters

- Operational performance
- Customer satisfaction
- Product reuse
- Asset recovery

2

Challenges in implementing reverse logistics

1) Goods are moving from many points to one point
2) Forecasting is not clear (Defectives or rejection)
3) Packaging is not uniform
4) Product quality is not uniform
5) Routing of product is not clear
6) Distribution cost is not clearly visible
7) Pricing is not uniform
8) Negotiation between parties is difficult (Distribution partner not clear)

5

Research Gap

- Forward logistic is process for delivering material from manufactures to consumers while reverse logistics is process of backward flow of material from consumers to manufactures. How ever in this respect very limited studies have been done. This creates gap that needs to be filled by carrying out more studies. Hence current study is related to impact of reverse logistics on business performance so that this gap can be filled. More over it will give opportunity to other researcher to take reference from the current study to carry out other studies

8

Rational behind topic selection

- Work experience of two year in future group in supply chain management department

3

Literature review

- Extensive literature review is done in order to find research gap, prepare problem statement , prepare objectives ,prepare hypothesis & design questionnaire

6

Problem statement

- This study aims to understand impact of implementation reverse logistics on various parameters of business performance. Many Organisations that are operating in the market may not be aware about benefits of implementation of Reverse logistics. This study seeks to understand impact of Reverse logistics on operational performance, customer satisfaction, product reuse & asset recovery.

9

Research objectives

- To understand impact of implementation of reverse logistics on operational performance
- To understand impact of implementation of reverse logistics on customer satisfaction.
- To understand impact of adoption of reverse logistics on reuse of product
- To understand impact of adoption of reverse logistics on product asset recovery

10

Hypothesis

- H_{0a} There is no significant impact of implementation of reverse logistics on the operational performance of the firm
- H_{1a} There is a significant impact of implementation of reverse logistics on the operational performance of the firm
- H_{0b} There is no significant impact of implementing reverse logistics on customer satisfaction
- H_{1b} There is a significant impact of implementing reverse logistics on customer satisfaction

11

Hypothesis

- H_{0c} There is no significant impact of the adoption of reverse logistics on the reuse of the product
- H_{1c} There is a significant impact of the adoption of reverse logistics on the reuse of the product
- H_{0d} There is no significant impact of adoption of Reverse logistics on asset recovery
- H_{1d} There is significant impact of adoption of Reverse logistics on asset recovery

12

Scope of the study

The study useful in the future because it provides valuable facts related to supply chain management, forward logistics, and reverse logistics. It is not only restricted to movement of raw material or finished goods but it also talks about unsold and retuned products from point of consumption to point of origin. Moreover it also has direct relation with asset recovery, customer satisfaction, inventory management, cost reduction, return on investment , product reuse etc.

13

Research Methodology

- Descriptive Research Design
- Primary data is collected using questionnaire with 5 point Likert Scale
- Random probability sampling technique
- Sample Size= 278
- Name of Industries : Future Group, Reliance retail, D- Mart , Globus retail
- Period of the data collection: June 2019 to December 2019

14

Sample size calculation

$N=(Z\delta/e)^2$

- N-Sample size
- Z=z score of the normal distribution
- S=Standard deviation
- E=permissible error

- $Z = 1.96$ (95% confidence level)
- $S = 0.425$
- $E = 0.05$
- $N=(1.96 \times 0.425/0.05)^2$
- $N= 277.55 \sim 278$

15

Overall Reliability of Questionnaire

Cronbach's Alpha
0 763

16

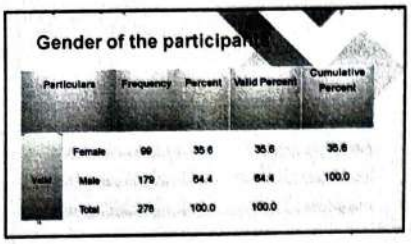
Data Analysis

17

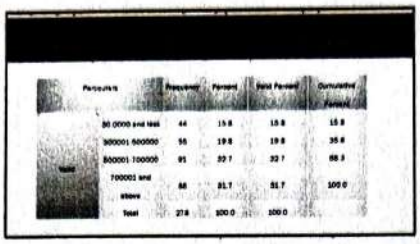
Tools used for Data Analysis

- Descriptive Statistics
- Percentage analysis
- Factor analysis
- Regression analysis

