ITM University Centre for Distance and Online Education

Academic Staff Details

Name of Programme: Bachelor of Business Administration (BBA)

S.No.	NAME OF FACULTY	DESIGNATION	Role	QUALIFICATION
1.	Dr. Nitesh Dubey	Assistant Professor	Programme Coordinator	PhD
2.	Ms. Ameya Chauhan	Assistant Professor	Course Coordinator	MBA
3.	Dr. Lily Vats	Assistant Professor	Course Coordinator/Mentor	PhD
4.	Mr. Rishav Kumar	Assistant Professor	Course Coordinator	M.Com
5.	Mr. Sanjay Gupta	Assistant Professor	Course Coordinator	MBA
6.	Dr. Nitesh Dubey	Assistant Professor	Course Coordinator/Mentor	Ph.D
7.	Dr. Aditya Ranjan	Assistant Professor	Course Coordinator	Ph.D
8.	Dr. Rakhi Chauhan	Assistant Professor	Course Coordinator	Ph.D
9.	Ms. Kamini Tomar	Assistant Professor	Course Coordinator	MBA
10.	Ms. Ishita Tripathi	Assistant Professor	Course Coordinator	MBA
11.	Dr. Vinay Gupta	Assistant Professor	Course Coordinator/Mentor	Ph.D
12.	Dr. Deep Shikha Chavan	Associate Professor	Course Coordinator/Mentor	Ph.D
13.	Dr. Vandana Bharti	Professor	Course Coordinator	Ph.D
14.	Ms. Nidhi Parpyani	Assistant Professor	Course Coordinator	MBA
15.	Dr. Medha Mishra	Assistant Professor	Course Coordinator	Ph.D
16.	Ms. Tanisha Saini	Assistant Professor	Course Coordinator	MBA
17.	Dr. Abhishek Shrivastava	Assistant Professor	Course Coordinator/Mentor	Ph.D
18.	Ms. Raksha Sharma	Assistant Professor	Course Coordinator	M.Com
19.	Dr. Ram Babu Shridhar	Assistant Professor	Course Coordinator	Ph.D.
20.	Ms. Arunika Shah	Assistant Professor	Course Coordinator	Ph.D
21.	Mr. Keshav Kansana	Associate Professor	Course Coordinator	M.Sc
22.	Mr. Avadh Bihari Pal	Assistant Professor	Course Coordinator	MBA

DIRECTOR
Centre for Distance and Online Education (CDOE)
ITM University Gwalior

Ref. No. ITMU/ HRO/ 2026/1202A Date: 14.07.2026

ORDER

It is hereby notified that Mr. Nitesh Dubey, Assistant Professor is assigned the role of Programme Coordinator for the Bachelors in Business Management (BBA) Programme under the Centre of Online Education, ITM University, Gwalior, with immediate effect.

As Programme Coordinator, Mr. Nitesh Dubey shall be responsible for the academic coordination, programme administration, student coordination, faculty coordination, scheduling, monitoring of academic activities, and other related matters pertaining to the BBA Programme, as assigned from time to time.

He shall coordinate with the concerned authorities and departments of the University to ensure the smooth and effective delivery of the programme and shall report to the Director, Centre of Online Education, or any other authority as designated by the Competent Authority.

This order shall come into force with immediate effect and shall remain in force until further orders.



Registrar

Copy to: (for information through email)

PA to Hon'ble Chancellor
PA to Hon'ble Pro Chancellor
PA to Hon'ble Vice Chancellor
All Dean / HODs
Dean SOAG
Concern
CFAO
COE
HR Office

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

(37)

NO.ITMU/2022/8954-O

December , 2022

ORDER

Mr. Nitesh Dubey S/o Dinesh Kumar Dubey is appointed as **Assistant Professor** (on contract, purely temporary basis) in the **School of Commerce & Management** w.e.f. **22.12.2022** on salary of Rs. **30,000/-** per month in the pay scale of **15600-39100** on CTO (Cost to Organisation) basis, as being negotiated and agreed by him/her without any other allowances including gratuity etc. This appointment is for a maximum period of eleven months from the date of issues this order/joining duties.

This appointment is subject to the terms & conditions, contained in the undertaking/agreement and this order of appointment is valid for the seven days from the date of issue. The liability of EPF, Income Tax, will be responsibility of the employee only.

Mr. Nitesh Dubey will report to concerning Dean/HOD.

This appointment can be terminated as per terms & conditions mentioned in the undertaking/agreement.

ITM UNIVERSITY GWALIOR M.P.
REGISTRAR

Copy to:-

1. Hon'ble Pro Chancellor
2. Hon'ble Vice Chancellor
3. Hon'ble Pro Vice Chancellor
4. Dean, School of Commerce & Management
5. HOD, School of Commerce & Management
6. CFAO

22-12-2022

(38)

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

Date: 22-12-2022

The
Registrar
ITM University, Gwalior (M.P.)

Joining Report

Sir,

Under the conditions and terms communicated to me in the offer Letter No. _____

Dated _____ I join duty on date 22-Dec-2022 (F/N, A/N), as Assistant Professor in School of Management Please allow me to join.

Yours truly,

Signature Nitesh 22-12-2022
Name Nitesh Dubey
Date of joining 22-Dec-2022

Remarks and Signature of the HOD/Dean

Mr. Nitesh has given joining in SOM on 22nd Jan 2022
Dshukla 22/12/2022

Remarks and Signature of the Registrar

JIWAJI UNIVERSITY, GWALIOR

No. : F/Ph.D./Conf./Exam-2/2026/110 Dated : 29/06/2026

// Notification //

Notified that the Vice-chancellor of the University, exercising the powers deligated by the Executive Council held on 12/19 August 1996 through a regulation/ resolution no 35 (3I), after consideration of the recommendations of result committee in respective subjects declare following research scholars eligible for the award of the degree, "DOCTOR OF PHILOSOPHY" as noted against each of the following :

S. No	Name/Enroll no./Reg.No. & Date	Subject	Faculty	Title of thesis	Photo
1-	NITESH DUBEY Enrollment No. JC16098171 RDC No. & Date 14/20-12-2019	Management	Management	AN ANALYTICAL STUDY ON CASHLESS SYSTEM IN INDIA: A COMPARATIVE STUDY OF PRE AND POST DEMONETIZATION IN INDIA **Name of Supervisor:-** Dr. P.K. Bajpai **Name of Co-Supervisor:-** Prof. Rajendra K. Khatik	

EXAM CONTROLLER

Copy to :-

1. Nitesh Dubey, Subhashpuri Near Govt. Hospital Mangleshwar Road, Gwalior 474003
2. Dr. P.K. Bajpai. Ex-Principal, Associate Prof. Deptt. of Commerce, Madhav Mahavidhyalaya, Gwalior (M.P.)
3. Prof. Rajendra K. khatik, Prof. & Dean, S.o.S. of Commerce, & Business Studies Jiwaji University, Gwalior (M.P.)
4. The Dean Faculty of Management , Jiwaji University, Gwalior. (M.P.)
5. The Chairman, H.O.D. Management, Jiwaji University, Gwalior. (M.P.)
6. Secretary, M.P. Govt. Higher Education, Bhopal (M.P.)
7. Secretary, University Grant Commission, Bahadur Shah Zafar Marg, New Delhi.
8. Editor, University News Association of Indian University A.I.U. House, Firozshah, Kotla Road, New Delhi.
9. Editor, Local News paper.
10. Dean, Student Welfare, Jiwaji University, Gwalior (M.P.)
11. Secretary to Kulpati, Jiwaji University, Gwalior(M.P.)
12. Ph.D. (Academic) and Degree Section, Jiwaji University, Gwalior (M.P.)
13. I/c Jiwaji University Website, J.U. Gwalior (M.P.)
14. Central Library, Jiwaji University,Gwalior.(M.P.)

Asstt./Dy. Registrar (Conf./Exam)

ITMU/PF/2026/141-D

Jan 2, 2026

Ms. Ameya Chauhan
Gwalior (M.P.)

We are pleased to offer you an appointment as **Assistant Professor** in the School of Management in **ITM University Gwalior** on the following terms and conditions: -

1. The present detailed compensation package is mentioned in **Appendix** to this letter.
2. You will submit original certificates/testimonials at the time of joining in support of your candidature as mentioned in your application, for verification.
3. You will be on probation for a period of one year which may be extended or curtailed of the discretion of the competent authority. You will continue to be on probation till an order of confirmation has been issued in writing.
4. Your services will be governed by the University's rules and regulations as amended from time to time. You will be required to perform all duties assigned to you by the University. You will always be alive to your role & responsibilities attached to your position and conduct yourself accordingly. You must effectively perform to ensure results.
5. It will be incumbent upon you to obtain the NOC before applying for a position in any other organization.
6. That, you will not participate in any political activities during service.
7. Termination of employment will be as under:
   (a) During the contract period and any extension thereof, your service may be terminated without assigning any reason and notice period, by the competent authority of the University.
   (b) The services can be terminated without serving you any notice or salary in lieu thereof, on the charges of gross misconduct, financial misappropriations, causing defamation to the University and/or registration of any criminal offences and any misconduct comes under zero tolerance category of university.
   (c) The service can also be terminated on the account of willful omission or negligence, disorderly conduct or on moral turpitude and in that case, you shall not be entitled to claim any gratuity or any statutory allowances/benefits rather the university shall be well within its right to withhold and forfeit the gratuity and other statutory allowances/benefits, if any, payable to you.
   (d) Termination by either side by giving one month notice or salary in lieu thereof, except in ibid clause 7(a), (b) & (c). However, the management reserves the right to condone the notice period served by you, and relieve immediately by accepting the resignation.
8. This appointment is further subject to the following conditions: -
   (a) That your appointment is subject to fulfillment of conditions outlined in statutes, eligibility guidelines and recommendation by a duly constituted selection committee.
   (b) That your character, references and/or any other information provided by you, are in order.
   (c) That you are found medically fit by the competent physician/MBBS doctor of the University.
   (d) That you agree to be governed by code of ethics and other rules and regulations of the University.
9. You are required to join on **January 2, 2026,** failing which this appointment order will be deemed to have been automatically cancelled and withdrawn.

REGISTRAR

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

34

NO. ITMU/2025/78

February 5, 2025

ORDER

Ms. Ameya Chauhan D/o Shri Ajit Singh Chauhan appointed as **Assistant Professor** (on temporary basis) in the **School of Management** w.e.f. **05.02.2025** on salary of Rs. **37,000/-** per month in the pay scale of **15600-39100** on CTO (Cost to Organisation) basis, as being negotiated and agreed by him/her without any other allowances including gratuity etc. This appointment is for a maximum period of eleven months from the date of issues this order/joining duties.

This appointment is subject to the terms & conditions, contained in the undertaking/agreement. The liability of EPF, Income Tax, will be responsibility of the employee only.

Ms. Ameya Chauhan will report to concerning Dean/HOD.

If your appointment is not extended beyond **11 months**, it will be considered over automatically.

This appointment can be terminated as per terms & conditions mentioned in the undertaking/agreement.

ITM UNIVERSITY * DIRECTOR OF HUMAN RESOURCES * GWALIOR (M.P.), INDIA
REGISTRAR

Copy to:-

1. Hon'ble Pro Chancellor
2. Hon'ble Vice Chancellor
3. Hon'ble Pro Vice Chancellor
4. Dean, School of Management
5. HOD, School of Management
6. CFAO

5/2/25

(31)

NO.ITMU/2024/941-T

March 01, 2024

ORDER

Ms. Ameya Chauhan D/o Shri Ajit Singh Chauhan appointed as **Assistant Professor** (on temporary basis) in the **School of Management** w.e.f. **01.03.2024** on salary of Rs. **37,000/-** per month in the pay scale of **15600-39100** on CTO (Cost to Organisation) basis, as being negotiated and agreed by him/her without any other allowances including gratuity etc. This appointment is for a maximum period of eleven months from the date of issues this order/joining duties.

This appointment is subject to the terms & conditions, contained in the undertaking/agreement. The liability of EPF, Income Tax, will be responsibility of the employee only.

Ms. Ameya Chauhan will report to concerning Dean/HOD.

This appointment can be terminated as per terms & conditions mentioned in the undertaking/agreement.

ITM UNIVERSITY * DIRECTORATE OF HUMAN RESOURCES * GWALIOR (M.P.) INDIA
REGISTRAR

Copy to:-

1. Hon'ble Pro Chancellor
2. Hon'ble Vice Chancellor
3. Hon'ble Pro Vice Chancellor
4. Dean, School of Management
5. HOD, School of Management
6. CFAO

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

(26)

The
Registrar
ITM University, Gwalior (M.P.)

Date: 01/March/2024

Joining Report

Sir,

Under the conditions and terms communicated to me in the offer Letter No. _____

Dated 01/03/2024 I join duty on date 01/03/2024 (F/N, A/N), as Teaching faculty (Assistant Professor) in ~~ITM University~~ School of Management Please allow me to join.

Yours truly,

Signature Ameya
Name Ameya Chauhan
Date of joining 01/03/2024

Remarks and Signature of the HOD
She has reported on 1/3/2024 in the department.

Remarks and Signature of the Dean
Ms. Ameya Chauhan has given joining in SOM.

Remarks and Signature of the Registrar
Bhatt

ITM University Campus, AH-73, Turari Campus, Jhansi Road, Gwalior (M.P.) – 474001 INDIA
Phone (0751) 6051133, 2438539
Email-hroffice@itmuniversity.ac.in, Web: itmuniversity.ac.in

JIWAJI UNIVERSITY
GWALIOR
GRADE CARD

3066826
1923299

MASTER OF BUSINESS ADMINISTRATION (FULL TIME) FOURTH SEMESTER (CBCS) EXAM. - JUNE 2022

S.O.S. IN MANAGEMENT ,JIWAJI UNIVERSITY,GWALIOR

ROLL NO	: 201388516		
ENROLLMENT NO.	: JC17000111	EXAMINATION	: JUNE-2022
NAME	: AMEYA CHAUHAN	SEMESTER	: FOURTH
F/H NAME	: AJIT SINGH CHAUHAN	SESSION	: 2020-2022
M/ NAME	: RITA SINGH CHAUHAN	STATUS	: REGULAR

COURSE CODE	COURSE TITLE	MAX CREDITS	LETTER GRADE	GRADE POINT	EARNED CREDIT	CREDIT POINTS
MBACSFT401	STRATEGIC MANAGEMENT	3	A+	9	3	27
MBACSFT405	PROJECT MANAGEMENT	3	A+	9	3	27
MBACSFT407	COMPENSATION PLANNING	3	A	8	3	24
MBACSFT408	LEGAL FRAME WORK GOVERNING HUMAN RELATION PART-II	3	O	10	3	30
MBACSFT413	RESEARCH PROJECT REPORT AND COMPREHANSIVE VIVA	4	O	10	4	40
MBACSFT416	SEMINAR*	1	O	10	1	10
MBACSFT417	ASSIGNMENT	1	O	10	1	10
MBACSFT418	FINANCIAL RISK MANAGEMENT	3	A	8	3	24
MBAM9415	MANAGEMENT INFORMATION SYSTEM	3	A+	9	3	27
MBAM9417	PRODUCTION AND OPERATION MANAGEMENT	3	A+	9	3	27
SGPA	9.111	TOTAL	27			27	246

SEMESTER-WISE DETAILS OF THE RESULT

SEMESTER	I	II	III	IV	V	VI	VII	VIII	IX	X
CREDITS	27	27	27	27						
SGPA	9.963	9.296	9.111	9.111						
ATTEMPT	1	1	1	1						
RESULT	PASS	PASS	PASS	PASS						

TOTAL CREDITS		CGPA	CLASS/ DIVISION
REGISTERED	EARNED	9.370	FIRST DIVISION WITH DISTINCTION
108	108		
FINAL RESULT	**PASS-FIRST DIVISION WITH DISTINCTION**		

SGPA : Semester Grade Point Average. PNS: Promoted To Next Semester. Credit Points: Credit x Grade Point.
CGPA : Cumulative Grade Point Avarage. AE - Ability Enhancement. SD - Skill Development.

