



SHREE CHANAKYA
EDUCATION
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MANAGEMENT RESEARCH

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In order to inculcate writing habits in the PhD students, IIMP is pleased to launch a quarterly online magazine dedicated to research writing.

Each issue will concentrate on one subject and having some sub-themes (to be established) for each quarter. Each issue will contain contribution from at least 5-6 students with number of pages up to 8.

In this magazine, IIMP will provide information on upcoming conferences, seminars etc. too. The contributions will be in the form of articles related to the subject / sub-themes.

The inaugural issue contains few articles penned by eminent personalities from the education and industrial sector.

FOREWORD

PhD research is the process of conducting original and significant work in a specific field of study. It involves identifying a research problem, reviewing the literature, designing and conducting experiments or surveys, analyzing and interpreting data, and writing and defending a dissertation. PhD research requires creativity, critical thinking, perseverance, and passion. It also requires collaboration with other researchers, mentors, and peers. PhD research can be challenging, rewarding, and impactful. It can contribute to the advancement of knowledge, the development of skills, and the creation of opportunities for personal and professional growth. This quarterly magazine will help the scholars to think about new areas of research and be more creative in writing. All the best..

Dr. Pandit Mali

Executive Director IGI

Director IIMP

Head Place of Research



Is Globalization Sustainable? Why? (or Why not?)

It has been a topic of much discussion if the increased globalization is possible if pandemics like COVID 19 keep happening in future.

There was a drastic decline of 16% in global trade in second quarter of 2020, and the future of world trade was really in danger of a bigger jolt. Political fall out in the Western hemisphere basically due to Russian aggression in Ukraine, and the supply shocks created by the pandemic are other major concerns of continued globalization. So real question is: "what is the sustainable scenario as far as global trade is concerned?".

There are basically two avenues we can explore, first, are the international relations on the world basis on decline? Second, does the global trade of goods and services have bright future or not? With dominant player in international relations, China, and her insistence on challenging the hegemony of USA, world does seem to be headed for decline in very friendly relations.

While it is hard to predict that this diplomatic skirmish will actually turn into a broader war, it does have some effect on the increasing friendly relations in the world. Nonetheless, there is always an aspiration to regain the old momentum and have better relations. Global trade is heavily dependent on international relations therefore the overall globalization can be challenged because of these developments. However, there is a hope for better trade. Our transport facilities are improved, they are fast, efficient and increasing in scale. All countries' cultural awareness which affects the business relations and practices, is at the highest level too. Most of all, our communications techniques have improved at the fastest speed in last 30 years. This makes trading easy and quick. Intra-industry trade is on the rise and international travel is coming back to the normal level after the pandemic. So, the sustainability of globalization depends upon the diplomatic relations, absence of war, more trustworthiness, assurance of peace and more sensible policy makers.

Kishore G. Kulkarni, Ph.D.,

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what is the sustainable scenario as far as global trade is concerned?



Environmental Accounting: The Way Ahead

Natural Resources are important resources in every society . They exist without any actions of human beings. The environmental resources are considered as the foundation of any country .

The country must realize that if such resources are not protected properly, the country cannot sustain in good shape for a long time. The business organizations in the country should also realize the importance of environmental resources and its effective utilization.

With the increased awareness regarding Natural Resources Management (NRM) , the process of Natural Resources Accounting (NRA) has also become important . It is not just recording the environment in monetary terms, but its interpretation also. We should understand that the process of environmental accounting cannot be done in isolation if we expect effective results. We must link it with environmental Sustainability Information and with Community & Household Consumption and Production Decision Framework. For effective linkage among these components, Environmental Management System (EMS) and Environmental Management Accounting (EMA) should have been already implemented .

Environmental accounting is the process of collecting, recording, analyzing and summarizing data related to environment within an accounting framework. It has become more important than ever . It should be noted that the process of environmental accounting also covers interpretation and reporting of the findings . The process of environmental accounting may involve either physical quantities or stocks valued in monetary terms. The basic objective of environmental accounting is to provide information on the state of the environment and the changes which accounting' is also called 'green accounting' . Environmental accounting can be applied at a macro-economic affect them . The terms 'environmental level and should have top-down approach or bottom-up approach depending upon level of the problem.

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**Natural
Resources
Accounting**

Workforce Diversity, Equity and Inclusion

Diversity & Inclusion Increases Profitability: Deloitte also thinks that Diversity can be a benefit because diversity also brings a diversity of thinking in a Diverse Work Environment. The different thinking from groups of employees coming from a diversity of backgrounds can reduce risks by 30% while improving innovation by 20%. The fact is that if you want to build teams or organizations capable of innovating, you need diversity. Diversity enhances creativity. It encourages the search for novel information and perspectives, leading to better decision making and problem solving. Diversity can improve the bottom line of companies and lead to unfettered discoveries and breakthrough innovations. Even simply being exposed to diversity can change the way you think. This is not just wishful thinking; it is the conclusion we draw from decades of research from organizational scientists, psychologists, sociologists, economists and demographers.

- A Deloitte report found that cognitively and demographically diverse teams can enhance innovation by 20% and identify/reduce risks by up to 30%.
- Gartner predicts that through 2022, 75% of organizations that boast of a diverse and inclusive culture among frontline decision-makers will exceed their financial targets.
- In 2019, IBM announced its effort to embrace neurodiversity by hiring high-functioning individuals with autism spectrum disorder (ASD). The company stated that “Neurodiverse people approach problems differently and have to think harder to get around what the rest of us accept.”

Equity as one of the important ingredients of an organization’s people-culture - ensures everyone has access to the same treatment, opportunities, and advancement. Equity aims to identify and eliminate barriers that prevent the full participation of some groups.

An extension of Diversity is Equity, or the practice of ensuring all people within an organization have equal opportunities. It also focuses on preventing all forms of discrimination, bias, and harassment.

We can better understand what Equity means by considering the common fence analogy. Imagine three people trying to watch a baseball game, but there’s a fence in the way. The first person is tall and can see over the fence. The second person is shorter and can’t see over the fence, and the third person is even shorter.

Equality, which many people confuse with equity, would be giving each person one box of the same height to stand on. Despite each person getting a box, it’s not a fair distribution of resources. The first person doesn’t need the box because they’re already tall enough to see over the fence.

The second person can now see over the fence thanks to their box, but the third person is still too short. Therefore, it would be equitable to give two boxes to the third person. Thanks to this approach, everyone gets the resources they need to enjoy the baseball game.

We are very confident of the fact that going forward our Indian Industries continue to focus on DEI processes for larger benefit for not only for the respective Organizations, but also for the Society at large and our Country.

Dr. S. Padhee

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**Diversity
enhances
creativity**

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R E S E A R C H F I R S T

Role of PGRC

Apart from being a Research Centre for admitting students to the Ph. D. in Management program of Savitribai Phule Pune University, PGRC conducts the following activities on a regular basis:

Arrange workshops on Research Methodologies in Management.

Arrange guest lectures on various topics related to research. The Guest speakers are normally recognized guides.

Arrange guidance programs on various issues like - writing a research paper etc.

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