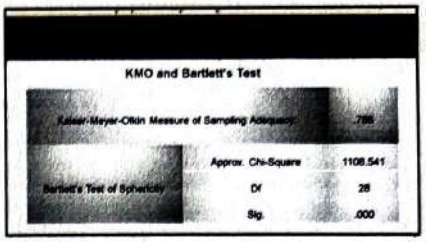
18



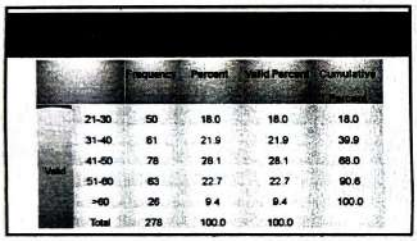
19



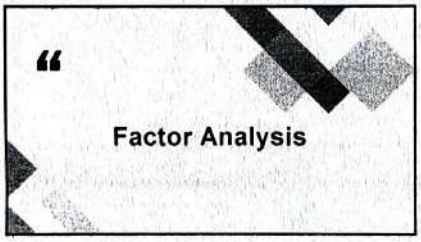
22



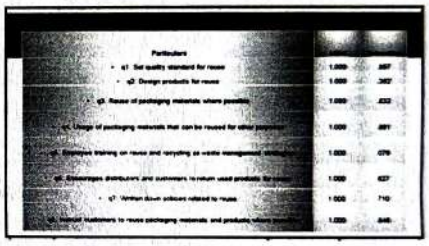
25



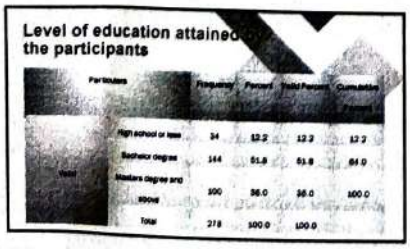
20



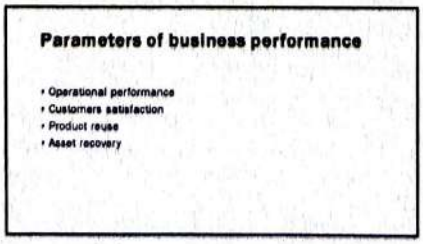
23



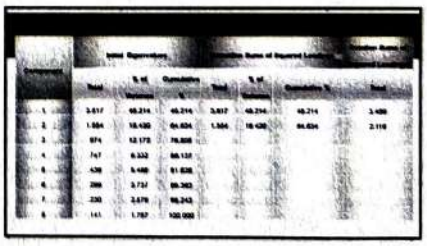
26



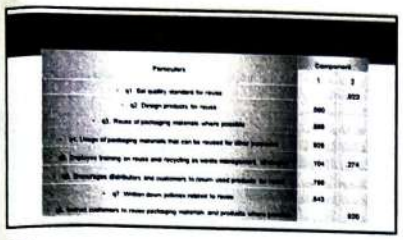
21



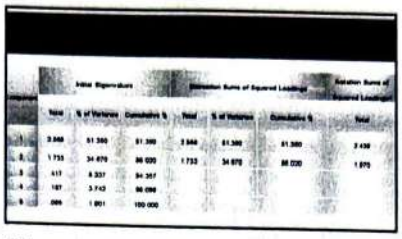
24



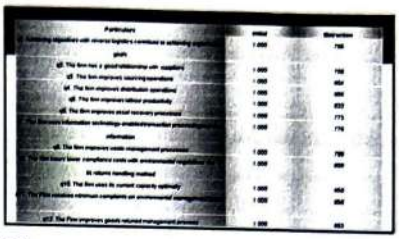
27



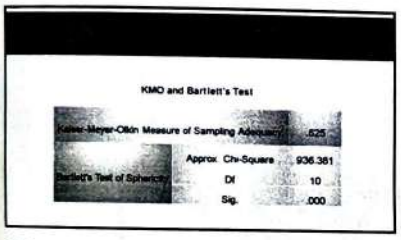
28



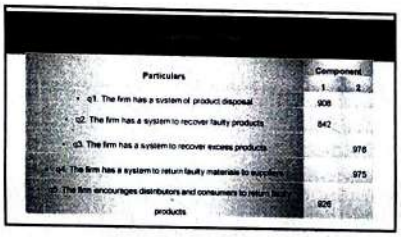
31



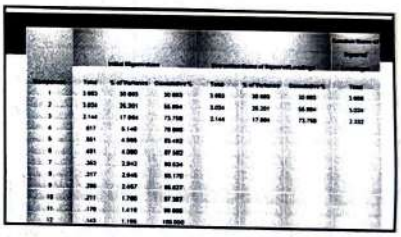
34



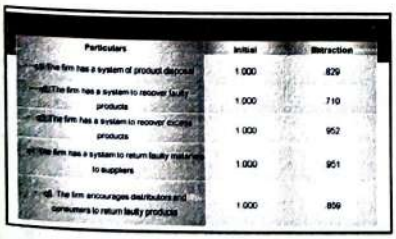
29



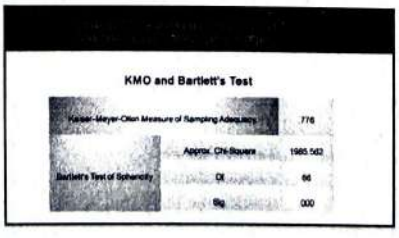
32



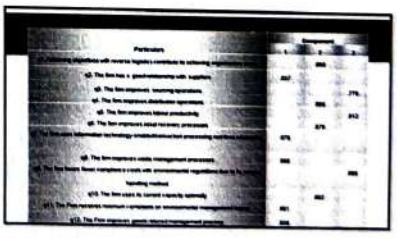
35



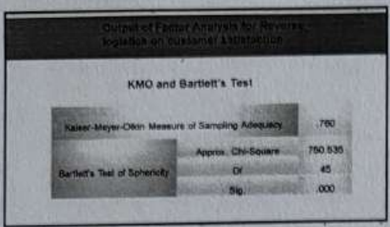
30



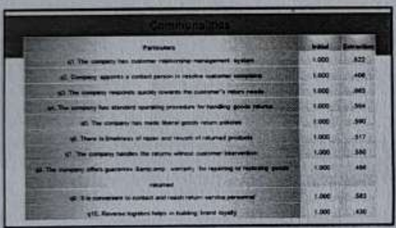
33



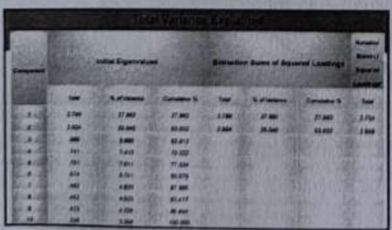
36



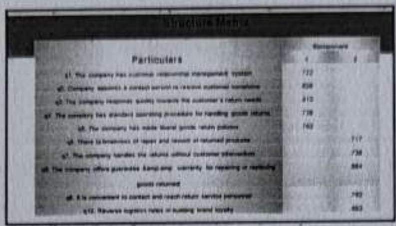
37



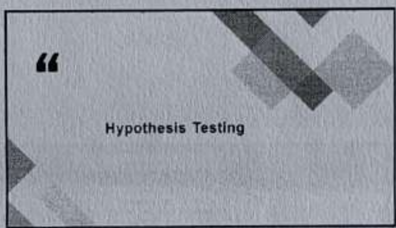
38



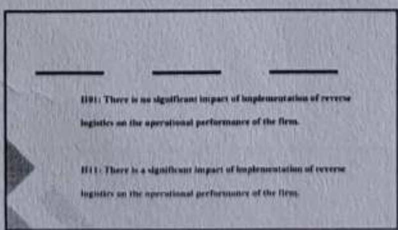
39



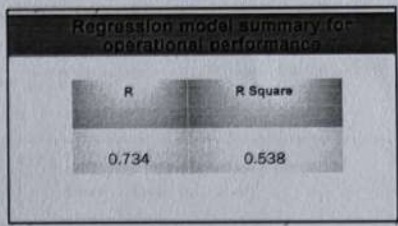
40



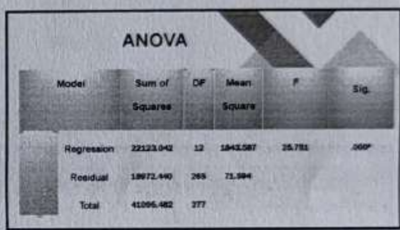
41



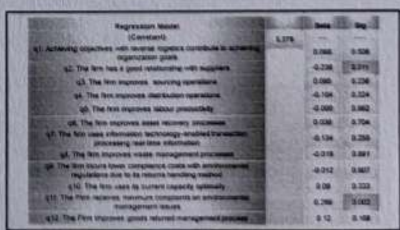
42



43



44



45

- q 2: firm has a good relationship with suppliers (p-vaule:0.011)
- q11:firm receives minimum complaints on environmental management issues (p-vaule:0.002)
- Since p-value is less than 0.05 and therefore, it is significant and the null hypothesis is rejected and it can be concluded that implementation of reverse logistics has a significant impact on the operational performance of the firm

46

ANOVA

Model		Sum of Squares	DF	Mean Square	F	Sig.
	Regression	14004.177	10	1400.418	29.138	.000[b]
	Residual	12832.399	267	48.061		
	Total	26836.576	277			

49

- H03: There is no significant impact of adoption of reverse logistics on the reuse of the product.
- H13: There is a significant impact of adoption of reverse logistics on the reuse of the product.

52

H02: There is no significant impact of implementing reverse logistics on customer satisfaction.

H12: There is a significant impact of implementing reverse logistics on customer satisfaction.

47

Regression Model		Beta	Sig.
	(Constant)	3.621	....
q1	The company has customer relationship management system	-0.049	0.513
q2	Company appoints a contact person to resolve customer complains	-0.05	0.396
q3	The company responds quickly towards the customer's return needs	0.227	0.006
q4	The company has standard operating procedure for handling goods returns	-0.057	0.466
q5	The company has made liberal goods return policies	-0.065	0.307
q6	There is timeleness of repair and rework of returned products	0.022	0.758
q7	The company handles the returns without customer intervention	0.054	0.652
q8	The company offers guarantee warranty for repairing or replacing goods returned	-0.063	0.236
q9	It is convenient to contact and reach return service personnel	0.173	0.021
q10	Reverse logistics helps in building brand loyalty	-0.144	0.039

50

R	R Square
0.695	0.483

53

R	R Square
0.772	0.522

48

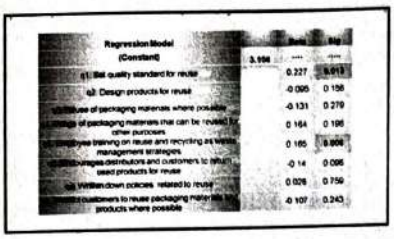
- q3: company responds quickly towards the customer's return needs (p- value 0.006)
- q9: it is convenient to contact and reach return service personnel (p-value: 0 021)
- q10: reverse logistics helps in building brand loyalty(p-value 0.039)
- Since p-value is less than 0 05 and therefore, it is significant and the null hypothesis is rejected and it can be concluded that there is a significant impact of implementing reverse logistics on customer satisfaction

51

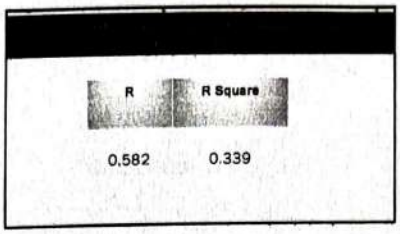
ANOVA

Model		Sum of Squares	DF	Mean Square	F	Sig.
	Regression	10420.100	4	1,300.513	28.468	.000[b]
	Residual	11134.481	268	45.302		
	Total	21554.581	277			