Vidya Vihar, Gwalior - 11

Result Declaration Date : 20/09/2022 Checker Sign. Asst./Dy. Registrar (Exam)

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

APPOINTMENT LETTER

Date: 02nd July 2026

To,
Dr. Lily Vats
Assistant Professor, SOM

Subject: Appointment as Assistant Professor, SOM

Dear Dr. Vats,

We are pleased to appoint you as **Assistant Professor, SOM** at **ITM University, Gwalior**, till 21st May 2027. Your appointment shall be governed by the terms mentioned in the Offer Letter dated **02nd July 2026 (duly accepted by you)**, the Employment Contract signed by you, and the HR policies of the University.

You are placed in the **pay band of ₹15,600 – 39,100 with applicable academic grade pay**, and your total salary shall be governed on a **Cost to University (CTU)** basis as detailed in the compensation appendix. If your appointment is not extended beyond 21st May 2027, it will be deemed to have automatically terminated on that date.

You are expected to adhere to the code of conduct, maintain institutional confidentiality, and fulfill all academic, administrative, and ethical responsibilities entrusted to you. The University reserves the right to take necessary action as per policy in the event of breach of any terms.

We look forward to your meaningful contribution to the University and wish you a successful tenure.

Sincerely,

ITM UNIVERSITY * DIRECTORATE OF HUMAN RESOURCES * GWALIOR (M.P.), INDIA

Lily 2.7.26

Registrar
ITM University, Gwalior

JOINING REPORT

(To be submitted on the date of joining)

To:
The Registrar
ITM University, Gwalior

Subject: Submission of Joining Report and Acceptance of Terms

Dear Sir/Madam,

I, DR. LILY VATS, hereby report my joining to **ITM University, Gwalior** on this day, THURSDAY, as ASSISTANT PROFESSOR in the **School of** MANAGEMENT in accordance with the Offer of Appointment issued to me dated 2.07.26, and the Appointment Letter dated 2.07.26.

I hereby declare and confirm the following:

1. That I have read, understood, and unconditionally accepted the terms and conditions mentioned in the **Offer Letter, Appointment Letter**, and the **Employment Contract**.
2. That I have read and agreed to abide by the **University's HR Policy Manual, Code of Conduct**, and all relevant rules, regulations, and service norms as applicable to my post.
3. That I undertake to complete all mandatory trainings within the prescribed period, including:
    - **MIS (Management Information System)**
    - **LMS (Learning Management System)**
    - **Samarth Portal Training**
    - **Any other recommended software**
    - **Teaching and Learning Policy**
    - **Project Based Learning**
    - **Bloom's Taxonomy**
    - **Gamification**
4. That I will fulfill the academic, administrative, and research duties entrusted to me and shall work in alignment with the Key Result Areas (KRAs) assigned for my role.
5. That I am medically fit to assume responsibilities and have submitted the required documents as per the joining formalities checklist.
6. That I shall not seek resignation or relieving before the completion of the academic session without prior written approval from the competent authority.

Personal Details (To be filled by the employee):

- **Full Name:** LILY VATS
- **Date of Birth:** 05-03-1995
- **Designation:** ASSISTANT PROFESSOR
- **Department/School:** MANAGEMENT

- **Reporting Authority:** AMEYA CHAUHAN
- **Mobile Number:** 9144939753
- **Email ID:** lilyvats05@gmail.com
- **Permanent Address:** C502 Orange woods Infront of Zila Pancha... New Col... Gwalior
- **PAN Number:** AO2PV4412N
- **Aadhaar Number:** 6554 6014 4484
- **Emergency Contact:** 8269157151

Lily

Signature of Employee:
(Signature)
Name: Lily Vats
Date: 2.7.26
Place: Gwalior

Verified and Recommended by:
Signature: _____
Name: Ameya Chauhan
Designation: HOD Management
Date: 2/July/26

JIWAJI UNIVERSITY, GWALIOR

No. : F Ph.D./Cont./Exam 2/2023/ 1 1 1 Dated : 11/01/2023

// Notification //

Notified that the Vice-chancellor of the University exercising the powers delegated by the Executive Council held on 12/19 August 1996 through a regulation resolution no. [illegible] consideration of the recommendations of result committee in respective subjects declare following research scholars eligible for the award of the degree, "DOCTOR OF PHILOSOPHY" as noted against each of the following :

S. No	Name/Enroll no./Reg.No. & Date	Subject	Faculty	Title of thesis	Photo
1-	Lily Vats C-12/8264 56 / 20-06-2018	Management	Management	RELATIONSHIP BETWEEN MACROECONOMIC VARIABLES AND ITS IMPACT ON NIFTY SECTORAL INDICES **Name of Supervisor:-** Prof. Amitabha Maheshwari	

EXAM CONTROLLOR

Copy to :-

1. Lily Vats, 203 Gharonda Apartment, Gandhinagar, Gwalior (M.P.)
2. Prof. Amitabha Maheshwari, Prestige Institute of Management, Gwalior (M.P.)
3. The Dean Faculty of Management , Jiwaji University, Gwalior. (M.P.)
4. The Chairman, H.O.D. Management, Jiwaji University, Gwalior. (M.P.)
5. Secretary, M.P. Govt. Higher Education, Bhopal (M.P.)
6. Secretary, University Grant Commission, Bahadur Shah Zafar Marg, New Delhi.
7. Editor, University News Association of Indian University A.I.U. House, Firozshah, Kotla Road, New Delhi.
8. Editor, Local News paper.
9. Dean, Student Welfare, Jiwaji University, Gwalior (M.P.)
10. Secretary to Kulpati, Jiwaji University, Gwalior(M.P.)
11. Ph.D. (Academic) and Degree Section, Jiwaji University, Gwalior (M.P.)
12. I/c Jiwaji University Website, J.U. Gwalior (M.P.)
13. Central Library, Jiwaji University,Gwalior.(M.P.)

Asstt/Dy. Registrar (Conf./Exam)

Lily

JIWAJI UNIVERSITY
GWALIOR

160505237

Statement of marks for the Examination of

M.B.A (FULLTIME) FOURTH SEM. (REGULAR/EX) EXAM - JUNE-2017

ROLL NUMBER : 15172460
ENROLLMENT : C128264
STATUS : REGULAR
NAME : LILY VATS
F/H NAME : R S SHARMA
M NAME : USHA SHARMA
COLLEGE :- PRESTIGE INSTITUTE OF MANAGEMENT,GWALIOR

SUBJECTS	SCHEME / MARKS OBTAINED								
	SCHEME OF MARKS					MARKS OBTAINED			
	I	II	III	MIN	MAX	I	II	III	TOTAL
STRATEGIC MANAGEMENT	TH 70	–	–	28	70	42	–	–	42
	SS 30	–	–	12	30	30	–	–	30
INFORMATION SYSTEM MANAGEMENT	TH 70	–	–	28	70	38	–	–	38
	SS 30	–	–	12	30	25	–	–	25
SERVICE MARKETING	TH 70	–	–	28	70	40	–	–	40
	SS 30	–	–	12	30	29	–	–	29
PROJECT MANAGEMENT	TH 70	–	–	28	70	42	–	–	42
	SS 30	–	–	12	30	24	–	–	24
STRATEGIC TAX PLANNING AND TAX MANAGEMENT	TH 70	–	–	28	70	45	–	–	45
	SS 30	–	–	12	30	26	–	–	26
INSURANCE AND RISK MANAGEMENT	TH 70	–	–	28	70	47	–	–	47
	SS 30	–	–	12	30	23	–	–	23
RESEARCH PROJECT REPORT	PR 50	–	–	20	50	47	–		47
	SS 50	–	–	20	50	49	–	–	49
COMPREHANSIVE VIVA VOCE	PR 50	–	–	20	50	47	–		47
	SS 50	–	–	20	50	49	–	–	49

TWO THOUSAND FOUR HUNDRED SIXTY THREE O/OF 3200

GRAND TOTAL 603 / 800

MARKS

I SEM/YR		II SEM/YR		III SEM/YR		IV SEM		V SEM	
TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF
591	800	638	800	631	800				

VI SEM		VII SEM		VIII SEM		IX SEM		GRAND TOTAL	
TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF
								2463	3200

RESULT	DIVISION
PASS	FIRST

1. The asterisk adjacent to marks denotes failure (*) 2. The alphabet 'C' adjacent to marks denotes carry forward marks.

Date :28-11-2017
Vidya Vihar Gwalior

Asst./Dy. Registrar (Exam.)

Lily

UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

APPOINTMENT LETTER

Date: 3rd September 2026

To,
Mr. Rishav Kumar
Assistant Professor, School of Business and Leadership

Subject: Appointment as Assistant Professor, School of Business and Leadership

Dear Mr. Kumar,

We are pleased to appoint you as **Assistant Professor, School of Business and Leadership** at **ITM University, Gwalior**, till May 21, 2027. Your appointment shall be governed by the terms mentioned in the Offer Letter date **3rd September 2026 (duly accepted by you)**, the Employment Contract signed by you, and the HR policies of the University.

You are placed in the **pay band of ₹15600 – ₹39100/- with applicable Grade pay**, and your total salary shall be governed on a **Cost to University (CTU)** basis as detailed in the compensation appendix. If your appointment is not extended beyond **May 21, 2027**, it will be deemed to have automatically terminated on that date.

You are expected to adhere to the code of conduct, maintain institutional confidentiality, and fulfil all administrative, and ethical responsibilities entrusted to you. The University reserves the right to take necessary action as per policy in the event of breach of any terms.

We look forward to your meaningful contribution to the University and wish you a successful tenure.

Sincerely,

ITM UNIVERSITY * DIRECTORATE OF HUMAN RESOURCES * GWALIOR (M.P.) INDIA

Registrar
ITM University, Gwalior

Rishav Kr. 3/09/26.

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UNIVERSITY
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"CELEBRATING DREAMS"

Forms & Documentation

(1) Employment Contract (Undertaking)

Between ITM University, Gwalior and Rishav Kumar

This Employment Contract ("Contract") is executed on this 3/09/26. at ITM University, Gwalior by and between:

ITM University, Gwalior, having its campus at AH 43, Jhansi Road, Turari, Gwalior- 474001 (hereinafter referred to as the "University"), and Rishav Kumar residing at Gwalior (hereinafter referred to as the "Employee").

Declaration and Acceptance

I, Rishav Kumar, hereby confirm that I have read and understood the terms and conditions of employment as specified in:

- The **Offer Letter** issued by ITM University, Gwalior dated 31/7/26., and
- The **Appointment Letter** issued to me upon joining date 03/09/26

I unconditionally accept all terms, responsibilities, policies, obligations, codes of conduct and Procedures mentioned therein, including but not limited to those relating to:

- Probation and Performance review
- Cost to University (CTU) Compensation structure
- Confidentiality Obligations
- Training requirements (MIS, LMS, Samarth)
- HR Policy Adherence
- Academic duties and KRAs
- Exit, Resignation and termination conditions

I further agree to be governed by the **rules, policies** and **regulations** of **ITM University, Gwalior** as applicable from time to time.

This document shall serve as a formal **undertaking** and a part of my employment record.

Signature

For ITM University, Gwalior
Designation: Registrar
Signature: _____
Seal: _____

Employee
Name: Rishav Kumar
Signature: Rishav Kumar
Date: _____

Scanned with OKEN Scanner

15CACT020119

No.: SXC/UG/17-18/21207

रांची विश्वविद्यालय

प्रमाणित किया जाता है कि संत जेवियर्स कॉलेज, राँची (स्वायत्त) के/की ऋषभ कुमार को, जिन्होंने मई, 2018 ई. में आयोजित वित्तीय स्नातक वाणिज्य प्रतिष्ठा परीक्षा में प्रथम श्रेणी में उत्तीर्णता [illegible] उपाधि प्रदान की गयी।

RANCHI UNIVERSITY

This is to certify that **RISHAV KUMAR** *of* **St. Xavier's College, Ranchi (Autonomous)** *passed* **Bachelor of Commerce Examination in Accounts Honours** *(Three Year Degree Course), held in the month of* **May, 2018** *and placed in* **First Class,** *this day admitted to the degree.*

Ranchi University, Ranchi
Dated : [illegible] 2018

Rishav Kr.

Kamini Kumar
Pro-Vice Chancellor

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NAAC Grade 'A'

ST. XAVIER'S COLLEGE, RANCHI

(An Autonomous College of Ranchi University)

Exam Held in May, 2018

GRADE CARD

Result Publication Date :26/05/2018

Programme : B.Com.(Hons.)-Accounts(2015-18)



EXAM ROLL NO.	15CACT029119	CLASS ROLL NO.	177
STUDENT'S NAME	: RISHAV KUMAR		
MOTHER'S NAME	: GITA KUMARI		
FATHER'S NAME	: DINESH KUMAR		

Sem	Group	Code	Marks	Gr	Gr Pt	Cr.	SGPA	CGPA	Credits Earned: Academic		Non-Acad	Total	Ag. % Att.	Semester Result
I	Core	ACTCC101A	56	A	8	4	6.90	6.90	Core	12			95.5	
		ACTCC101B	21	A+	9	2								
		ACTCC102	60	B	6	6								
	AECC	EVSAEC01	50	C	5	2			AECC	2				
	GE	ACTGE01	66	B+	7	6			GE	6				
												20		Pass
II	Core	ACTCC203	80	A	8	6	8.10	7.50	Core	12			89.5	
		ACTCC204	82	A+	9	6								
	AECC	BCMAEC02	28	B	6	2			AECC	2				
	GE	ACTGE02	73	A	8	6			GE	6				
												20		Pass
III	Core	ACTCC305	86	A+	9	6	8.08	7.73	Core	18			91.4	
		ACTCC306A	57	A	8	4								
		ACTCC306B	22	A+	9	2								
		ACTCC307	77	A	8	6								
	AEEC	ACTSEC01	40	A	8	2			AEEC	2				
	GE	ACTGE03	62	B+	7	6			GE	6				
												26		Pass
IV	Core	ACTCC408	86	A+	9	6	7.69	7.72	Core	18	1		92.9	
		ACTCC409	71	A	8	6								
		ACTCC410	67	B+	7	6								
	AEEC	ACTSEC02	34	B+	7	2			AEEC	2				
	GE	ACTGE04	65	B+	7	6			GE	6				
												27		Pass
V	Core	ACTCC511	89	A+	9	6	8.50	7.88	Core	18			92.7	
		ACTCC512	71	A	8	6								
		ACTCC513	83	A+	9	6								
	DSE	ACTDSE01	77	A	8	6			DSE	6				
												24		Pass
VI	Core	ACTCC614	70	B+	7	6	7.88	7.88	Core	18			93.8	
		ACTCC615A	36	A	8	3								
		ACTCC615B	45	A+	9	3								
		ACTCC616	78	A	8	6								
	DSE	ACTDSE02	77	A	8	6			DSE	6				
												24		Pass
									Total Academic Credits Earned:			140		

Full Marks of All Subjects : 2450 Marks Obtained : 1809

Percentage : 73.84 Grade : A

S No.: UG/17-18/04347

Printed by : GYANESH

Print Date : 30/05/2018

CONTROLLER OF EXAMINATION

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NATIONAL TESTING AGENCY

Excellence in Assessment

E-certificate No.: JUN20U13886

University Grants Commission

ज्ञान-विज्ञान विमुक्तये

NATIONAL ELIGIBILITY TEST FOR ASSISTANT PROFESSOR

NTA Ref. No: 200510868460

Roll No.: JH0451400046



Certified that RISHAV KUMAR

Son/Daughter of GITA KUMARI

and DINESH KUMAR

has qualified

the UGC-NET for eligibility for Assistant Professor held on 17th October,2020 in the subject

COMMERCE

As per information provided by the candidate, he/she had completed/appeared or was pursuing his/her Master's degree or equivalent examination in the related subject at the time of applying for UGC-NET

The date of eligibility for Assistant Professor is the date of declaration of UGC-NET result, i.e., 30th November,2020 or the date of completion of Master's degree or equivalent examination with required percentage of marks within two years from the date of declaration of UGC-NET result, i.e. by 29th November,2022 , whichever is later.

This is an electronic certificate only, its authenticity and category in which the candidate had appeared should be verified from National Testing Agency (NTA) by the institution/appointing authority. This electronic certificate can also be verified by scanning the QR Code.

The validity of this electronic certificate is forever.

Senior Director, NTA

Date of issue: 10.12.2020

Note NTA has issued the electronic certificate on the basis of information provided by the candidate in his/her online Application Form. The appointing authority should verify the original records/certificates of the candidate while considering him/her for appointment, as the NTA will not be liable for any false information provided by the candidate. The NTA is only responsible for the result which can be verified from the repository available in the website of NTA (ugcnet.nta.nic.in). The candidate must fulfil the minimum eligibility conditions as laid down in the notification for UGC-NET

Rishav KC

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ITMU/PF/2026/321-D

July 22, 2026

Mr. Sanjay Gupta
Gwalior (M.P.)

We are pleased to offer you an appointment as **Assistant Professor** in **school of Management** in **ITM University Gwalior** on the following terms and conditions: -

1. The present detailed compensation package is mentioned in **Appendix** to this letter.
2. You will submit original certificates/testimonials at the time of joining in support of your candidature as mentioned in your application, for verification.
3. You will be on probation for a period of one year which may be extended or curtailed of the discretion of the competent authority. You will continue to be on probation till an order of confirmation has been issued in writing.
4. Your services will be governed by the University's rules and regulations as amended from time to time. You will be required to perform all duties assigned to you by the University. You will always be alive to your role & responsibilities attached to your position and conduct yourself accordingly. You must effectively perform to ensure results.
5. It will be incumbent upon you to obtain the NOC before applying for a position in any other organization.
6. That, you will not participate in any political activities during service.
7. Termination of employment will be as under:
   (a) During the contract period and any extension thereof, your service may be terminated without assigning any reason and notice period, by the competent authority of the University.
   (b) The services can be terminated without serving you any notice or salary in lieu thereof, on the charges of gross misconduct, financial misappropriations, causing defamation to the University and/or registration of any criminal offences and any misconduct comes under zero tolerance category of university.
   (c) The service can also be terminated on the account of willful omission or negligence, disorderly conduct or on moral turpitude and in that case, you shall not be entitled to claim any gratuity or any statutory allowances/benefits rather the university shall be well within its right to withhold and forfeit the gratuity and other statutory allowances/benefits, if any, payable to you.
   (d) Termination by either side by giving one month notice or salary in lieu thereof, except in ibid clause 7(a), (b) & (c). However, the management reserves the right to condone the notice period served by you, and relieve immediately by accepting the resignation.
8. This appointment is further subject to the following conditions: -
   (a) That your appointment is subject to fulfillment of conditions outlined in statutes, eligibility guidelines and recommendation by a duly constituted selection committee.
   (b) That your character, references and/or any other information provided by you, are in order.
   (c) That you are found medically fit by the competent physician/MBBS doctor of the University.
   (d) That you agree to be governed by code of ethics and other rules and regulations of the University.
9. You are required to join on **July 22, 2026**, failing which this appointment order will be deemed to have been automatically cancelled and withdrawn.

GWALIOR (M.P.), INDIA
HUMAN RESOURCES
REGISTRAR
ITM UNIVERSITY

APPOINTMENT LETTER

Date: August 22,2025

To,
Mr. Sanjay Gupta,
Assistant Professor, School of Management

Subject: Appointment as Assistant Professor – School of Management

Dear Mr. Sanjay Gupta,

We are pleased to appoint you as **Assistant Professor in the School of Management** at **ITM University, Gwalior**, effective from your date of joining, i.e., **August 22, 2025**. Your appointment shall be governed by the terms mentioned in the Offer Letter dated **August 22, 2025 (duly accepted by you)**, the Employment Contract signed by you, and the HR policies of the University.

You are placed in the **pay band of ₹15,600 – 39,100 with applicable academic grade pay**, and your total salary shall be governed on a **Cost to University (CTU)** basis as detailed in the compensation appendix. You will be on probation for a period of two year, which may be enhance by one year in case the performance is not satisfactory. .

You are expected to adhere to the code of conduct, maintain institutional confidentiality, and fulfill all academic, administrative, and ethical responsibilities entrusted to you. The University reserves the right to take necessary action as per policy in the event of breach of any terms.

We look forward to your meaningful contribution to the University and wish you a successful tenure.

Sincerely,

ITM UNIVERSITY * DIRECTOR * GWALIOR (M.P.), INDIA

Registrar
ITM University, Gwalior

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

Date: 22/8/2025

The
Registrar
ITM University, Gwalior (M.P.)

Joining Report

Sir,

Under the conditions and terms communicated to me in the offer Letter No. _____

Dated _____ I join duty on date Aug. 22, 2025 (F/N, A/N), as Asst Professor in School of Management Please allow me to join.

Yours truly,

Signature _____
Name SANJAY GUPTA
Date of joining 22/8/2025

Remarks and Signature of the HOD

Mr. Sanjay Gupta gave joining on SOM.
Bharti
22/8/2025

Remarks and Signature of the Dean

ITM University Campus, NH-75, Jhansi Road, Gwalior (M.P.) – 474001 INDIA
Phone (0751) 2438539,
Email-directorhr@itmuniversity.ac.in, Web: itmuniversity.ac.in

SIKKIM ALPINE UNIVERSITY

Namchi, Sikkim

A State Private University established by state Legislature of Government of Sikkim by Act 4 of 2006 & further amended with Act 14 of 2021, Recognised under Section 2f of UGC Act 1956

STATEMENT OF MARKS

School: Commerce & Management	Department: Management
Program: Master of Business Administration -Marketing	Batch: 2022 – 2024
Name: Sanjay Gupta	Semester: IV
Enrollment No:T3719220009	Examination held: July 2024

Subject Code	Subject Name	Credit	Internal		External		Total Marks	Grade Point (GP) (out of 10)	Earned Credit (EC)
			Min/Max	Marks Obtained	Min/Max	Marks Obtained			
MBAC-401	Entrepreneurship Development	4	16/40	28	24/60	40	68	7	4
MBAC-402	Business Ethics and Corporate Governance	4	16/40	24	24/60	41	65	7	4
MBAO-MK04	Services and Retail Marketing	4	16/40	22	24/60	42	64	7	4
MBAO-MK06	Brand Management	4	16/40	27	24/60	35	62	7	4
MBAO-HR04	Compensation Management	4	16/40	24	24/60	34	58	6	4
MBAO-HR01	Training and Development	4	16/40	22	24/60	39	61	7	4
MBAS-304	Internship	4	16/40	28	24/60	44	72	8	4
MBAS-407	Dissertation & Comprehensive Viva	8	-	-	80/200	152	152	8	8
Total		36	136/340	175	224/560	427	602	7	36

SGPA – 7.12	CGPA - 7.13

Result: Passed
Date of Issue: 09-09-2024

IMPORTANT NOTE
Any change in this statement, except by the Issuing Authority, will result in cancellation of the statement and shall also involve imposition appropriate legal action.

CHECKED BY

PREPARED BY

REGISTRAR I/C
Registrar/Controller of Examination

Sr. No.: 444702

ITMU/PF/2023/324-D

Nov 15, 2023

Mr.Nitesh dubey
Gwalior (M.P.)

We are pleased to offer you an appointment as **Assistant Professor** in **school of Management** in **ITM University Gwalior** on the following terms and conditions: -

1. The present detailed compensation package is mentioned in **Appendix** to this letter.
2. You will submit original certificates/testimonials at the time of joining in support of your candidature as mentioned in your application, for verification.
3. You will be on probation for a period of one year which may be extended or curtailed of the discretion of the competent authority. You will continue to be on probation till an order of confirmation has been issued in writing.
4. Your services will be governed by the University's rules and regulations as amended from time to time. You will be required to perform all duties assigned to you by the University. You will always be alive to your role & responsibilities attached to your position and conduct yourself accordingly. You must effectively perform to ensure results.
5. It will be incumbent upon you to obtain the NOC before applying for a position in any other organization.
6. That, you will not participate in any political activities during service.
7. Termination of employment will be as under:
   (a) During the contract period and any extension thereof, your service may be terminated without assigning any reason and notice period, by the competent authority of the University.
   (b) The services can be terminated without serving you any notice or salary in lieu thereof, on the charges of gross misconduct, financial misappropriations, causing defamation to the University and/or registration of any criminal offences and any misconduct comes under zero tolerance category of university.
   (c) The service can also be terminated on the account of willful omission or negligence, disorderly conduct or on moral turpitude and in that case, you shall not be entitled to claim any gratuity or any statutory allowances/benefits rather the university shall be well within its right to withhold and forfeit the gratuity and other statutory allowances/benefits, if any, payable to you.
   (d) Termination by either side by giving one month notice or salary in lieu thereof, except in ibid clause 7(a), (b) & (c). However, the management reserves the right to condone the notice period served by you, and relieve immediately by accepting the resignation.
8. This appointment is further subject to the following conditions: -
   (a) That your appointment is subject to fulfillment of conditions outlined in statutes, eligibility guidelines and recommendation by a duly constituted selection committee.
   (b) That your character, references and/or any other information provided by you, are in order.
   (c) That you are found medically fit by the competent physician/MBBS doctor of the University.
   (d) That you agree to be governed by code of ethics and other rules and regulations of the University.
9. You are required to join on **Nov 15, 2023,** failing which this appointment order will be deemed to have been automatically cancelled and withdrawn.

GWALIOR (M.P.) INDIA
HUMAN RESOURCES
REGISTRAR
DIRECTOR
ITM UNIVERSITY

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

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NO.ITMU/2022/8954-O

December [redacted], 2022

ORDER

Mr. Nitesh Dubey S/o Dinesh Kumar Dubey is appointed as **Assistant Professor** (on contract, purely temporary basis) in the **School of Commerce & Management** w.e.f. **22.12.2022** on salary of Rs. **30,000/-** per month in the pay scale of **15600-39100** on CTO (Cost to Organisation) basis, as being negotiated and agreed by him/her without any other allowances including gratuity etc. This appointment is for a maximum period of eleven months from the date of issues this order/joining duties.

This appointment is subject to the terms & conditions, contained in the undertaking/agreement and this order of appointment is valid for the seven days from the date of issue. The liability of EPF, Income Tax, will be responsibility of the employee only.

Mr. Nitesh Dubey will report to concerning Dean/HOD.

This appointment can be terminated as per terms & conditions mentioned in the undertaking/agreement.

ITM UNIVERSITY GWALIOR (M.P.) INDIA

REGISTRAR

Copy to:-

1. Hon'ble Pro Chancellor
2. Hon'ble Vice Chancellor
3. Hon'ble Pro Vice Chancellor
4. Dean, School of Commerce & Management
5. HOD, School of Commerce & Management
6. CFAO

22-12-2022

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ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

Date: 22-12-2022

The
Registrar
ITM University, Gwalior (M.P.)