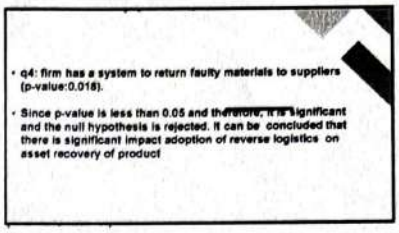
54



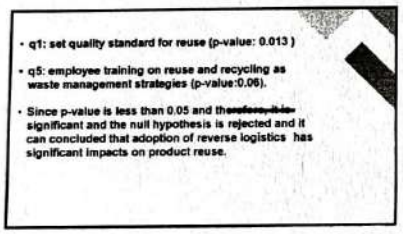
55



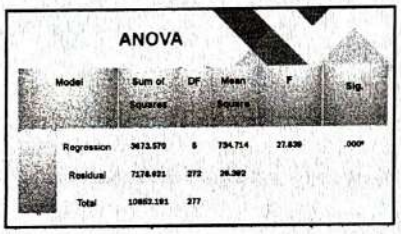
58



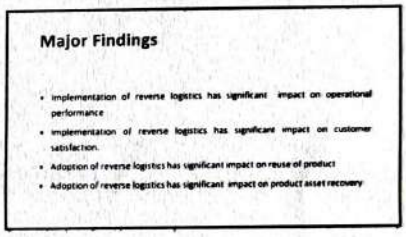
61



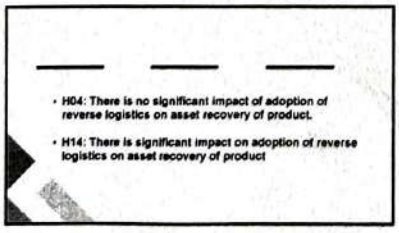
56



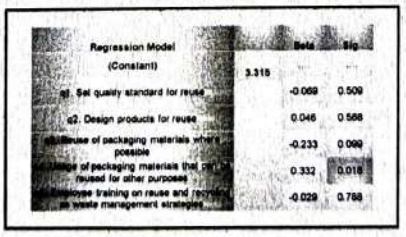
59



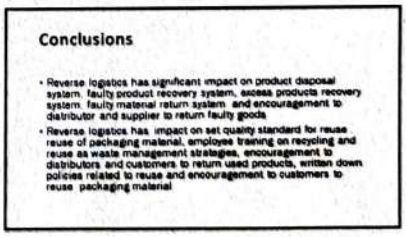
62



57



60



63

Conclusions

- Reverse logistics has impact on customer satisfaction by implementing CRM, system for resolving customer complains, SOP for handling goods returned, liberal goods retuned policies, timeline for repair and rework, goods return policies without customer intervention, offering guarantee & warranty for repair or replacement & convenience to contact goods return service person
- Reverse logistics has impact on operational performance by improving relationship with suppliers, improving sourcing operations, improving labour productivity, usage of information technology for real time information, compliance with environmental norms, optimum usage of capacity and better goods return management systems
-

64

Limitations

- Participants were only source of information which were taken from Retail organisation from Mumbai and Thane region.
- Results display limited generalization from responses got from participants
- This study reveals limited insights on other aspects of business functioning as it mainly focussed on understanding impact of reverse logistics on business performance which includes operational performance, customer satisfaction, asset recovery and reuse.
- Based on results of study, requirement and flexibility of the organization should be checked before implementing reverse logistic activities in the organisations.

65

Recommendations

- It is recommended to implement reverse logistics activities such a way that it will reduce overall response time by usage of information technology enabled transactions
- It is recommended to educate supplier about advantages of implementing reverse logistics as they are critical member for successful implementation of reverse logistic
- Environmental concern should be kept in the mind before designing product disposal policies as it is critical for developing competitive advantage for the organisations

66

Recommendations

- Organisations should develop standard operating procedure for every aspect of reverse logistics
- Reverse logistics activities should be designed in such a way that it will improve operational efficiency, profitability & customer satisfaction
- Efficient leadership with clear vision toward organisational excellence should be there for successful implementation of reverse logistics

67

Chapter scheme

- Chapter 1 Introduction
- Chapter 2 Literature Review
- Chapter 3 Research Methodology
- Chapter 4 Data Analysis
- Chapter 5 Results and Discussion
- Chapter 6 Conclusion, recommendations for further research

68

Thank you

69

BUSINESS SCHOOL IN

METAVERSE

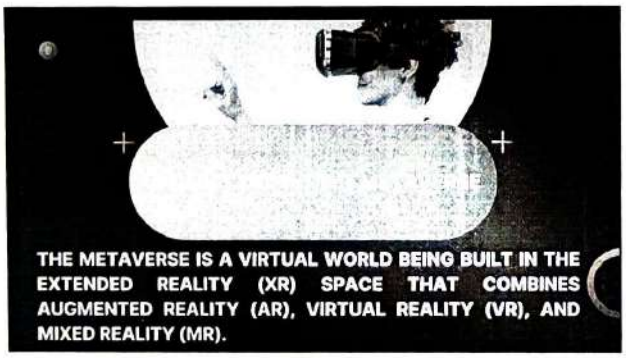
SOURCE - **HBSP - ARTICLE**
PROF. VIJAY GOVINDARAJAN
NOVEMBER 2022

1

The Experiment: Learning Through a Truly Global Lens

- THE GOAL IS TO LEARN HOW TO USE DIGITAL TECHNOLOGIES IN INNOVATIVE AND TARGETED WAYS TO FOSTER DEEPER LEARNING.
- THE AIM IS NOT TO REPLACE TRADITIONAL COURSES WITH VR COURSES, BUT TO EXPLORE HOW THESE NASCENT TECHNOLOGIES CAN AUGMENT THE LEARNING EXPERIENCE.

2



THE METAVERSE IS A VIRTUAL WORLD BEING BUILT IN THE EXTENDED REALITY (XR) SPACE THAT COMBINES AUGMENTED REALITY (AR), VIRTUAL REALITY (VR), AND MIXED REALITY (MR).

3

XR (Extended Reality)

Collective term applied to immersive experiences incorporating varying degrees of digital and real information

AR (Augmented Reality)	MR (Mixed Reality)	VR (Virtual Reality)
		
User views static digital information or visual elements integrated into the real environment	User interacts with responsive virtual elements integrated into the real environment	User is immersed in an interactive, digitally-generated environment

4

simplilearn

5

METHODOLOGY

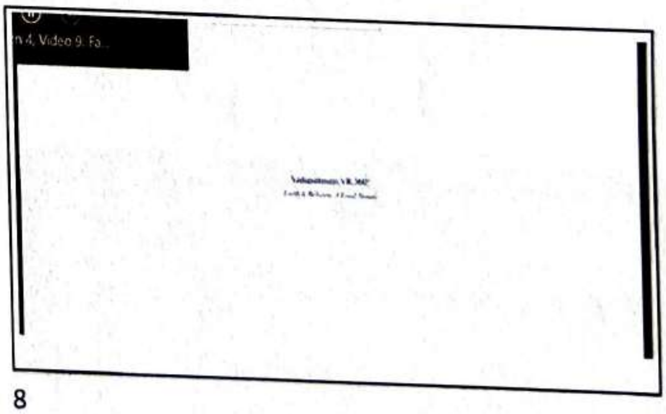
- 360 VR: A 3D FILM IN ACTION
- Prof. Vijay Govindarajan has developed a course, "Virtual Global Insight Expedition (VGIX)",
  - used VR to teach reverse innovation.
- VR is complete mental transportation, during which your body is in one place, and your mind is in another.
- Prof. partnered with Mahesh Sriram, CEO of the Chennai-based VR experiences and solutions company I-India, to create several 2D and 360 VR (3D) videos for the course.
- These videos follow several families in India who live at the base of the economic pyramid.

6

METHODOLOGY

- 360 VR: A 3D FILM IN ACTION
- Students first watched a 20-minute film on a fisherman's family, then viewed several two-minute films on various aspects of the fishing village.
- In the video clip, a local fisherman takes student viewers into the village's temple, demonstrating the importance of spirituality for fishermen in the community.
- Once their students put on the VR headset, they were magically transported into the temple and observed the 360-degree view of the temple in 3D (when using a regular 2D computer screen, students could still see the temple).

7



8

THE COURSE DESIGN: SIX PILLARS

This pilot course stood on six interconnected pillars

- Students first learned and discussed the core concepts of reverse innovation in a physical classroom.
- Students then met with entrepreneurs who have developed reverse innovations.
- Using Meta's Oculus Quest 2 headsets, the students watched 28 films that followed the lives of four families.

9

THE COURSE DESIGN: SIX PILLARS

This pilot course stood on six interconnected pillars

- Using Zoom and with help from interpreters, eight-member student teams conducted interviews.
- The teams then identified unmet customer problems in personal health and wellness.
- Finally, as part of the course evaluation, the student teams presented their findings to venture capitalists in India

10

VR Advantages

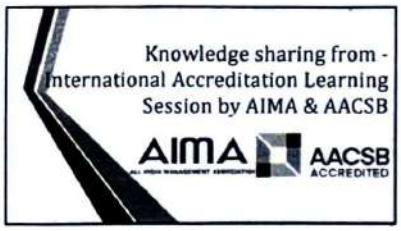
- 1. It offers experiential immersion.
- 2. It introduces varied perspectives.
- 3. It allows students global access.
- 4. It provides consistent variety.
- 5. It minimises intrusion upon physical environments.
- 6. It allows for the repetition of the experience.
- 7. It accelerates student learning.

11

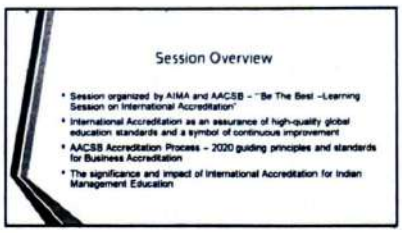
FURTHER READING .....