Joining Report

ir,

nder the conditions and terms communicated to me in the offer Letter No. _____

ated_____ I join duty on date 22-Dec-2022 (F/N, A/N), as Assistant Professor in School of Management Please allow me to join.

urs truly,

nature 22/12/2022
ne Nitesh Dubey
e of joining 22-Dec-2022

arks and Signature of the HOD/Dean

Nitesh has given joining in SOM on 22nd Jan 2022

22/12/2022

rks and Signature of the Registrar

ITM University Campus, AH-73, Turari Campus, Jhansi Road, Gwalior (M.P.) – 474001 INDIA
Phone (0751) 6051133, 2438539
Email-hroffice@itmuniversity.ac.in, Web: itmuniversity.ac.in

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(18)

Manipal University

Formerly known as Manipal Academy of Higher Education

Deemed to be University under the UGC Act 3, 1956

This is to certify that

NITESH DUBEY

has been admitted to the

POST GRADUATE DIPLOMA IN BANKING SERVICES (PGDBS)

having fulfilled the prescribed requirements

in October 2014



Vice-Chancellor

No: 144226

GIVEN UNDER THE SEAL OF MANIPAL UNIVERSITY, MANIPAL, INDIA

ON THIS DATE: November 26, 2014 Reg. No.: 133505001 58

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JIWAJI UNIVERSITY
GWALIOR

160743

Statement of marks for the Examination of

M.B.A. (FULLTIME) FOURTH SEMESTER (REGULAR/EX) EXAM - JUNE-2018

ROLL NUMBER : 161072851 NAME : NITESH DUBEY
ENROLLMENT : JC16008171 F/H NAME : DINESH KUMAR DUBEY
STATUS : REGULAR M NAME : MADHU DUBEY

COLLEGE :- ITM GROUP OF INSTITUTION (INSTITUTE OF TECHNOLOGY & MANAGEMENT), (ENGG.),GWALIOR

SUBJECTS	SCHEME / MARKS OBTAINED	SCHEME OF MARKS					MARKS OBTAINED			TOTAL
		I	II	III	MIN	MAX	I	II	III	
STRATEGIC MANAGEMENT	TH	70	--	--	28	70	39	--	--	39
	SS	30	--	--	12	30	22	--	--	22
INFORMATION SYSTEM MANAGEMENT	TH	70	--	--	28	70	49	--	--	49
	SS	30	--	--	12	30	24	--	--	24
PROJECT MANAGEMENT	TH	70	--	--	28	70	52	--	--	52
	SS	30	--	--	12	30	22	--	--	22
STRATEGIC TAX PLANNING AND TAX MANAGEMENT	TH	70	--	--	28	70	42	--	--	42
	SS	30	--	--	12	30	23	--	--	23
COMPENSATION PLANNING	TH	70	--	--	28	70	55	--	--	55
	SS	30	--	--	12	30	23	--	--	23
INSURANCE AND RISK MANAGEMENT	TH	70	--	--	28	70	40	--	--	40
	SS	30	--	--	12	30	22	--	--	22
RESEARCH PROJECT REPORT	PR	50	--	--	20	50	37	--	--	37
	SS	50	--	--	20	50	38	--	--	38
COMPREHANSIVE VIVA VOCE	PR	50	--	--	20	50	38	--	--	38
	SS	50	--	--	20	50	39	--	--	39

TWO THOUSAND ONE HUNDRED FIFTY NINE O/OF 3200 GRAND TOTAL 565 / 800

I SEM/YR		II SEM/YR		III SEM/YR		IV SEM		V SEM		RESULT	DIVISION
TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF		
513	800	570	800	511	800					PASS	FIRST

VI SEM		VII SEM		VIII SEM		IX SEM		GRAND TOTAL	
TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF
								2159	3200

The asterisk adjacent to marks denotes failure (*) 2. The alphabet 'C' adjacent to marks denotes carry forward marks.

Date :28-08-2018
Vidya Vihar Gwalior

Asst./Dy. Registrar (Exam.)

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UNIVERSITY
GWALIOR • MP • INDIA

"CELEBRATING DREAMS"

December 11, 2023

ITMU/Appointment/2023/9197-O
Dr. Aditya Ranjan S/o Ranjeet Kumar Sharma
Gwalior, M.P.

This is in reference to your application and subsequent interview, we are pleased to appoint you as an **Assistant Professor** of **School of Commerce & Mangement** at **ITM University Gwalior** in the pay band of **Rs. 15600-39100** and other allowances as applicable on the following terms and conditions: -

1. You will be paid salary as mentioned in **Appendix** to this letter from the date of joining. The salary is on CTC (cost to university) basis as being negotiated and agreed by you without any other allowances including gratuity etc.
2. You will submit original certificates/testimonials at the time of joining in support of your candidature as mentioned in your application, for verification.
3. You will be on probation for a period of **one year** which may be extended or curtailed at the discretion of the competent authority. You will continue to be on probation till an order of confirmation has been issued in writing.
4. You will be solely responsible for payment of taxes including the income tax. However, tax deduction at source will be effected against the payable remuneration at applicable rates as per the prevailing laws, rules and regulations.
5. You will be required to perform all the duties assigned to you by the University. You will always be active to your role & responsibilities as per the KRAs of your position and conduct yourself accordingly. You must effectively perform to ensure results.
6. It will be incumbent upon you to obtain the NOC before applying for a position in any other organization. In case you do not obtain NOC, the university will not issue any documents and other financial or other incentives or dues.
7. That, you will not participate in any political activities during service.
8. Termination of employment will be as under :
   (a) The services can be terminated without serving you any notice or salary in lieu thereof, on the charges of gross misconduct, financial misappropriations, causing defamation to the University and/or registration of any criminal offences and any misconduct that comes under zero tolerance category of the university.
   (b) The services can also be terminated on the account of willful omission or negligence, disorderly conduct or on moral turpitude and in that case you shall not be entitled to claim any statutory allowances/benefits rather the university shall be well within its right to withhold and forfeit all statutory allowances/benefits, if any payable to you.
   (c) Terminations by either side by giving appropriate notice as per HR policy clause 4.5.1 (a) (b) (c) or salary in lieu thereof, except in ibid clause 8(a) & (b). However, the management reserves the right to condone the notice period served by you, and relieve immediately by accepting the resignation.
      (i) Upon termination of employment, you will immediately hand over to the Department/School all correspondence, teaching material, specifications, documents, market data, financial data, drawings, property, affects or records belonging to the University or relating to it, which may be in your possession, and you will not retain or make copies/records of these documents.
   (d) You solemnly undertake not be leave the service of the University before completion of the concerned academic session. You shall exercise the clause of resignation either on completion of the academic year or completion of the academic work of the session whichever is later.
9. This appointment is further subject to the following conditions:-
   (a) That your appointment is subject to fulfillment of conditions outlined in statues, eligibility guidelines and recommendation by a duly constituted selection committee.
   (b) That your character, references and/or any other information provided by you, are in order.
   (c) That you are found medically fit by the competent physician/MBBS doctor.
   (d) That you agree to be governed by code of ethics and other rules and regulations of the University.
10. You are required to join latest by **December 11, 2023** failing which this appointment order will be deemed to have been automatically withdrawn and cancelled.

ease confirm your acceptance of the appointment on the above terms and condition by signing and returning uplicate) for records.

ishing you an enriching tenure with us,

UNIVERSITY * DIRECTOR (HR) * REGISTRAR GWALIOR (M.P.) INDIA

Aditya Ranjan

Signature of Candidate

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(60)

UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

Date: 11/12/2023

The
Registrar
ITM University, Gwalior (M.P.)

Joining Report

Sir,

Under the conditions and terms communicated to me in the offer Letter No. ITMU/Offer Letter/2023 Dated 04/12/2023 I join duty on date 11/12/2023 (F/N, A/N), as Assistant Profesor in School of Management Please allow me to join.

Yours truly,

Signature Aditya Ranjan
Name Dr. Aditya Ranjan
Date of joining 11/12/2023

Remarks and Signature of the HOD/Dean

He has joined the department on 11/12/2023.

Bhatt 11/12/2023

Remarks and Signature of the Registrar

ITM University Campus, AH-73, Turari Campus, Jhansi Road, Gwalior (M.P.) – 474001 INDIA
Phone (0751) 6051133, 2438539
Email-hroffice@itmuniversity.ac.in, Web: itmuniversity.ac.in

Scanned by Camera Scanner

جامعہ ملیہ اسلامیہ

JAMIA MILLIA ISLAMIA, NEW DELHI

(A Central University by an Act Of Parliament)
NAAC Accredited Grade 'A++'

OFFICE OF THE CONTROLLER OF EXAMINATIONS
JAMIA MILLIA ISLAMIA, NEW DELHI - 110025

F.NO. COE/ Ph.D./(Notification)/532/2023 *Dated: 14-03-2023*

NOTIFICATION

Whereas the reports of examiners on the Ph.D thesis and Viva-Voce of the following candidates have been received and these being unanimous and definite, the Vice Chancellor, JMI in anticipation of approval of the Academic Council, has approved and declared them eligible for the award of the Degree of Doctor of Philosophy (Ph.D) of the Jamia Millia Islamia, New Delhi in the subject concerned. The degree will be issued in due course, the relevant details are indicated below:

Sl No.	Name of The Candidate	Department/Faculty	Title of Thesis	Name of the Supervisor/Co-Supervisors
1	**Sarvesh Kumar Yadav** Roll no:-18IPDMT102 Enrollment no:-18-12080 Date of Admission:-12-02-2019 File No:-MATHS/89/2022 Date of Viva-voce:-02-03-2023	Department of Mathematics, Faculty of Natural Sciences, JMI.	**On Geometry of Submanifolds of Almost Hermitian Manifolds and Almost Contact Metric Manifolds**	**Prof. Ayub Khan** Department of Mathematics, Faculty of Natural Sciences, JMI.
2	**Neetu Sharma** Roll no:-17IPDIA012 Enrollment no:-17-10016 Date of Admission:-21-12-2017 File No:-EDU/370/2022 Date of Viva-voce:-22-02-2023	Department of Teacher Training & Non-formal Education, Faculty of Education, JMI.	**A Study of Online Learning Strategies and Their Effectiveness in Teacher Education**	**Prof. Mohammad Yusoof** Department of Teacher Training & Non-formal Education, Faculty of Education, JMI. **Dr. Mohd. Mamur Ali** Department of Teacher Training & Non-formal Education, Faculty of Education, JMI. (Co-Supervisor)
3	**Paramjit Singh** Roll no:-17PHDCH011 Enrollment no:-17-10114 Date of Admission:-26-12-2017 File No:-CHEM/203/2022 Date of Viva-voce:-02-03-2023	Department of Chemistry, Faculty of Natural Sciences, JMI.	**Synthesis, characterization and applications of functionalized polymer nanocomposites**	**Prof. Nahid Nishat** Department of Chemistry, Faculty of Natural Sciences, JMI.
4	**Farah Hayat** Roll no:-18PHDLW003 Enrollment no:-18-04884 Date of Admission:-30-07-2018 File No:-LAW/84/2022 Date of Viva-voce:-01-03-2023	Faculty of Law, JMI. ---	**Human Rights Enforcement through the Principle of Jus Cogens: With Reference to Anti-Terrorism Laws in India**	**Dr. Momin Noorjahan Shamim Ahmed** Faculty of Law, JMI. **Prof. Mohammad Asad Malik** Faculty of Law, JMI. Co-Supervisor)

Verified By:.....
Asstt. Registrar/ Dy. Registrar

14/3/23

Office of the Controller of Exams J.M.I. New Delhi

Checked By:.....

5	**Aditya Ranjan** Roll no:-18IPDTT001 Enrollment no:-18-05266 Date of Admission:- 26-07-2018 File No:-TTHM/04/2022 Date of Viva-voce:- 20-12-2022	Department of Tourism, Hotel, Hospitality and Heritage Studies, Faculty of Management Studies, JMI.	**Deconstructing rural tourism in India**	**Dr. Nimit Ranjan Chowdhary** Department of Tourism, Hotel, Hospitality and Heritage Studies, Faculty of Management Studies, JMI.
6	**Mohammad Wasim** Roll no:- --- Enrollment no:- 11-4634 Date of Admission:- 08-08-2018 File No:- URDU/139/2022 Date of Viva-voce:- 28-02-2023	Department of Urdu, Faculty of Humanities and Languages, JMI.	**Maulana Abul Kalam Azad Aur Mohammad Ali Jauhar Ki Urdu Sahafat (Taqabuli Mutalea)**	**Prof. Shahzad Anjum** Department of Urdu, Faculty of Humanities and Languages, JMI.
7	**Almas Jabeen** Roll no:-15PHDBS101 Enrollment no:-1520388 Date of Admission:- 29-09-2015 File No:- BIOSC/245/2022 Date of Viva-voce:- 20-02-2023	Department of Biosciences, Faculty of Natural Sciences, JMI.	**Statistical Analysis of RNA-seq Data for Disease Signature Identification and Drug Discovery**	**Dr. Nadeem Ahmad** Department of Biosciences, Faculty of Natural Sciences, JMI. **Dr. Khalid Raza** Department of Computer Science, Faculty of Natural Sciences, JMI.(Co-Supervisor)
8	**Sarwari Khatoon** Roll no:- --- Enrollment no:-13-7167 Date of Admission:- 04-11-2016 File No:- URDU/143/2022 Date of Viva-voce:- 20-02-2023	Department of Urdu, Faculty of Humanities and Languages, JMI.	**Urdu Adab ke Farog main Aligarh ki Khawateen ka Hissa**	**Dr. Imran Ahmad** Department of Urdu, Faculty of Humanities and Languages, JMI.

14/3/23

Verified By:.....
Asstt. Registrar/ Dy. Registrar

14/03/2023

Office of the Controller of Exams
J.M.I.
New Delhi

Checked By:.....

Mujeemur Rahaman
Section Officer (Exams)

नामांकन कमांक 1134002
(भा.प.या.प्र.सं.)
Enrolment No.
(IITTM)

नामांकन क्रमांक 1-1950335936
(अ.भा.त.शि.प.)
Enrolment No.
(AICTE)



भारतीय पर्यटन एवं यात्रा प्रबन्ध संस्थान

(पर्यटन मंत्रालय, भारत सरकार के अधीन स्वायत्तशासी निकाय)

INDIAN INSTITUTE OF TOURISM AND TRAVEL MANAGEMENT

(An Autonomus Body under Ministry of Tourism, Government of India)

प्रमाणित किया जाता है कि
This is to certify that

Aditya Ranjan

को निर्धारित पाठ्यक्रम उत्तीर्ण करने पर
after having passed the prescribed course of study

Post Graduate Diploma in Management
(International Business)

प्रदान की गई ।
is hereby awarded.

CGPA : 7.6

Session : 2013-15

दिनांक :
Date : 2 MAY 2015

निदेशक – भा.प.या.प्र.सं.
Director - IITTM

PRO 2K12 37859441

CH. CHARAN SINGH UNIVERSITY, MEERUT

STATEMENT OF MARKS - EXAMINATION

JUN-2013

Class/Course : BBA-VIth SEMESTER

ndidate's Name : ADITYA RANJAN

Roll No. : 9924507

ent's Name : RANJEET KUMAR SHARMA / MANJU SHARMA

Enrol No. : M 1005332

titution's Name : MANGALMAY INSTITUTE OF MANG. & TECH. GREATER. NOIDA

NAME OF THE COURSE	CODE NO.	MARKS MAX	MARKS MIN	MARK OBTAINED THEORY	SESS.	TOTAL
MANAGEMENT INFORMATION SYSTEM	601	100	40	44	24	68
MONEY & FINANCIAL SYSTEM	602	100	40	50	21	71
E-MARKETING	603	100	40	41	24	65
E-BANKING	604	100	40	36	22	58
BUSINESS RESEARCH METHO-DOLOGY	605	100	40	39	23	62
PROJECT VIVA-VOCE	606	100	40	84		84

	MAX. MARKS	MIN. MARKS	MARKS OBT.	RESULT
TOTAL	600	300	408	
P. TOTAL	2700	1350	1728	FIRST
G. TOTAL	3300	1650	2136	

e of any discrepancy between the entries in the marksheet issued & in the University record, the University record shall be final.

37859441

CHECKED BY :

1. Full Signature

2. Full Signature

Full Name

Full Name

29/08/13

Registrar
C.C.S. University Meerut

Scanned by Camera Scanner

(A5)

(43)

SAMATA LOK SANSTHAN

Regd.Office: ITM Campus, Opp. Sithouli Railway Station, NH-75, Jhansi Road, Gwalior - 474001 M.P.
Ph. : 0751-2432977 / 88 / 89 (Ext.301) Telefax : 0751-2432988
E-mail :slstrust@rediffmail.com

No.SLS/ITM/Appointments/2016-17/341-A **February 27, 2017**

Dr. Rakhi Chauhan D/o Late Shri S.S. Chauhan
30, Haksar Colony, Near 7th Cross, Morar, Gwalior-474006 (M.P.)

Dear Madam,

We are pleased to offer you an appointment as **Assistant Professor** of **MBA** in **Institute of Technology & Management, Gwalior** in the pay band of **Rs. 15600-39100** and other allowances as applicable to the employees of the ITM, on the following terms and conditions:

1. The present detailed compensation package is mentioned in **Appendix A** to this letter.
2. You will submit original certificates / testimonials at the time of Joining in support of your candidature as mentioned in your application, for verification.
3. You will be on probation for a period of **one year** which may be extended or curtailed at the discretion of the competent authority. You will continue to be on probation till an order of confirmation has been issued in writing.
4. Your services in the ITM will be governed by the Institute rules and regulations as amended from time to time. You will be required to perform all duties assigned to you by the institute. You will always be alive to your role & responsibilities attached to your profile and conduct yourself accordingly. You must effectively perform to ensure results.
5. It will be incumbent upon you to obtain the NOC before applying for a position in any other organization.
6. Termination of employment will be as under:
   - **(a)** During the probationary period and any extension thereof, your service may be terminated without assigning any reason and notice period by the competent authority.
   - **(b)** The service can be terminated without serving you any notice or salary in lieu thereof, on the charges of gross misconduct, financial misappropriations, causing defamation to the institute and/or registration of any criminal offences.
   - **(c)** If found undertaking tuitions/coaching classes privately, you will be summarily dismissed from the service.
   - **(d)** Termination by either side by giving three month's notice or salary in lieu thereof, except in ibid clause 6(a), (b) &(c). However, the management reserves the right to condone the notice period served by you, and relieve immediately by accepting the resignation.
     - (i) Upon termination of employment, you will immediately hand over to the department all correspondence, teaching material, specifications, books, documents, market data, financial data, drawings, property, affects or records belonging to the Institute or relating to it, which may be in your possession, and you will not retain or make copies/records of these documents.
     - (ii) You will complete all the projects and syllabus/academics assigned to you in the semester/session.
7. This appointment is further subject to the following conditions:-
   - (i) That your appointment is subject to fulfillment of conditions outlined in statues, eligibility guidelines and recommended by a duly constituted selection committee.
   - (ii) That your character, references and/or any other information provided by you, are in order.
   - (iii) That you are found medically fit by the competent physician/MBBS doctor of the Institute.
   - (iv) That you agree to be governed by code of ethics and other rules and regulations of the Institute.
8. You are required to join latest by **February 28, 2017** failing which appointment order will be deemed to have been automatically withdrawn and cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning duplicate copy this letter for our records.

Wishing you an enriching tenure with us,

DEAN ADMN.

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

(Signature and Date) Rchauhan 28/2/17

(47)

ITM
GROUP OF INSTITUTIONS
GWALIOR • MP • INDIA
"THINK BIG... THINK BEYOND"

The
Dean Admn.
ITM Group of Institution,
Gwalior (M.P.)

Joining Report

Sir,
Under the conditions and terms communicated to me in the offer Letter No. _____

Dated_____ I join duty on date 28.2.2017 (F/N,A/N), as Assistant Professor in MBA -Dept. Please allow me to join.

Yours truly,

Signature R.Chauhan
Name Dr. Rakhi Chauhan
Date of joining 28.2.17

Remarks and Signature of the HOD
28/2/17

Remarks and Signature of the Director/Dean Admn.

Serial No. 0115229

जीवाजी विश्वविद्यालय
JIWAJI UNIVERSITY

ग्वालियर
GWALIOR

प्रमाणित किया जाता है कि राखी चौहान
This is to certify that

को डॉक्टर ऑफ फिलॉसफी की उपाधि हेतु योग्य घोषित किया गया है।
has been found eligible for the degree of **Doctor of Philosophy**

वर्ष/ Year 2011

विषय/ Subject वाणिज्य

शोध प्रबंध का शीर्षक / Title of the Thesis

"प्रबंधन में स्वामी विवेकानन्द के विचारों की प्रासंगिकता"

एतदर्थ उन्हे 'डॉक्टर ऑफ फिलॉसफी' की उपाधि प्रदान की जाती है।
He/She is hence admitted to the degree of **Doctor of Philosophy.**

Jiwaji University
Gwalior (M.P.)

Dated : 23 NOV 2011

Issued on : 09 November, 2012

कुलपति
Vice Chancellor

(34)

GOVERNMENT KAMLARAJA GIRLS POST-GRADUATE AUTONOMOUS COLLEGE, GWALIOR

An Autonomous Institution of

JIWAJI UNIVERSITY, GWALIOR (M.P.)

Statement of marks for the examination of

M.COM. FINAL EXAM.: MARCH-APRIL 2007
ROLL NO.: 623173 ENROL NO.: C/02/4108
NAME: RAKHI CHAUHAN FATHER'S NAME : S.S. CHAUHAN

SUBJECTS	SCHEME OF MARKS I II III MIN MAX							MARKS OBTAINED I II III TOTAL
	THEORY			INT.ASST.		TOTAL		
	MAX	MIN	OBT	MAX	OBT	MAX	MIN	OBT
I CORPORATE ACCOUNTING	80	16	45	20	18	100	20	63
II ACCOUNTING FOR MANAGERIAL DESCISIONS	80	16	64	20	18	100	20	82
III EXCISE & CUSTOM DUTY	80	16	63	20	18	100	20	81
IV WEALTH TAX & SALES TAX	80	16	63	20	18	100	20	81
						400	GRAND TOTAL	307

MARKS	FIRST YEAR		SECOND YEAR		THIRD YEAR		GRAND TOTAL		RESULT	DIVISION
	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF		
	279	400					586	800	PASS	FIRST

FIVE HUNDRED EIGHTY SIX OUT OF 800

1. The asterisk adjacent to marks denotes failure (*) 2. The alphabet 'C' adjacent to marks denotes carry forward

DY. REGISTRAR (EXAMS)
Shailendra Kumar Jain
Jiwaji University
Asstt. Registrar (Exam.)

20/07/2007

CHECKED BY

CONTROLLER OF EXAMS.

Rakhi Chauhan

Galaxy Forms Ltd. 011-28725054 / 28724852

ITM UNIVERSITY
GWALIOR • MP • INDIA

"CELEBRATING DREAMS"

ITMU/PF/2026/246-D

May 08, 2026

Ms.Kamini Tomar
Gwalior (M.P.)

We are pleased to offer you an appointment as **Assistant Professor** in **school of Management** in **ITM University Gwalior** on the following terms and conditions: -

1. The present detailed compensation package is mentioned in **Appendix** to this letter.
2. You will submit original certificates/testimonials at the time of joining in support of your candidature as mentioned in your application, for verification.
3. You will be on probation for a period of one year which may be extended or curtailed of the discretion of the competent authority. You will continue to be on probation till an order of confirmation has been issued in writing.
4. Your services will be governed by the University's rules and regulations as amended from time to time. You will be required to perform all duties assigned to you by the University. You will always be alive to your role & responsibilities attached to your position and conduct yourself accordingly. You must effectively perform to ensure results.
5. It will be incumbent upon you to obtain the NOC before applying for a position in any other organization.
6. That, you will not participate in any political activities during service.
7. Termination of employment will be as under:
   (a) During the contract period and any extension thereof, your service may be terminated without assigning any reason and notice period, by the competent authority of the University.
   (b) The services can be terminated without serving you any notice or salary in lieu thereof, on the charges of gross misconduct, financial misappropriations, causing defamation to the University and/or registration of any criminal offences and any misconduct comes under zero tolerance category of university.
   (c) The service can also be terminated on the account of willful omission or negligence, disorderly conduct or on moral turpitude and in that case, you shall not be entitled to claim any gratuity or any statutory allowances/benefits rather the university shall be well within its right to withhold and forfeit the gratuity and other statutory allowances/benefits, if any, payable to you.
   (d) Termination by either side by giving one month notice or salary in lieu thereof, except in ibid clause 7(a), (b) & (c). However, the management reserves the right to condone the notice period served by you, and relieve immediately by accepting the resignation.
8. This appointment is further subject to the following conditions: -
   (a) That your appointment is subject to fulfillment of conditions outlined in statutes, eligibility guidelines and recommendation by a duly constituted selection committee.
   (b) That your character, references and/or any other information provided by you, are in order.
   (c) That you are found medically fit by the competent physician/MBBS doctor of the University.
   (d) That you agree to be governed by code of ethics and other rules and regulations of the University.
9. You are required to join on **May 08, 2026,** failing which this appointment order will be deemed to have been automatically cancelled and withdrawn.

ITM UNIVERSITY GWALIOR (M.P.) INDIA
HUMAN RESOURCES

REGISTRAR

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

NO.ITMU/2025/745-II

June 09, 2025

ORDER

Ms. Kamini Tomar D/o Shri Upendra Singh Tomar appointed as **Assistant Professor** (on temporary basis) in the **School of Management** w.e.f. **11.06.2025** on salary of Rs. **38,000/-** per month in the pay scale of **15600-39100** on CTO (Cost to Organisation) basis, as being negotiated and agreed by him/her without any other allowances including gratuity etc. This appointment is for a maximum period of eleven months from the date of issues this order/joining duties.

This appointment is subject to the terms & conditions, contained in the undertaking/agreement. The liability of EPF, Income Tax, will be responsibility of the employee only.

Ms. Kamini Tomar will report to concerning Dean/HOD.

If your appointment is not extended beyond **11 months**, it will be considered over automatically.

This appointment can be terminated as per terms & conditions mentioned in the undertaking/agreement.

ITM UNIVERSITY
REGISTRAR

Copy to:-

1. Hon'ble Pro Chancellor
2. Hon'ble Vice Chancellor
3. Hon'ble Pro Vice Chancellor
4. Dean, School of Management
5. HOD, SOM
6. CFAO

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

Date: 11/06/25

The
Registrar
ITM University, Gwalior (M.P.)

Joining Report

Sir,

Under the conditions and terms communicated to me in the offer Letter No. _____

Dated 03/06/25 I join duty on date 11/06/25 (F/N,A/N), as Assistant Professor In Deptt. of Management Please allow me to join.

Yours truly,
Signature _____
Name Kamini Tomar
Date of joining 11/06/25

Remarks and Signature of the HOD
Subject Allocation discussed. 11/06/2025

Remarks and Signature of the Dean

Remarks and Signature of the Registrar

PRESTIGE INSTITUTE OF MANAGEMENT & RESEARCH, GWALIOR

(An Autonomous Institution Established in 1997, UGC-NAAC Accredited 'A' Grade Institute)

Affiliated to JIWAJI UNIVERSITY, GWALIOR

Airport Road, Opposite Deendayal Nagar, Gwalior - 474020
(Madhya Pradesh), India, Website : www.prestigegwl.org

19717

GRADE SHEET / MARKS SHEET

MS. NO. :

MBA (FULL TIME) FOURTH SEMESTER

JAN-JUNE 2024



Roll No.	: 22001108	Name	: KAMINI TOMAR
Enrollment No.	: JC19006138	F / H Name	: UPENDRA SINGH TOMAR
Batch	: 2022-2024	Mother's Name	: SARLA TOMAR
Status	: REGULAR		

COURSE CODE & COURSE TITLE	TOTAL CREDITS	EARNED CREDITS	GRADE	GRADE POINT	CREDIT POINTS (CREDITS x GRADE POINT)
MBA-401 (CC)-STRATEGIC MANAGEMENT	4	4	A+	9	36
MBA-402 (GE 08)-BUSINESS ANALYTICS	4	4	A+	9	36
MBA-403 (CC)-MANAGEMENT INFORMATION SYSTEM	4	4	A+	9	36
MBA-404 (MK 03)-BRANDING AND INTEGRATED COMMUNICATION	4	4	A	8	32
MBA-405 (MK 04)-SERVICES MARKETING AND RETAIL MANAGEMENT	4	4	A	8	32
MBA-406 (FM 03)-PROJECT APPRAISAL AND FINANCE	4	4	A+	9	36
MBA-407 (FM 04)-FINANCIAL RISK MANAGEMENT	4	4	A+	9	36
MBA-408-RESEARCH PROJECT REPORT VIVA VOCE	4	4	A	8	32
NON CREDIT-CERTIFICATION	0	0	P	0	0
	TOTAL	32	32		276
	SGPA				8.63

SEMESTER WISE DETAIL OF RESULTS

Unclear Subject Code :

SEMESTER	I	II	III	IV	V	VI	VII	VIII	IX	X
EARNED / TOTAL CREDITS	32/32	32/32	32/32	32/32	*****	*****	*****	*****	*****	*****
SGPA	8.75	9.13	9.13	8.63	*****	*****	*****	*****	*****	*****
ATTEMPT	1	1	1	1	*****	*****	*****	*****	*****	*****
RESULT	PASS	PASS	PASS	PASS	*****	*****	*****	*****	*****	*****

TOTAL CREDITS	CGPA	EQUIVALENT PERCENTAGE	FINAL RESULT	DIVISION
128	8.91	80.10	PASS	FIRST DIVISION

DATE : 10.08.2024

Nitin Srivastava
Registrar/ DCE

Prof. (Dr.) Tarika Singh
Controller of Examinations

Director

Asst./Dy. Registrar (Exam.)

self attested

राष्ट्रीय परीक्षा एजेंसी
National Testing Agency
Excellence in Assessment

विश्वविद्यालय अनुदान आयोग

First Floor, NSIC-MDBP Building, Okhla Industrial Estate, New Delhi, 110020 (India)

UGC-NATIONAL ELIGIBILITY TEST JUNE 2024

Certificate of Eligibility for Assistant Professor and Admission to Ph.D.