- Extended Reality in Practice – 100+ Amazing Ways Augmented, Virtual, and Mixed Reality are changing Business and Society.

12

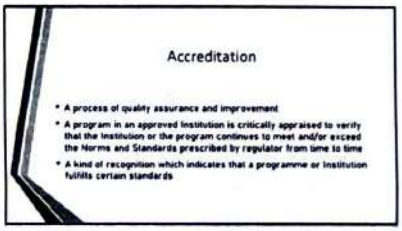


1



2

3

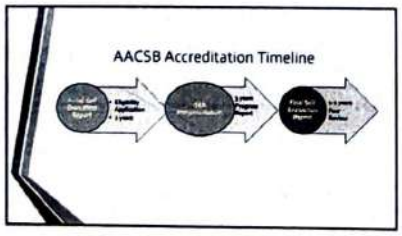


4

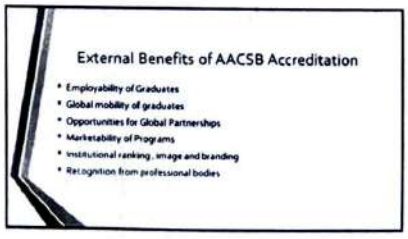
5

6

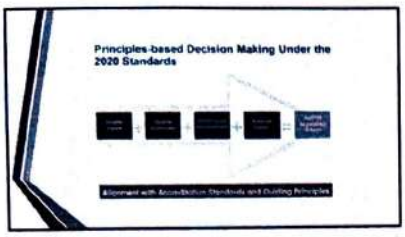
7



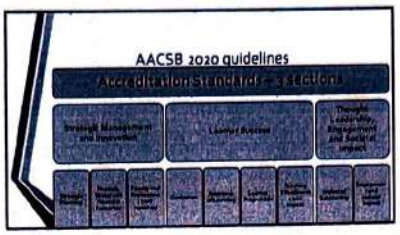
8



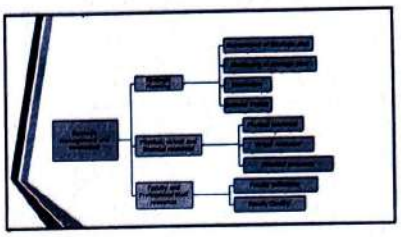
9



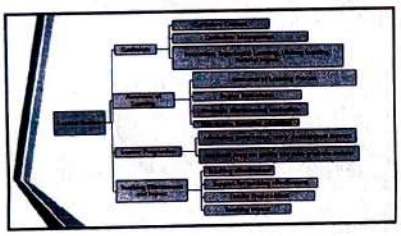
10



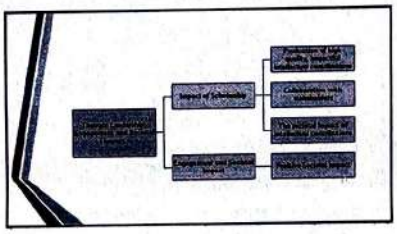
11



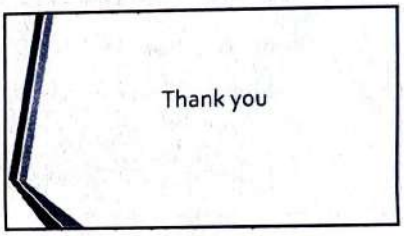
12



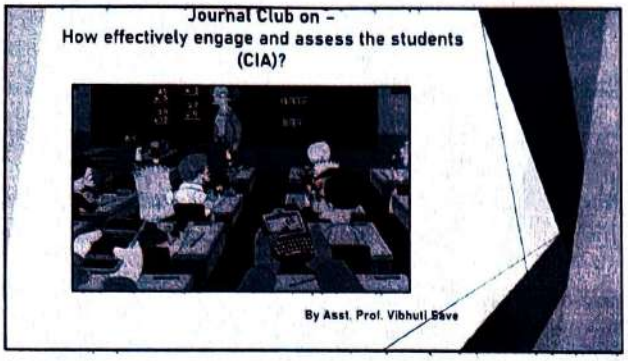
13



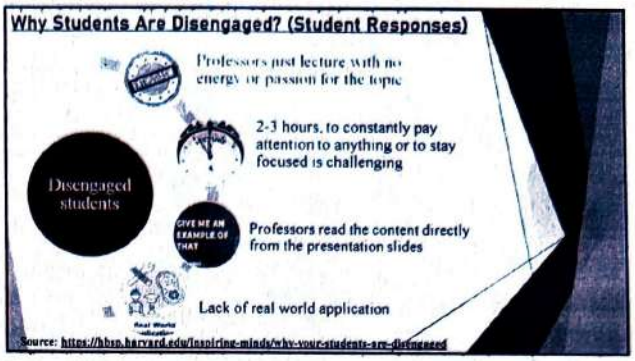
14



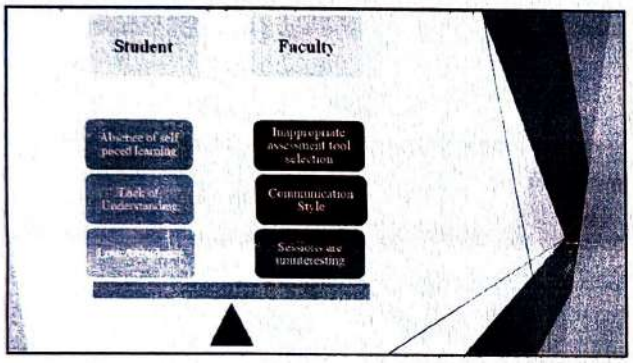
15



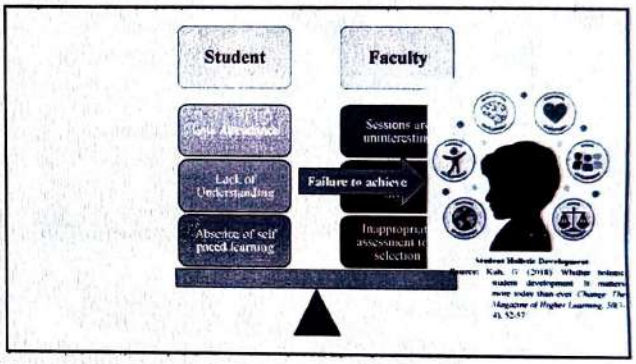
1



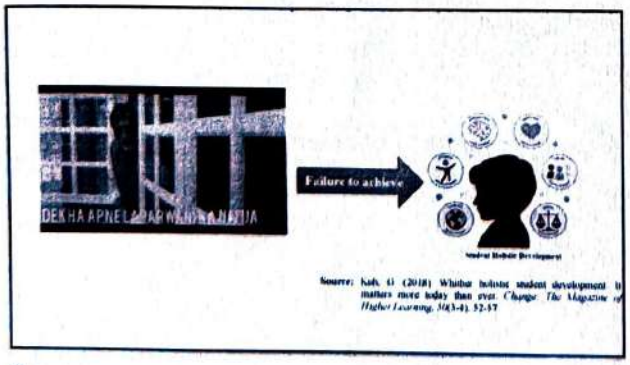
2



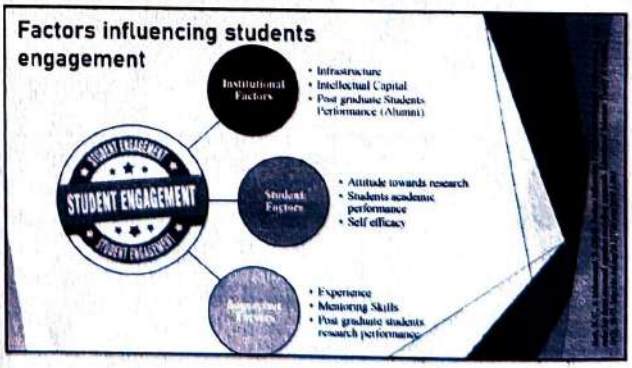
3



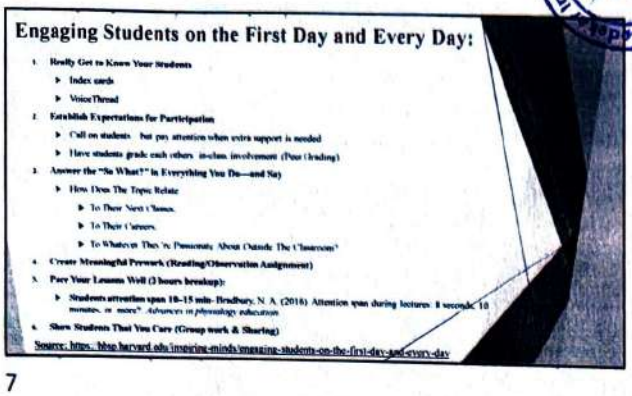
4



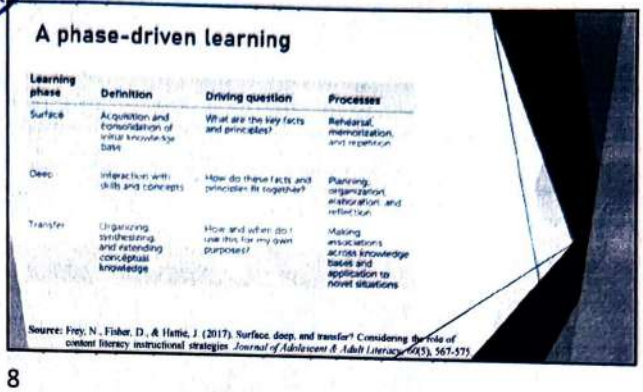
5



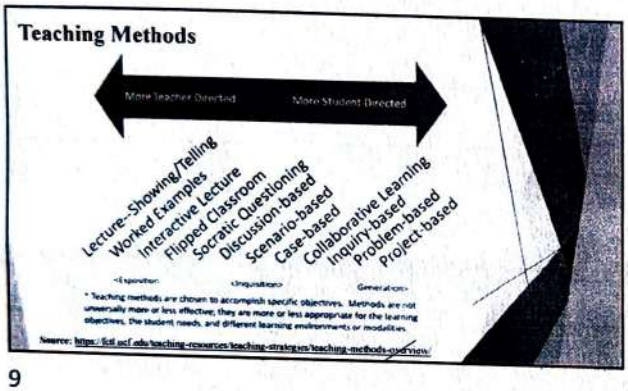
6



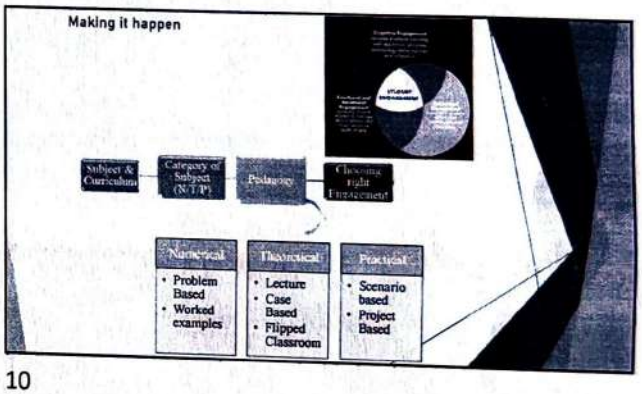
7



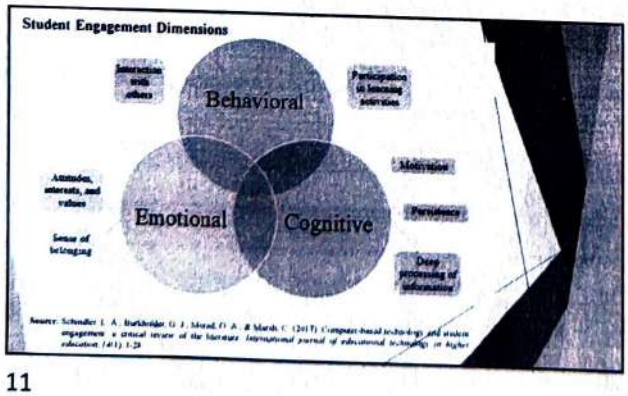
8



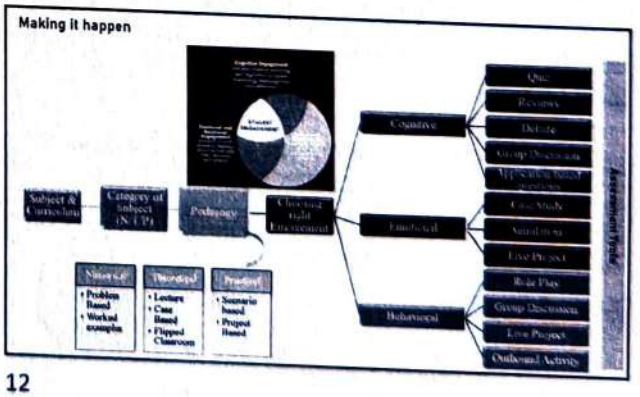