(I) E-CERTIFICATE NO. : 24J/04/024098

(II) ROLL NO. : 3002006218

(III) NTA REFERENCE. NO. : 240510449729

(IV) NAME : KAMINI TOMAR

(V) FATHER'S NAME : UPENDRA SINGH TOMAR

(VI) MOTHER'S NAME : SARLA TOMAR

(VII) SUBJECT NAME & CODE : MANAGEMENT (INCLUDING BUSINESS ADMN. MGT./MARKETING/MARKETING MGT./INDUSTRIAL RELATIONS AND PERSONNEL MGT./PERSONNEL MGT./FINANCIAL MGT./CO-OPERATIVE MANAGEMENT) (017)

(VIII) QUALIFIED FOR: - ELIGIBILITY FOR ASSISTANT PROFESSOR AND ADMISSION TO PH.D.

(IX) DATE OF DECLARATION OF THE RESULT: - 17.10.2024

(X) DATE OF ISSUE OF THIS CERTIFICATE: 26.12.2024

(XI) VALIDITY OF THIS CERTIFICATE : -

(I) FOR ELIGIBILITY FOR ASSISTANT PROFESSOR : FOREVER

(II) FOR ADMISSION TO PH.D. : ONE YEAR FROM THE DATE OF DECLARATION OF RESULT

(XII) APPLIED ON THE BASIS OF: - MASTER'S DEGREE (APPEARING)

Self attested

APPOINTMENT LETTER

Date: 18th September 2026

To,
Ms. Ishita Tripathi
Assistant Professor, School of Business and Leadership

Subject: Appointment as Assistant Professor, School of Business and Leadership

Dear Ms. Tripathi,

We are pleased to appoint you as **Assistant Professor, School of Business and Leadership** at **ITM University, Gwalior**, till May 21, 2027. Your appointment shall be governed by the terms mentioned in the Offer Letter date **18th September 2026 (duly accepted by you)**, the Employment Contract signed by you, and the HR policies of the University.

You are placed in the **pay band of ₹15600– ₹39100/- with applicable Grade pay**, and your total salary shall be governed on a **Cost to University (CTU)** basis as detailed in the compensation appendix. If your appointment is not extended beyond **May 21, 2027**, it will be deemed to have automatically terminated on that date.

You are expected to adhere to the code of conduct, maintain institutional confidentiality, and fulfil all administrative, and ethical responsibilities entrusted to you. The University reserves the right to take necessary action as per policy in the event of breach of any terms.

We look forward to your meaningful contribution to the University and wish you a successful tenure.

Sincerely,

ITM UNIVERSITY * DIRECTOR HUMAN RESOURCES * GWALIOR (M.P.) INDIA

Registrar
ITM University, Gwalior

ACCEPTED BY ME:-

Tripathi

Scanned with OKEN Scanner

UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

(3) Joining Report

(To be submitted on the date of joining)

To,
The Registrar
ITM University, Gwalior

Subject: Submission of Joining Report and Acceptance of Terms

Dear Sir/Madam,

I, ISHITA TRIPATHI hereby, report my joining to ITM University, Gwalior on this Day, _____, as ASSISTANT PROFESSOR in the School of BUSINESS AND LEADERSHIP in accordance with the Offer of Appointment issued to me dated 18/09/26, and the Appointment Letter dated 21/09/26.

I hereby declare and confirming the following:

1) That I have read, understood and unconditionally accepted the terms and conditions mentioned in the Offer Letter, Appointment Letter, and Employment Contract.
2) That I have read and agreed to abide by the University's HR Policy Manual, Code of Conduct, and all relevant rules, regulation and service norms as applicable to my post.
3) That I undertake to complete all mandatory trainings within the prescribed period, including:

   - MP Online Portal
   - LMS (Learning Management System)
   - E Parakh Portal Training
   - Any other recommended software
   - Teaching and Learning Policy
   - Project Based Learning
   - Bloom's Taxonomy
   - Gamification

4) That I will fulfil the academic, administrative and research duties entrusted to me and shall work in alignment with the Key Result Areas (KRAs) assigned for my role.
5) That I am medically fit to assume responsibilities and have submitted the required documents as per the joining formalities checklist.
6) That I shall not seek resignation or relieving before the completion of academic session without prior written approval from the competent authority.

Personal Details (To be filled by the employee):

Full Name: ISHITA TRIPATHI

Date of Birth: 13/12/1999

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ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

Designation: ASSISTANT PROFESSOR
Department/School: BUSINESS AND LEADERSHIP
Reporting Authority: Ameya Chauhan (HOD)
Mobile Number: 8226060788
Email ID: ishatri13@gmailcom
Permanent Address: A11, YASHODA RESIDENCY, AWASH COLONY, GWALIOR, MP.
PAN Number: BSUPT5758H
Aadhaar Number: 5969 4074 6587
Emergency Contact: 8295707343, 7987302816

Signature of Employee:
(Signature) Tripathi
Name: ISHITA TRIPATHI
Date: 18/09/26
Place: GWALIOR

Verified and Recommended by:
Signature: Ameya
Name: Ameya Chauhan
Designation: HOD
Date: 22/9/26

Scanned with OKEN Scanner

SYMBIOSIS INTERNATIONAL (DEEMED UNIVERSITY)
(Established under section 3 of the UGC act 1956)
Re-accredited by NAAC with 'A++' Grade
Gram-Lavale, Tal- Mulshi, Dist-Pune Pin Code- 412115
Web Site : www.siu.edu.in, Email : coe@siu.edu.in

॥वसुधैव कुटुम्बकम्॥

eGRADESHEET

INSTITUTE : SYMBIOSIS INSTITUTE OF MANAGEMENT STUDIES, PUNE

PROGRAMME : MASTER OF BUSINESS ADMINISTRATION (EXECUTIVE)

SEMESTER : IV **MONTH & YEAR OF EXAM:** EVEN 2026

SEAT NO. : 337576 **PRN:** 24020448082

NAME : ISHITA TRIPATHI

COURSE CODE	COURSE	CA GRADE	TERM END GRADE	TOTAL GRADE
0401	PROJECT~		A	A
0402	BUSINESS ANALYTICS	A		A
0403	ENTREPRENEURSHIP	A	B	B+
0404	MANAGEMENT INFORMATION SYSTEMS	B+	B	B
0405	MERGERS AND ACQUISITIONS	B+	B+	B+
0406	SECURITY ANALYSIS AND PORTFOLIO MANAGEMENT	B+		B+
0412	COMPENSATION AND REWARD MANAGEMENT	B+	B+	B+
0413	EMPLOYMENT RELATED LAWS	C	B	C
0414	ORGANIZATIONAL DEVELOPMENT AND CHANGE	C	B+	C
0415	PERFORMANCE MANAGEMENT SYSTEM	B+	B+	B+
0416	TALENT MANAGEMENT	B	B+	B

RESULT DATE: 08/06/2026 **GPA:** 7.37

Please Note that :

I. Symbiosis International (Deemed University) is not responsible for any inadvertent error that may have crept in the results being published on Net.
II. The results published on net are for immediate information only.
III. These cannot be treated as original gradesheet, please verify the information from original gradesheet issued by the Symbiosis International (Deemed University) seperately.
IV. & 6.1 Rule and # 6.2 Rule
V. * Re-appearing
VI. @ Letter Grade/ Audit courses
VII. ~ Absolute Grading courses

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ITM UNIVERSITY
GWALIOR • MP • INDIA

"CELEBRATING DREAMS"

ITMU/Dr. Vinay Gupta/2019/151

January 19, 2019

Dr. Vinay Gupta S/o Mr. Brajesh Kumar Gupta
Gwalior, M.P.

This is in reference to your application and subsequent interview, we are pleased to appoint you as an **Associate Professor** in **School of Management** at **ITM University Gwalior** in the pay band of **Rs. 37400-67000** and other allowances as applicable on the following terms and conditions: -

1. You will submit original certificates/testimonials at the time of joining in support of your candidature as mentioned in your application, for verification.
2. You will be on probation for a period of **one year** which may be extended or curtailed at the discretion of the competent authority. You will continue to be on probation till an order of confirmation has been issued in writing.
3. Professional tax and other deduction as per rules is there will be deducted from the above salary per month.
4. The payment of taxes including the income tax will be the sole responsibility of your. However, Tax deduction at source will be effected against the payable remuneration at applicable rates as per the prevailing laws, rules and regulations.
5. You will submit original certificates/testimonials at the time of joining in support of your candidature as mentioned in your application, for verification.
6. You will be required to perform all duties assigned to you by the ITM. You will always be active to your role & responsibilities attached to your position and conduct yourself accordingly. You must effectively perform to ensure results.
7. It will be incumbent upon you to obtain the NOC before applying for a position in any other organization.
8. That, you will not participate in any political activities during service.
9. Termination of employment will be as under :
   - **(a)** The services can be terminated without serving you any notice or salary in lieu thereof, on the charges of gross misconduct, financial misappropriations, causing defamation to the University and/or registration of any criminal offences and any misconduct comes under zero tolerance category of University.
   - **(b)** The service can also be terminated on the account of willful omission or negligence, disorderly conduct or on moral turpitude and in that case you shall not be entitled to claim any gratuity or any statutory allowances/benefits rather the ITM shall be well within its right to withhold and forfeit the gratuity and other statutory allowances/benefits, if any, payable to you.
   - **(c)** Termination by either side by giving one month notice or salary in lieu thereof, except in ibid clause 10(a) & (b)). However, the management reserves the right to condone the notice period served by you, and relieve immediately by accepting the resignation.
     - (i) Upon termination of employment, you will immediately hand over to the Department all correspondence, specifications, documents, market data, financial data, drawings, property, affects or records etc belonging to the University or relating to it, which may be in your possession, and you will not retain or make copies/records of these documents.
   - **(d)** You solemnly undertake not be leave the services of the ITM University before completion of the concerned academic session. You shall exercise the clause of resignation either on completion of the academic year or completion of the academic work of the session whichever is later.
10. This appointment is further subject to the following conditions:-
    - (a) That your appointment is subject to fulfillment of conditions outlined in statues, eligibility guidelines and recommendation by a duly constituted selection committee.
    - (b) That your character, references and/or any other information provided by you, are in order.
    - (c) That you are found medically fit by the competent physician/MBBS doctor.
    - (d) That you agree to be governed by code of ethics and other rules and regulations of the ITM University.
11. You are required to join latest by **January 19, 2019,** failing which this appointment order will be deemed to have been automatically cancelled and withdrawn.

Please confirm your acceptance of the appointment on the above terms and condition by signing and returning this letter (in duplicate) for ITM records.

Wishing you an enriching tenure with us,

ITM UNIVERSITY GWALIOR (M.P.) INDIA

REGISTRAR

ITM UNIVERSITY

(31)

Date: _____

The
Registrar
ITM University, Gwalior (M.P.)

Joining Report

Sir,

Under the conditions and terms communicated to me in the offer Letter No. _____

Dated 01/06/13 I join duty as of today (F/N, A/N), as Asst. Professor

in Management Please allow me to join.

Yours truly,

Signature _____
Name VINAY GUPTA
Date of joining _____

Remarks and Signature of the HOD Bhatt

Remarks and Signature of the Dean of School Forwarded for favourable consideration.
Dt 19.9.2013 N economics AB
(Agnates Ltd)

Remarks by the Registrar

ITM University Campus, NH-75, Jhansi Road, Gwalior (M.P.) – 474001 INDIA
Phone (0751) 2438539,
Email-directorhr@itmuniversity.ac.in, Web: itmuniversity.ac.in

JIWAJI UNIVERSITY, GWALIOR

No. : F/Ph.D./Conf./Exam-2/2017/207

(114)

Dated : 20/11/17

// Notification //

Notified that the Vice-chancellor of the University, exercising the powers deligated by the Executive Council held on 12/19 August 1996 through a regulation/ resolution no 35 (3r), after consideration of the recommendations of result committee in respective subjects declare following research scholars eligible for the award of the degree, "DOCTOR OF PHILOSOPHY" as noted against each of the following :

S. No	Name	Subject	Faculty	Title of thesis	Photo
1-	Vinay Gupta	Commerce	Commerce	"A COMPARATIVE STUDY OF DIVIDEND POLICY OF PUBLIC AND PRIVATE SECTORS BANKS OF INDIA" **Name of Supervisor:-** Dr. R. C. Gupta	

EXAM CONTROLLOR / REGISTRAR

Copy to :-

1. Vinay Gupta, F.No.-204,Girraj Apartment, Nehru Colony, Thatipur, Gwalior (M.P.)
2. Dr. R. C. Gupta, Professor, Deptt. of Commerce, M. L. B. Govt. College of Excellence (M.P.)
3. The Dean Faculty of Commerce, Jiwaji University, Gwalior. (M.P.)
4. The Chairman, H.O.D. Commerce, Jiwaji University, Gwalior. (M.P.)
5. Secretary, M.P. Govt. Higher Education, Bhopal (M.P.)
6. Secretary, University Grant Commission, Bahadur Shah Zafar Marg, New Delhi.
7. Editor, University News Association of Indian University A.I.U. House, Firozshah, Kotla Road, New Delhi.
8. Editor, Local News paper.
9. Dean, Student Welfare, Jiwaji University, Gwalior (M.P.)
10. Secretary to Kulpati, Jiwaji University, Gwalior(M.P.)
11. Ph.d. (Academic) and Degree Section, Jiwaji University, Gwalior (M.P.)
12. I/c Jiwaji University Website, J.U. Gwalior (M.P.)
13. Central Library, Jiwaji University,Gwalior.(M.P.)

Dy./ Asstt. Registrar (Conf./Exam)

(21)

JIWAJI UNIVERSITY
GWALIOR

Statement of marks for the Examination of

SR. No : 5035

JUN. 2005
M. PHIL. (COMMERCE) 2ND SEMESTER

ROLL-NO. : 3570
ENROL NO.: C-94/1258
REGULAR

NAME : VINAY GUPTA
F/H NAME : BRIJESH KUMAR GUPTA
MOTHER NAME : PRABHA GUPTA

INSTITUTE OF COMMERCE & MANAGEMENT, JIWAJI UNIVERSITY, GWALIOR

SUBJECTS	Scheme/Marks Obtained						
	Theory / Practical			Sessional			Total
	Max	Min	Obt	Max	Min	Obt	
FINANCIAL ANALYSIS & DECISION MAKING-TH	100	25	61	25	08	22	83
SEMINAR -PR	25	8	22	"	"	"	22

Marks Obtained / Out of
105 / 150

MARKS	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	GRAND TOTAL	RESULT	DIVISION
	I SEM		II SEM		III SEM		IV SEM				
	165	250									
	V SEM		VI SEM		VII SEM		VIII SEM		270 / 400	PASS	

03-08-2006

Shailendra Kumar Jain
ASSISTANT REGISTRAR (EXAM.)
Asst / Dy Registrar (Exam.)