9



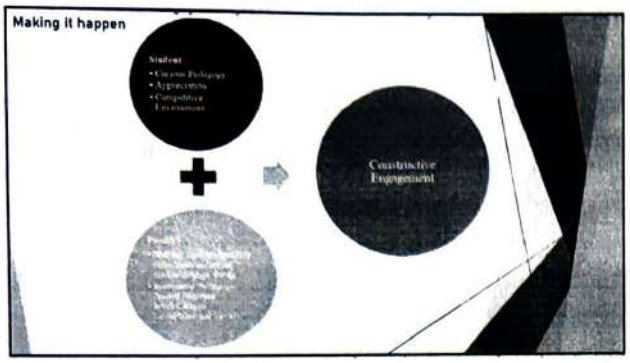
10



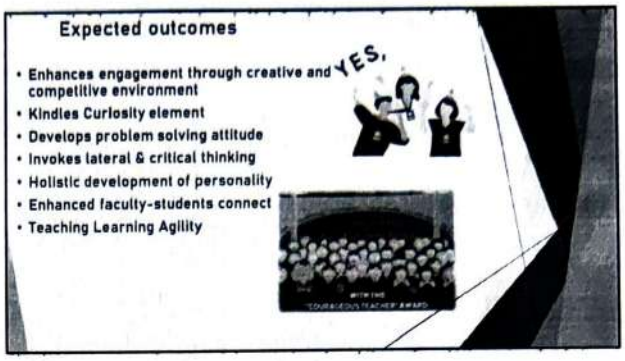
11



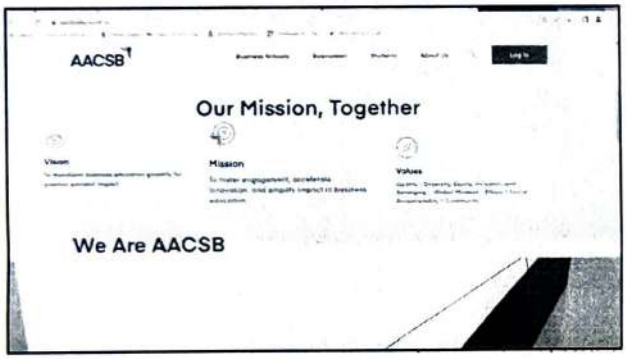
12



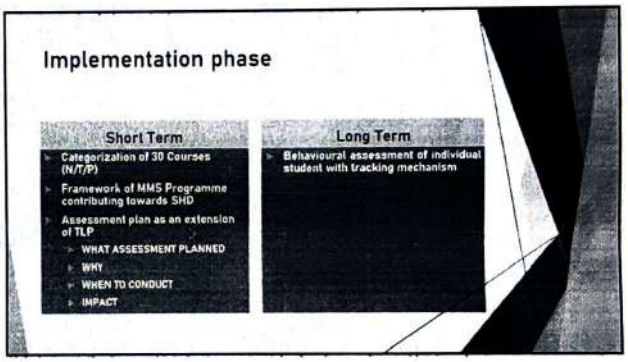
13



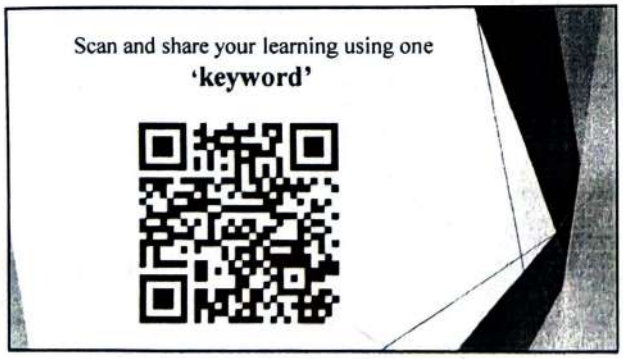
14



15



16



17

18

Thematic Analysis of Financial Technology (Fintech) Influence on the Banking Industry

1

Introduction

- The Synthesis of technology and finance is known as Financial technology (Fintech) , which brings together two of the which brings together two of the biggest industries in harmony
- Fintech disruption is a deviation from the norm, resulting in a significant shift in banking services and, as a result, risk.
- This Paper aims to investigate how Fintech has influenced recent changes in the banking industry and upcoming challenges, with a particular emphasis on block chain technology.
- They perform a comprehensive thematic analysis of recent studies on Fintech in the banking industry. They found that Fintech has enormous potential to grow and impact the banking industry and the entire world