CANDIDATE'S COPY

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

Ref. No. ITMU/HR/2026/

Date: 01-July-2026

APPOINTMENT LETTER

To,
Ms. Deep Shikha Chavan
Associate Professor

Subject: Appointment as Associate Professor MBA, SOM

Dear Ms. Deep Shikha Chavan,

We are pleased to appoint you as **Associate Professor MBA, SOM at ITM University**, Gwalior, till **21-May-2027.** Your appointment shall be governed by the terms mentioned in the Offer Letter dated 15-June-2026. **(duly accepted by you)**, the Employment Contract signed by you, and the HR policies of the University.

You are placed in the **pay band of Rs.37400-67000/- with applicable academic grade pay**, and your total salary shall be governed on a **Cost to University (CTU)** basis as detailed in the compensation appendix. If your appointment is not extended beyond June **21-May-2027.** it will be deemed to have automatically terminated on that date.

You are expected to adhere to the code of conduct, maintain institutional confidentiality, and fulfil all academic, administrative, and ethical responsibilities entrusted to you. The University reserves the right to take necessary action as per policy in the event of breach of any terms.

We look forward to your meaningful contribution to the University and wish you a successful tenure.

Sincerely,

ITM UNIVERSITY

Registrar
ITM University, Gwalior

UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

(3) Joining Report

(To be submitted on the date of joining)

To,
The Registrar
ITM University, Gwalior

Subject: Submission of Joining Report and Acceptance of Terms

Dear Sir/Madam,

I, Dr. Deepshikha Chavan hereby, report my joining to ITM University, Gwalior on this Day, 01/07/2026, as Associate Professor in the School of Management in accordance with the Offer of Appointment issued to me dated 01/07/2026, and the Appointment Letter dated 01/07/2026.

I hereby declare and confirming the following:

1) That I have read, understood and unconditionally accepted the terms and conditions mentioned in the Offer Letter, Appointment Letter, and Employment Contract.
2) That I have read and agreed to abide by the University's HR Policy Manual, Code of Conduct, and all relevant rules, regulation and service norms as applicable to my post.
3) That I undertake to complete all mandatory trainings within the prescribed period, including:

- MP Online Portal
- LMS (Learning Management System)
- E Parakh Portal Training
- Any other recommended software
- Teaching and Learning Policy
- Project Based Learning
- Bloom's Taxonomy
- Gamification

4) That I will fulfil the academic, administrative and research duties entrusted to me and shall work in alignment with the Key Result Areas (KRAs) assigned for my role.
5) That I am medically fit to assume responsibilities and have submitted the required documents as per the joining formalities checklist.
6) That I shall not seek resignation or relieving before the completion of academic session without prior written approval from the competent authority.

Personal Details (To be filled by the employee):

Full Name: Dr. Deepshikha Chavan

Date of Birth: 20/02/1978

UNIVERSITY
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"CELEBRATING DREAMS"

Designation: Associate professor
Department/School: School of management
Reporting Authority:
Mobile Number:
Email ID:
Permanent Address:
PAN Number:
Aadhaar Number:
Emergency Contact:

Signature of Employee:
(Signature)
Name:
Date:
Place:

Verified and Recommended by:
Signature:
Name:
Designation:
Date:

Manipal
INSPIRED BY LIFE

Sikkim Manipal University

This is to Certify that

Deepshikha Chavan

has been awarded the degree of

Master

of

Business Administration

for having duly completed the prescribed requirements with B grade in the year 2012

Given under the seal of the University on the 13th day of April 2012

SMU
Sikkim Manipal University

.....
Additional Registrar
Student Evaluation

.....
Vice - Chancellor

UIASCodeTM: SMU.GTK.SK.MBADM.04120000068324

Reg No: 520948953

Visit www.uias.org for verification of this Certificate. UIAS code provided at the bottom left corner of the Certificate.

Gangtok, Sikkim, INDIA

UNIVERSITY
GWALIOR • MP • INDIA

(18)

ITM U/Appointments/12-13

June 02, 2012

Dr. Vandna Bharti Ashtana
W/O Shri Suhel Shankar Asthana
20 CP Colony, Morar Gwalior.

Dear Madam,

We are pleased to offer you an appointment as **Asst Prof** of **MBA-Marketing** in ITM University, Gwalior MP, in the pay band of **Rs. 15600-39100** and other allowances as applicable to the employees of the University from time to time, on the following terms and conditions:

1. The present detailed compensation package is mentioned in **Appendix A** to this letter.
2. You will submit original certificates / testimonials at the time of joining, in support of your candidature as mentioned in your application, for verification.
3. You will be on probation for a period of **one year** which may be extended or curtailed at the discretion of the competent authority. You will continue to be on probation till an order of confirmation has been issued in writing.
4. Your services in the University will be governed by the University's rules and regulations as amended from time to time. You will be required to perform all duties assigned to you by the University. You will always be alive to your role & responsibilities attached to your profile and conduct yourself accordingly. You must effectively perform to ensure results.
5. Termination of employment will be as under :
   (i) During the probationary period and any extension thereof, your service may be terminated without assigning any reason by the competent authority.
   (ii) On confirmation : -
      (a) The service can be terminated without serving you any notice or salary in lieu thereof, on the charges of gross misconduct, financial misappropriations, causing defamation to the University and/or FIR lodged with serious criminal charges.
      (b) If found undertaking tuitions/coaching classes privately, you will be summarily dismissed from the service
      (c) Termination by either side by giving one month's notice or salary in lieu thereof.
6. This appointment is further subject to the following conditions:-
   (i) That your appointment is recommended by a duly constituted selection committee.
   (ii) That your character, references and/or any other information provided by you, are in order.
   (iii) That you are found medically fit by the competent physician/MBBS doctor of the University.
   (iv) That you agree to be governed by code of ethics and other rules and regulations of the University.
7. You are required to join on **July 01, 2012**, failing which appointment order will be deemed to have been automatically withdrawn and cancelled.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning duplicate copy this letter for our records.

Wishing you an enriching tenure with us,

Yours Sincerely,

Registrar

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

(Signature and Date)

ITM University Campus, N.H. - 75, Jhansi Road, Gwalior (M.P.) - 474 001 INDIA
+91-751-2440058, fax : +91-751-2432988, Email: info@itmuniversity.ac.in, www.itmuniversity.ac.in

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UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

ITMU/Appointments/2022/19167

April 30, 2022

Dr. Vandana Bharti W/o Shri Sushel Shankar Asthana
20 CP Colony, Morar, Gwalior

This is in reference to your application and subsequent interview, we are pleased to appoint you as a **Professor** in **School of Management** at **ITM University Gwalior** in the pay band of **Rs. 37400-67000** and other allowances as applicable on the following terms and conditions: -

1. You will be paid salary as mentioned in **Appendix** to this letter from the date of joining. The salary is on CTC (cost to university) basis as being negotiated and agreed by you without any other allowances including gratuity etc.
2. You will submit original certificates/testimonials at the time of joining in support of your candidature as mentioned in your application, for verification.
3. You will be on probation for a period of **one year** which may be extended or curtailed at the discretion of the competent authority. You will continue to be on probation till an order of confirmation has been issued in writing.
4. You will be solely responsible for payment of taxes including the income tax. However, tax deduction at source will be effected against the payable remuneration at applicable rates as per the prevailing laws, rules and regulations.
5. You will be required to perform all the duties assigned to you by the University. You will always be active to your role & responsibilities as per the KRAs of your position and conduct yourself accordingly. You must effectively perform to ensure results.
6. It will be incumbent upon you to obtain the NOC before applying for a position in any other organization. In case you do not obtain NOC, the university will not issue any documents and other financial or other incentives or dues.
7. That, you will not participate in any political activities during service.
8. Termination of employment will be as under :
   (a) The services can be terminated without serving you any notice or salary in lieu thereof, on the charges of gross misconduct, financial misappropriations, causing defamation to the University and/or registration of any criminal offences and any misconduct that comes under zero tolerance category of the university.
   (b) The services can also be terminated on the account of willful omission or negligence, disorderly conduct or on moral turpitude and in that case you shall not be entitled to claim any statutory allowances/benefits rather the university shall be well within its right to withhold and forfeit all statutory allowances/benefits, if any payable to you.
   (c) Terminations by either side by giving appropriate notice as per HR policy clause 4.5.1 (a) (b) (c) or salary in lieu thereof, except in ibid clause 8(a) & (b). However, the management reserves the right to condone the notice period served by you, and relieve immediately by accepting the resignation.
      (i) Upon termination of employment, you will immediately hand over to the Department/School all correspondence, teaching material, specifications, documents, market data, financial data, drawings, property, affects or records belonging to the University or relating to it, which may be in your possession, and you will not retain or make copies/records of these documents.
   (d) You solemnly undertake not be leave the service of the University before completion of the concerned academic session. You shall exercise the clause of resignation either on completion of the academic year or completion of the academic work of the session whichever is later.
9. This appointment is further subject to the following conditions:-
   (a) That your appointment is subject to fulfillment of conditions outlined in statues, eligibility guidelines and recommendation by a duly constituted selection committee.
   (b) That your character, references and/or any other information provided by you, are in order.
   (c) That you are found medically fit by the competent physician/MBBS doctor.
   (d) That you agree to be governed by code of ethics and other rules and regulations of the University.
10. You are required to join latest by **May 2, 2022** failing which this appointment order will be deemed to have been automatically withdrawn and cancelled.

Please confirm your acceptance of the appointment on the above terms and condition by signing and returning this letter (in duplicate) for records.

Wishing you an enriching tenure with us,

REGISTRAR

Signature of Candidate

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(28)

The
Registrar
ITM University, Gwalior (M.P.)

Date: 1-07-12

Joining Report

Sir,

Under the conditions and terms communicated to me in the offer Letter No. _____

Dated _____ I join duty as of today (F/N, A/N), as Assistant Professor

in MBA - Marketing Please allow me to join.

Yours truly,

Signature Bharti
Name Dr. Vandana Bharti Asthana
Date of joining July 1, 2012

Remarks and Signature of the Dean of School

Remarks by the Registrar

ITM University Campus, NH-75, Jhansi Road, Gwalior (M.P.) – 474001 INDIA
Phone (0751) 2438539,
Email-directorhr@itmuniversity.ac.in, Web: itmuniversity.ac.in

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Serial No. 7

जीवाजी विश्वविद्यालय

ग्वालियर

डॉक्टर ऑफ फिलॉसफी

प्रमाणित किया जाता है कि श्रीमती वंदना भारती को इस विश्वविद्यालय से वर्ष 2004 में प्रबंध विषय में डॉक्टर ऑफ फिलॉसफी की उपाधि के लिए योग्य घोषित किया गया है, एतदर्थ उन्हें डॉक्टर ऑफ फिलॉसफी की उपाधि प्रदान की जाती है।

शोध प्रबन्ध का शीर्षक :

DOCTOR OF PHILOSOPHY

This is to certify that SMT. VANDANA BHARTI *has been declared eligible for the award of* ***Doctor of Philosophy*** *of the University in* 2004 *in the subject* MANAGEMENT *is admitted to the degree of* ***Doctor of Philosophy.***

Title of Thesis : MARKETING STRATEGIES AND PRACTICES IN INDIAN TYPE INDUSTRY (A Case Study of Selected Units)

JIWAJI UNIVERSITY, GWALIOR (M.P.) INDIA *Date* 06 DEC 2004 KULPATI

Issued on 17 January, 2005

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Doctor Harisingh Gour Vishwavidyalaya, Sagar (M. P.)

(Formerly – University of Saugar)

STATEMENT OF MARKS

M. B. A. (Final) Fourth Semester Examination of 1994 36

FACULTY OF MANAGEMENT STUDIES

Dated 22-5-95 199

Roll No 4038 Enrol. No. F-10351 Serial No.

Name Ku. Vandana Bharti

Father's Name: Shri Prof. R. K. Bharti

Centre : U. T. D. Sagar (M. P.) Category – Regular / Ex-Student

COMPULSORY PAPERS

Paper No.	SUBJECT TITLE	Written Exam.	Internal Assess-ment	Total Obtained
	Maximum Marks	60	40	100
	Minimum Pass Marks	22	14	36
401	Business Policy	36	25	61
402	Export Management	34	27	61
403	Industrial Psychology	36	30	66
404	Production Management	30	37	67
405	Business & Government	32	32	69
407	Investment Management	37	31	68
408	Seminar & Term Paper	∝	∝	77
40-	Comprehensive Viva-Voce	××	××	86

OPTIONAL : MINOR SPECIALIZATION

901	Operations Research			
902	Business Environment	30	35	65

Note : Marks of Additional Paper not included in total Marks

Total of Marks obtained in Fourth Semester out of 900 : 620

In words Six hundred & twenty only.

Total of Marks obtained in First Semester out of 800 : 497

Total of Marks obtained in Second Semester out of 900 : 572

Total of Marks obtained in Third Semester out of 900 : 571

Grand Total of Marks obtained out of 3500 : 2260

In words Two thousand two hundred & sixty only.

Percentage 64.57% Passed in FIRST Division.

Prepared by Clerian Checked by

Date of receipt of Marks Sheet by Faculty of Management Studies : 31/5/95

Dean, Faculty of Management Studies
Dr. Harisingh Gour Vishwavidyalaya

Dy. Registrar [Exams.]
Asstt. Registrar (Exams.)
Doctor Harisingh Gour

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ITMU/PF/2026/216-D

March 02, 2026

Ms.Nidhi Parpyani
Gwalior (M.P.)