2

- The banking industry could benefit from combining emerging technologies such as blockchain, AI, machine learning, or other decision-making layers
- However, with the benefits come drawbacks, such as increased reliance on technology, high costs, increased job losses, security risks related to data and fraud, and so on
- The use of emerging technology and collaboration between Fintech firms and banks can improve system-wide financial stability while minimizing the negative externalities of disruption and competition
- These findings can help regulators, policymakers, academics, and practitioners understand the opportunities and challenges of emerging technologies in the banking industry

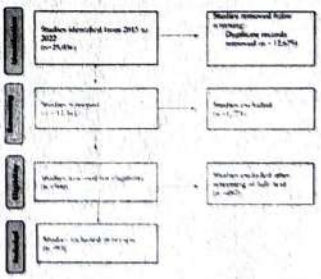
3

- **Objectives**
- This research paper aims to investigate how Fintech has influenced recent changes in the banking industry and upcoming challenges, with a particular emphasis on blockchain technology.
- Since the aim of the study is to investigate how Fintech has influenced recent changes in the banking industry and upcoming challenges, with a particular emphasis on blockchain technology, we decided, as already noted above, to carry out a systematic review using the.
- By referring to the inclusion/exclusion criteria, studies that were not aligned with the purpose of our review were eliminated from the search

4

- They obtained the most relevant search by using a specific syntax, and then we narrowed it down to Fintech's influence on banking. **As a result, in June 2022, they selected 25,036 relevant articles (Figure 1)**
- They checked for duplicates and filtered the results using the inclusion/exclusion criteria, as a result, 590 The researchers reviewed 25036 relevant articles
- Researchers reported in 'Risks' that emerging technologies have consistently disrupted how consumers interact with their money, what they expect from banks, and how banks operate
- Financial technology disruption is a deviation from the norm, resulting in a significant shift in banking services and risk
- Technology-driven innovations accelerate the automation of well-established data collection and analysis processes
- Incumbent banks have traditionally faced stricter regulatory requirements than start-ups that use innovative financial technology (Fintech)
- Banks are threatened by technological advancements as Fintech firms may reduce the banks' market share

5



6

- Some of their findings may contrast with prior work in the field "Qualitative research is commonly used to understand people's perspectives and perceptions
- In contrast, social research seeks to describe and explain phenomena that can be quantified as variables from an objective standpoint
- This study attempted to provide a comprehensive overview of the existing literature. It also has several limitations, such as the coverage of more specific topics of blockchain protocols is less detailed," admit the researchers
- The group propose that future studies may explore whether Fintech alleviated the economic shock of the COVID-19 pandemic on SMEs and underprivileged households
- Researchers should consider how emerging technologies are linked to specific socioeconomic outcomes

7

Findings

- The main potential benefits of blockchain are up to 95% reduction in errors due to the elimination of out-of-sync ledgers and reconciliations, up to 40% increase in efficiency due to straight-through processing and a single source of truth, up to 25% improvement in customer experience, due to faster processing and use of digital channels, up to 75% reduction in capital consumption, due to quicker settlement of trades, straight through processing, and freed-up capital flows (KPMG 2019)

8

- The Internet of Things (IoT), cloud computing, virtual and augmented reality, blockchain, artificial intelligence (AI), and e-commerce are a few of the emerging technologies influencing the future
- Emerging technologies have consistently disrupted how consumers interact with their money, what they expect from banks, and how banks operate
- financial technology (Fintech) disruption is a deviation from the norm, resulting in a significant shift in banking services and, as a result, risk
- They focused mostly on the individual, primary, empirical studies devoted to Fintech, banks, and blockchain topics
- They moved from analysis to synthesis by bringing together and breaking down findings, examining them, discovering essential features, and combining phenomena into a transformed whole by using thematic analysis
- They go over two aspects of our findings in depth the implications of Fintech and blockchain technology

9

- The Internet of Things (IoT), cloud computing, virtual and augmented reality, blockchain, artificial intelligence (AI), and e-commerce are a few of the emerging technologies influencing the future
- Technology-driven innovations accelerate the automation of well-established data collection and analysis processes
- Automation raises data security and privacy concerns, putting the relationship between technological advancement and regulation at risk.
- Incumbent banks have traditionally faced stricter regulatory requirements than start-ups that use innovative financial technology (Fintech) (Roy 2021).
- Banks are threatened by technological advancements as Fintech firms may reduce the banks' market share, leading banks to make riskier investments (Rupeika-Apoga and Wendt 2021)
- Achieving innovation and agility may expose the company to new risks or jeopardise the quality of existing practices
- According to Soloviev (2018a, 2018b), Fintech initiatives have not yet resulted in a radical transformation of the financial sector because banks, Fintech start-ups, technology companies, the state, and clients all have different perspectives on Fintech

10

- Research Method:
- Traditionally, there have been two competing paradigms in social science research qualitative and quantitative
- Qualitative research is commonly used to understand people's perspectives and perceptions, as it provides solutions to various problems and aids in the development of concepts or theories for future quantitative research (Beaudry and Miller 2016)
- In contrast, the quantitative paradigm of social research seeks to describe and explain phenomena that can be quantified as variables from an objective standpoint (Beaudry and Miller 2016)
- We apply qualitative research because of its descriptive and interpretive nature, which helps to provide an interpretation of Fintech's impact on the banking sector

11

- The research review is a popular method for analyzing a large number of studies (Beaudry and Miller 2016)
- It provides the big picture in a field of study, identifies promising practices, and justifies future research
- The three main types of reviews are narrative reviews, quantitative meta-analyses, and qualitative metasyntheses/metaethnographies.
- The last one, which includes thematic analysis, aids in gathering and breaking down findings, examining them, discovering key features, and combining phenomena into a transformed whole (Thorne et al 2004)

12

- **Results**
- We used a systematic literature review to identify themes related to Fintech and banking, with a special focus on blockchain.
- The thematic analysis identifies four key themes and nine sub-teams that shed light on the various channels by which emerging technologies affect incumbent banks and the socioeconomic environment.
- Researchers were paying special attention to topics related to emerging technology—blockchain and its applications—among the key themes identified.
- With 28% of all studies, the most popular topic was Fintech and its impact on banking.
- The third most studied topic, with 11% of studies, was technology and how it is used in financial services without a specific focus on concrete emerging technology.
- Less research has been performed on other subjects such as machine learning, fraud and cybersecurity, banking, customer and consumer decision-making, financial inclusion, and lending

19

Conclusion

- Incumbent banks are interested in collaborating with FinTech firms to reduce costs, improve systemic financial stability, and mitigate the negative externalities of disruption and competition.
- Special consideration is given to technology and operational risks, as well as strategic risks, among the various types of business risks.
- Both established banks and Fintechs are enthusiastic about working together to manage cybersecurity risk.
- The financial sector believes that integrating emerging technologies into strategic risk management can improve business performance

20

- As a result, because incumbents are interested in collaboration, the disruptive innovation theory is not fully applicable to the development of financial markets. This finding is useful for both incumbent and newcomer managers in terms of business risk management
- Another critical issue is regulatory risk. The main issue raised in various papers is that many countries supervise and monitor the FinTech industry using an activity-based approach, whereas banks are subject to entity-based regulation
- Regulation should allow for variations in the regulatory treatment of a specific activity if the corresponding risks differ depending on who performs the activities ("same activity, different risks, different regulation")
- Regulation has lagged behind the growth of the Fintech industry, but it is only a matter of time before all activities are monitored. Furthermore, in developing regulatory frameworks, regulators should promote stability and resilience while incorporating financial inclusion goals and the broader socioeconomic benefits of new technologies

21

- Outside of finance, blockchain technology can be used in applications including healthcare, insurance, voting, welfare benefits, gambling, and artist royalties
- This demonstrates that the potential of blockchain applications extends beyond financial institutions and payment systems, and it is accompanied by a surge in interest in blockchain technology.

22

Limitations

- The analysis attempted to provide a comprehensive overview of the existing literature.
- As a result, the coverage of more specific topics, such as implementation issues of blockchain protocols, integration of legacy architectures, and market-level differences in regulation, is less detailed.
- The identified themes vary greatly in scope. While this allows for a more feasible analysis reflecting the major directions of recent research, it may be less useful in identifying research gaps regarding specific technologies such as smart contracts or open banking.

23

Scope for further Research

- Future Research may expand on the present paper by addressing its limitations and exploring the key subthemes in greater detail. There is a relative lack of studies on financial inclusion and mixed evidence on the effects of Fintech on development
- This suggests that researchers should consider how emerging technologies are linked to specific socioeconomic outcomes. Future studies may explore whether Fintech alleviated the economic shock of the COVID-19 pandemic on SMEs and underprivileged households.
- It may be valuable if researchers investigated the relationship between the degree of regulatory control and the effectiveness of Fintech disruption.

24

Application of Talent Management Techniques in B schools & Its impact on Employee Motivation

(Working Research Paper)

Conceptualization of Talent by Academic Community

Innate abilities of people that can be systematically developed in certain activities which they like and they want to invest their energy in and at the end leads them to achieve excellent performance (Ex- Google)

OR

Essential Human Behaviour and **qualities for the fulfilment of present and future organizational objectives**

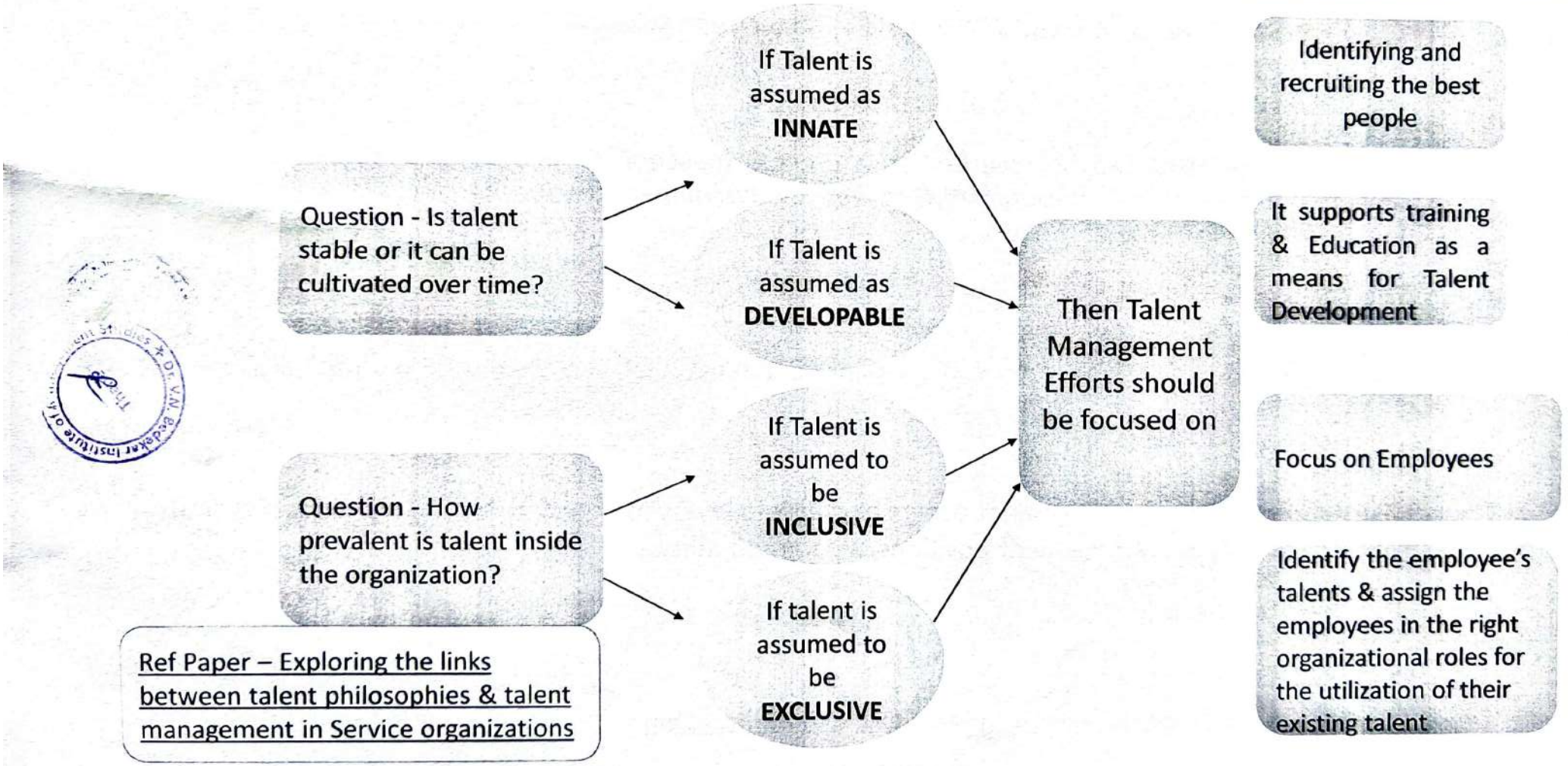
Talent refers to **those individuals who have high education but also have the potential** to develop into high achievers or high performing employees in the organization

OR

It addresses those **people who possess strategic organizational positions and thus differentially contribute** to performance results in the organization.

Ref. Paper 1– Exploring the links between talent philosophies & talent management in Service organizations

Talent Philosophies (Talent seen as INNATE/ DEVELOPABLE & EXCLUSIVE / INCLUSIVE)



What is Talent Management ?

Talent Management can be regarded as a process of acquisition, hiring and retaining the most talented organizational resources/employees by building a supporting and a high performing organizational culture.

Backbone of the talent Management

- Talent Acquisition
- Talent Development
- Talent Retention

Furthermore, talent management occurs **at multiple levels** of the organization and does not limit its scope to senior management positions, a common misperception made by many.

Ref Paper - Need for Talent Management in Indian Higher Education System

Research Gap

Foundation for $ 5 trillion Economy

Human Capital

Issues is Human Resource is not converted into Human Capital

Influencing factor - Talent Management

Employment Generation

Issue is India is facing Unemployment issue due to skill deficit

Influencing factor – Talent Management

Source – NEP 2020

Objectives

1.To understand the different Talent Management Techniques applied by B schools

2. To identify the impact of Talent Management on level of Employee Motivation in B schools

LR 1 - Talent Acquisition in Higher Education Institutes

Major problems pertaining to Talent Acquisition In Indian B schools -

More inclination towards recruitment rather than talent acquisition

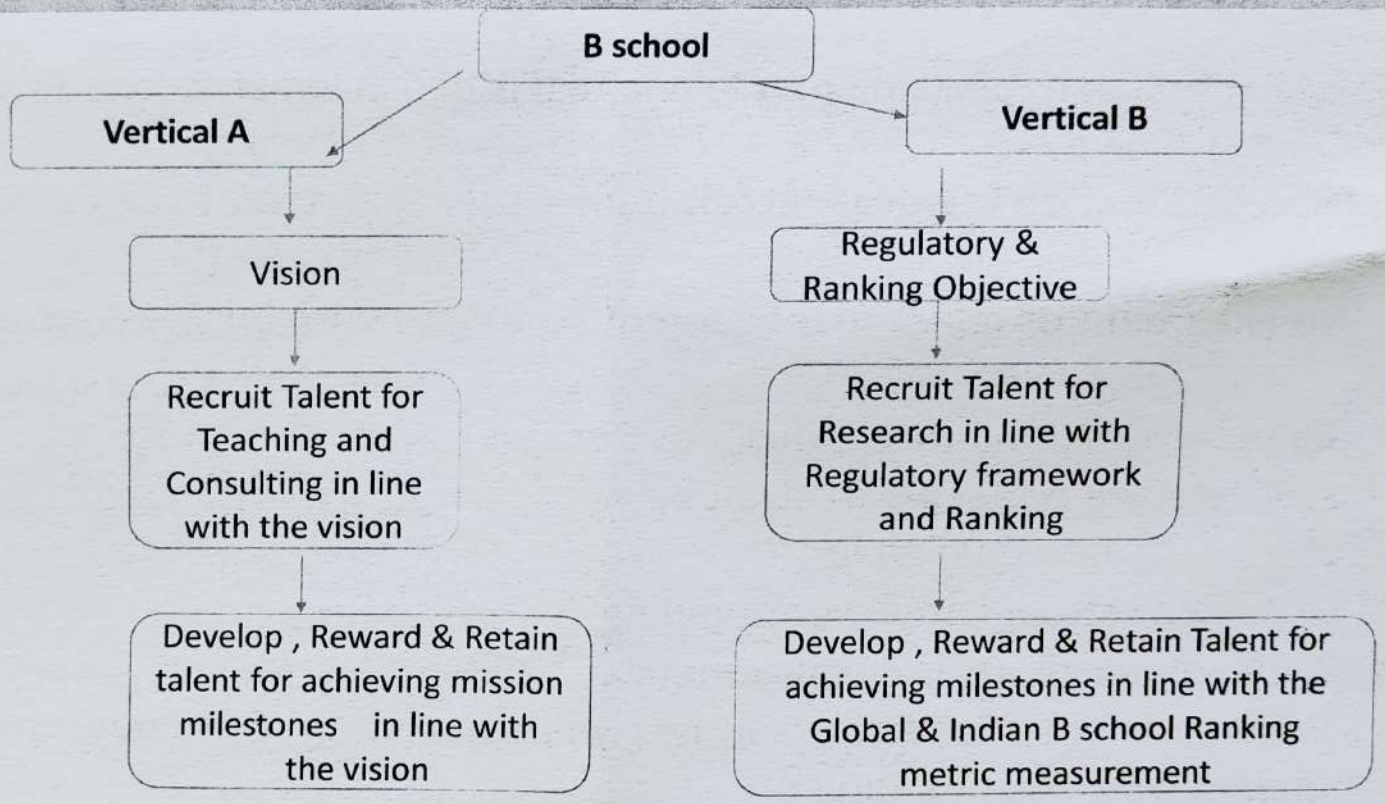
No alignment of talent management strategies with business strategies

Talent acquisition process includes 5 stages –

1.Developing a specific TA strategy
2. Building Talent Pipeline
3. Building strong employer branding
4. Talent Relationship Management
5. Recruitment (Candidate sourcing, Lead nurturing , Candidate selection, Interviewing , Onboarding)

Ref Paper - Talent Management in Academia – The Indian Business School Scenario (2020)

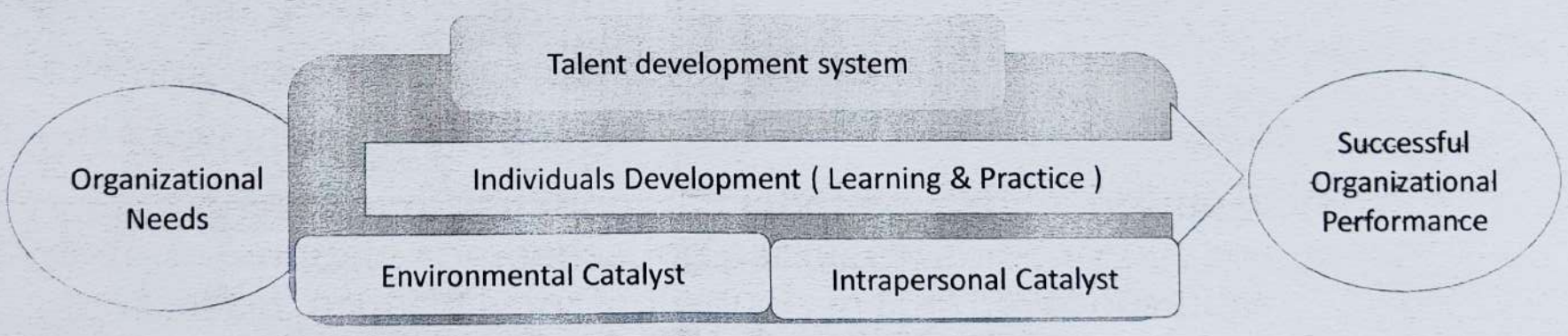
Talent Acquisition (2 verticals)



Ref Paper - Talent Management in Academia – The Indian Business School Scenario (2020)

LR 2 – Talent Development

- The planning, selection, and implementation of development strategies for the entire talent pool to ensure that the organization has both the current and future supply of talent to meet strategic objectives (Garavan et al., 2012).



Ref Paper - The Choreography of Talent Development in Higher Education (2019)

LR 2 – Talent Development contd.....

Table 2. Talent Development interventions (Stewart and Rigg, 2011)

	Intervention Method											
	Action learning	Coaching	Mentoring	International assignment	Shadowing	Secondment	Reflective practice	E-learning	Buddying	Development Center	College University courses
Away from work								★		★	★
At work					★			★	★		
Through work	★	★	★	★		★	★				

Ref Paper - The Choreography of Talent Development in Higher Education (2019)

Employee Retention in HEI -
Causes for Employee turnover in the institutions

- Work overload
- Job insecurity
- Role ambiguity
- Insufficient reward and recognition
- Insufficient resources and funding
- Poor practice of management
- Role erosion and inadequacy
- The top drivers of resignations in higher education include workplace safety, inadequate compensation packages, and burnout and under-appreciation, especially for individuals in staff-level positions.

Ref Paper - Talent Management in academics – A conceptual Analysis (2022)

Ways to retain talent in institution

- Faculty Development Programs
- Policies and procedures should be well informed in the beginning
- Rewards and motivation to the employees according to their performance
- At least 3 week orientation program
- Provision of senior guide as a mentor
- The equal opportunities to express and Equitable and fair treatment for every employee
- Continuous learning
- The flexibility should be generated to accommodate and balancing the need of work and family

Ref Paper - Talent Management in academics – A conceptual Analysis (2022)

Research Methodology

- Type of Research – Descriptive Research
- Section 1 – Demographic profile of respondents
- Section 2 – Employee perception regarding Talent management in terms of Talent acquisition , Talent Development and Talent Retention
- 5 point Likert scale
- Sampling Technique – Random Convenience Sampling
- Sample Size – 75 Respondents

Survey Questionnaire

Questions on Talent Acquisition -

1. Recruitment and Selection process was well defined and simple
2. Recruitment process your organization follows is mostly based on Internal References and Promotions
3. Recruitment process your organization follows is mostly to source outside talent whenever required
4. Selection process followed by the organization is fair and satisfactory
5. You feel your organization has much constraint from regulatory bodies in terms of hiring talented professionals
6. You still feel there is scope for improvement in transparency in hiring process by your organization

Survey Questionnaire

Questions on Talent Development -

1. You have got satisfactory chance for career growth in your organization till date since joining
2. You have been nominated for skill building programmes and trainings frequently
3. You have always been considered for versatile and challenging roles by your management
4. Your work has been recognized and valued by the management in past.
5. Your Management is always pro to invest in employee development opportunities
6. Your assigned role in organization is always in synchronization with your interests, skills and potential.

Survey Questionnaire

Questions on Talent Retention-

1. Your organization has fair Performance policies.
2. Your Management has displayed readiness to pay better monetory scales to deserving candidates for retaining them for long run job.
3. Your organization ensures employees are getting job satisfaction by mapping their roles against choices
4. Your Management is timely and clear in communication in terms of expectation sharing with employees
5. Your management provides monetary aid and moral support to employees in terms of their skill building initiatives
6. You are overall satisfied with the talent management efforts and techniques used by your management

Second Best Practice

1) **Title of Best Practice:** BRIMS CONNECT

2) **Objectives of the Best Practice:**

a) Connecting Students and Faculty members
b) Communicating institutional developments and activities to the stakeholders
c) Establishing continuous long-term relationship of DR VN BRIMS with externalstakeholders
d) Appreciating the Achievers
e) Increasing visibility of student, faculty and institute excellence and motivate other to perform better thereby upgrading levels of excellence and achievement

3) **The Context:**

After NAAC Peer -team visit there was a suggestion from peer-team to create recognition platforms for students and faculty for their achievements so a platform was ideated where Students and Faculty connects on every second Friday of the Month and share their recent and upcoming achievements and developments. This provides motivation to students and faculty members to actively participate and excel in their respective areas.

4) **The Practice:**

The practice is executed in following steps:

1) On every last day of the month, organizer invites details about the achievements of Students and Faculty members for the month through e-mailers.
2) Students and Faculty members share their respective achievements and the copies of certificates with photographs within given deadline
3) Compilation of achievements and events in form of power-point presentation
4) Review and verification of the information by Academic head and director of the institute
5) Preparation of the event to be scheduled on second Friday of the month by identification of student anchors for the event and organizing committee students who coordinate regarding entire execution of the event. Invitation is sent to stakeholdersincluding faculty, students and alumni
6) The event is conducted on the second Friday of every month in the institute's Panini Auditorium/ IT Lab/ Conference Room.
7) The information is uploaded on institutional website so that all the stakeholder receivesthe information

5) **Evidence of Success:**

1) Event establishes connect between stakeholders, which has witnessed increase in number of participants including alumni who actively join for the event
2) This event has enhanced Visibility of the Institute's activities among the stakeholders which is witnessed by increased online participants for the event
3) By appreciation of the achievers, event has motivated others also to participate and thusthere is increased student and faculty achievements
4) Till date seventeen BRIMS Connect Events have been successfully organized without abreak and many achievements of students, alumni and faculty member have been recognized through this event. The event as provided opportunity to more than 20 students for anchoring thus enhancing theirorator skills

5) Challenges encountered/ Resources Needed:

a) Availability of all students and faculty members for participating in the event.

b) As the event is organized on Friday, which is working day for all alumni so their participation is limited therefore the event video is uploaded on institute's You-tube channel and website as well so that they can watch it later