We are pleased to offer you an appointment as **Assistant Professor** in **school of Management** in **ITM University Gwalior** on the following terms and conditions: -

1. The present detailed compensation package is mentioned in **Appendix** to this letter.
2. You will submit original certificates/testimonials at the time of joining in support of your candidature as mentioned in your application, for verification.
3. You will be on probation for a period of one year which may be extended or curtailed of the discretion of the competent authority. You will continue to be on probation till an order of confirmation has been issued in writing.
4. Your services will be governed by the University's rules and regulations as amended from time to time. You will be required to perform all duties assigned to you by the University. You will always be alive to your role & responsibilities attached to your position and conduct yourself accordingly. You must effectively perform to ensure results.
5. It will be incumbent upon you to obtain the NOC before applying for a position in any other organization.
6. That, you will not participate in any political activities during service.
7. Termination of employment will be as under:
   (a) During the contract period and any extension thereof, your service may be terminated without assigning any reason and notice period, by the competent authority of the University.
   (b) The services can be terminated without serving you any notice or salary in lieu thereof, on the charges of gross misconduct, financial misappropriations, causing defamation to the University and/or registration of any criminal offences and any misconduct comes under zero tolerance category of university.
   (c) The service can also be terminated on the account of willful omission or negligence, disorderly conduct or on moral turpitude and in that case, you shall not be entitled to claim any gratuity or any statutory allowances/benefits rather the university shall be well within its right to withhold and forfeit the gratuity and other statutory allowances/benefits, if any, payable to you.
   (d) Termination by either side by giving one month notice or salary in lieu thereof, except in ibid clause 7(a), (b) & (c). However, the management reserves the right to condone the notice period served by you, and relieve immediately by accepting the resignation.
8. This appointment is further subject to the following conditions: -
   (a) That your appointment is subject to fulfillment of conditions outlined in statutes, eligibility guidelines and recommendation by a duly constituted selection committee.
   (b) That your character, references and/or any other information provided by you, are in order.
   (c) That you are found medically fit by the competent physician/MBBS doctor of the University.
   (d) That you agree to be governed by code of ethics and other rules and regulations of the University.
9. You are required to join on **March 02, 2026,** failing which this appointment order will be deemed to have been automatically cancelled and withdrawn.

ITM UNIVERSITY GWALIOR (M.P.), INDIA
HUMAN RESOURCES
REGISTRAR

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

(27)

NO.ITMU/2025/874

April 14, 2025

ORDER

Ms. Nidhi Parpyani D/o Mr. Mahesh Parpyani appointed as **Assistant Professor** (on temporary basis) in the **School of Management** w.e.f. **14.04.2025** on salary of Rs. **45,000/-** per month in the pay scale of **15600-39100** on CTO (Cost to Organisation) basis, as being negotiated and agreed by him/her without any other allowances including gratuity etc. This appointment is for a maximum period of eleven months from the date of issues this order/joining duties.

This appointment is subject to the terms & conditions, contained in the undertaking/agreement and this order of appointment is valid for the seven days from the date of issue. The liability of EPF, Income Tax, will be responsibility of the employee only.

Ms. Nidhi Parpyani will report to concerning Dean/HOD.

If your appointment is not extended beyond **11 months**, it will be considered over automatically.

This appointment can be terminated as per terms & conditions mentioned in the undertaking/agreement.

ITM UNIVERSITY DIRECTOR REGISTRAR GWALIOR (M.P.) INDIA

Copy to:-

1. Hon'ble Pro Chancellor
2. Hon'ble Vice Chancellor
3. Hon'ble Pro Vice Chancellor
4. Dean, School of Agriculture
5. HOD, School of Agriculture
6. CFAO

ITM UNIVERSITY
GWALIOR · MP · INDIA
"CELEBRATING DREAMS"

(29)

Date: _____

The
Registrar
ITM University, Gwalior (M.P.)

Joining Report

Sir,

Under the conditions and terms communicated to me in the offer Letter No. ITMU/offer letter/2025 Dated April 3, 2025 I join duty on date 14/04/25 (F/N,A/N), as Assistant Professor in Management Please allow me to join.

Yours truly,
Signature _____
Name Nidhi Pandyani
Date of joining 14/04/25

Remarks and Signature of the HOD
Subject allotment planned, seating allotment, gmm 14/4/25

Remarks and Signature of the Dean

Remarks and Signature of the Registrar

राष्ट्रीय परीक्षा एजेंसी
National Testing Agency
Excellence in Assessment

ज्ञान-विज्ञान विमुक्तये
विश्वविद्यालय अनुदान आयोग

First Floor, NSIC-MDBP Building, Okhla Industrial Estate, New Delhi, 110020 (India)

UGC-NATIONAL ELIGIBILITY TEST JUNE 2024

Certificate of Eligibility for Assistant Professor and Admission to Ph.D.



(I) E-CERTIFICATE NO. : 24J/04/037032
(II) ROLL NO. : 3002006049
(III) NTA REFERENCE. NO. : 240510747984
(IV) NAME : NIDHI PARPYANI
(V) FATHER'S NAME : MAHESH PARPYANI
(VI) MOTHER'S NAME : RAGINI PARPYANI
(VII) SUBJECT NAME & CODE : MANAGEMENT (INCLUDING BUSINESS ADMN. MGT./MARKETING/MARKETING MGT./INDUSTRIAL RELATIONS AND PERSONNEL MGT./PERSONNEL MGT./FINANCIAL MGT./CO-OPERATIVE MANAGEMENT) (017)
(VIII) QUALIFIED FOR: - ELIGIBILITY FOR ASSISTANT PROFESSOR AND ADMISSION TO PH.D.
(IX) DATE OF DECLARATION OF THE RESULT: - 17.10.2024
(X) DATE OF ISSUE OF THIS CERTIFICATE: 26.12.2024
(XI) VALIDITY OF THIS CERTIFICATE : -
(I) FOR ELIGIBILITY FOR ASSISTANT PROFESSOR : FOREVER
(II) FOR ADMISSION TO PH.D. : ONE YEAR FROM THE DATE OF DECLARATION OF RESULT
(XII) APPLIED ON THE BASIS OF: - MASTER'S DEGREE (COMPLETED)

Parpyani

(6)

CHRIST
(DEEMED TO BE UNIVERSITY)
BANGALORE · INDIA
Declared as Deemed to be University under Section 3



The Board of Management of CHRIST (Deemed to be University)

hereby makes known that

NIDHI PARPYANI

with Registration Number

1727347

is awarded the Degree of

Master of Business Administration
Specialization in Finance

having been assessed by duly appointed examiners

from JUNE 2017 through APRIL 2019

securing

First Class

Given under the Seal of CHRIST (Deemed to be University)

Bengaluru
26/05/2019

Vice Chancellor

ITM UNIVERSITY
GWALIOR - MP - INDIA
"CELEBRATING DREAMS"

ITMU/PF/2025/478-D

October 10, 2025

Ms. Medha Mishra
Gwalior (M.P.)

We are pleased to offer you an appointment as **Assistant Professor** in **school of Management** in **ITM University Gwalior** on the following terms and conditions: -

1. The present detailed compensation package is mentioned in **Appendix** to this letter.
2. You will submit original certificates/testimonials at the time of joining in support of your candidature as mentioned in your application, for verification.
3. You will be on probation for a period of one year which may be extended or curtailed of the discretion of the competent authority. You will continue to be on probation till an order of confirmation has been issued in writing.
4. Your services will be governed by the University's rules and regulations as amended from time to time. You will be required to perform all duties assigned to you by the University. You will always be alive to your role & responsibilities attached to your position and conduct yourself accordingly. You must effectively perform to ensure results.
5. It will be incumbent upon you to obtain the NOC before applying for a position in any other organization.
6. That, you will not participate in any political activities during service.
7. Termination of employment will be as under:
   (a) During the contract period and any extension thereof, your service may be terminated without assigning any reason and notice period, by the competent authority of the University.
   (b) The services can be terminated without serving you any notice or salary in lieu thereof, on the charges of gross misconduct, financial misappropriations, causing defamation to the University and/or registration of any criminal offences and any misconduct comes under zero tolerance category of university.
   (c) The service can also be terminated on the account of willful omission or negligence, disorderly conduct or on moral turpitude and in that case, you shall not be entitled to claim any gratuity or any statutory allowances/benefits rather the university shall be well within its right to withhold and forfeit the gratuity and other statutory allowances/benefits, if any, payable to you.
   (d) Termination by either side by giving one month notice or salary in lieu thereof, except in ibid clause 7(a), (b) & (c). However, the management reserves the right to condone the notice period served by you, and relieve immediately by accepting the resignation.
8. This appointment is further subject to the following conditions: -
   (a) That your appointment is subject to fulfillment of conditions outlined in statutes, eligibility guidelines and recommendation by a duly constituted selection committee.
   (b) That your character, references and/or any other information provided by you, are in order.
   (c) That you are found medically fit by the competent physician/MBBS doctor of the University.
   (d) That you agree to be governed by code of ethics and other rules and regulations of the University.
9. You are required to join on **October 10, 2025,** failing which this appointment order will be deemed to have been automatically cancelled and withdrawn.

ITM UNIVERSITY GWALIOR M.P. INDIA
REGISTRAR

Scanned with OKEN Scanner

JOINING REPORT

(To be submitted on the date of joining)

To:
The Registrar
ITM University, Gwalior

Subject: Submission of Joining Report and Acceptance of Terms

Dear Sir/Madam,

I, Dr. Medha Mishra, hereby report my joining to **ITM University, Gwalior** on this day, 10-10-2025, as Asst. Professor in the **School of** Management, in accordance with the Offer of Appointment issued to me dated 9.10.2025, and the Appointment Letter dated 10.10.2025.

I hereby declare and confirm the following:

1. That I have read, understood, and unconditionally accepted the terms and conditions mentioned in the **Offer Letter**, **Appointment Letter**, and the **Employment Contract**.
2. That I have read and agreed to abide by the **University's HR Policy Manual**, **Code of Conduct**, and all relevant rules, regulations, and service norms as applicable to my post.
3. That I undertake to complete all mandatory trainings within the prescribed period, including:
    - **MIS (Management Information System)**
    - **LMS (Learning Management System)**
    - **Samarth Portal Training**
    - **Any other recommended software**
    - **Teaching and Learning Policy**
    - **Project Based Learning**
    - **Bloom's Taxonomy**
    - **Gamification**
4. That I will fulfill the academic, administrative, and research duties entrusted to me and shall work in alignment with the Key Result Areas (KRAs) assigned for my role.
5. That I am medically fit to assume responsibilities and have submitted the required documents as per the joining formalities checklist.
6. That I shall not seek resignation or relieving before the completion of the academic session without prior written approval from the competent authority.

Personal Details (To be filled by the employee):

- **Full Name:** Dr. Medha Mishra
- **Date of Birth:** 10.10.2025
- **Designation:** Asst. Professor
- **Department/School:** School of Mgmt.

- **Reporting Authority:** HOD Mgmt.
- **Mobile Number:** 7909803108
- **Email ID:** medha03@gmail.com
- **Permanent Address:** Adarsh Colony, near Cocacola Depot · Gole Ka mandir Gwalior
- **PAN Number:** AHYPT8358D
- **Aadhaar Number:**
- **Emergency Contact:** 9479877282

Signature of Employee:
(Signature) Medha
Name: M. Medha Mishra
Date: 10-10-2025
Place: Gwalior

Verified and Recommended by:
Signature: Bhatt
Name: Dr. Vandana Bhatt
Designation: Prof. & HOD
Date: 10/10/2025

JIWAJI UNIVERSITY, GWALIOR

No. : F/Ph.D./Conf./Exam-2/2019/ 206 **Dated :** 21/11/19

// Notification //

Notified that the Vice-chancellor of the University, exercising the powers deligated by the Executive Council held on 12/19 August 1996 through a regulation/ resolution no 35 (३१), after consideration of the recommendations of result committee in respective subjects declare following research scholars eligible for the award of the degree, "DOCTOR OF PHILOSOPHY" as noted against each of the following :

S. No	Name	Subject	Faculty	Title of thesis	Photo
1-	Medha Trivedi	Management	Management	"Effective Leadership in Banking Sector : A Study" **Name of Supervisor:-** Dr. Naval Bajpai **Name of Co-Supervisor:-** Dr. R.C. Gupta	

BY ORDER

EXAM CONTROLLOR / REGISTRAR

Copy to :-

1. Medha Trivedi, Adarsh Colony, Near Coca Cola Depot. Gola Ka Mandir, Gwalior (M.P.)
2. Dr. Naval Bajpai, Associate Prof., ABVIIITM, Gwalior (M.P.)
3. Dr. R.C. Gupta, Proffessor of Commerce, M.L.B. Govt. College of Excellence, Gwalior (M.P.)
4. The Dean Faculty of Management, Jiwaji University, Gwalior. (M.P.)
5. The Chairman, H.O.D. Management in Jiwaji University, Gwalior. (M.P.)
6. Secretary, M.P. Govt. Higher Education, Bhopal (M.P.)
7. Secretary, University Grant Commission, Bahadur Shah Zafar Marg, New Delhi.
8. Editor, University News Association of Indian University A.I.U. House, Firozshah, Kotla Road, New Delhi.
9. Editor, Local News paper.
10. Dean, Student Welfare, Jiwaji University, Gwalior (M.P.)
11. Secretary to Kulpati, Jiwaji University, Gwalior(M.P.)
12. Ph.d. (Academic) and Degree Section, Jiwaji University, Gwalior (M.P.)
13. I/c Jiwaji University Website, J.U. Gwalior (M.P.)
14. Central Library, Jiwaji University,Gwalior.(M.P.)

Asstt. / Dy. Registrar (Conf. Exam)

Medha
10-10-25

Roll No. 1650 Serial No. 373

जीवाजी विश्वविद्यालय

ग्वालियर

मास्टर ऑफ बिजनेस एडमिनिस्ट्रेशन

प्रमाणित किया जाता है कि श्री / श्रीमती / कु. मेधा त्रिवेदी ने संस्थागत / असंस्थागत छात्र / छात्रा के रूप में इस विश्वविद्यालय से वित्तीय प्रबन्धन में मास्टर ऑफ बिजनेस एडमिनिस्ट्रेशन की वर्ष 2007 की परीक्षा अध्ययनशाला, जीवाजी विश्वविद्यालय, ग्वालियर केन्द्र से प्रथम श्रेणी में उत्तीर्ण की है, एतदर्थ उन्हें वित्तीय प्रबंधन में मास्टर ऑफ बिजनेस एडमिनिस्ट्रेशन की उपाधि प्रदान की जाती है।

MASTER OF BUSINESS ADMINISTRATION

This is to certify that Mr./Mrs./Ms. Medha Trivedi having passed **Master of Business Administration** Examination of the University in the subject of Financial Administration from S.O.S, Jiwaji University, Gwalior Centre in First Division, is admitted to the degree of **Master of Business Administration** in Financial Administration

KULPATI

JIWAJI UNIVERSITY,
GWALIOR
Dated : 11 FEB 2008
Issued on 11 OCT 2013

JIWAJI UNIVERSITY
GWALIOR

0001706

Statement of marks for the Examination of

M. B. A. (FINANCIAL ADMINISTRATION) IV SEM. JUNE 2007

ROLL NO. : 1650
ENROL. NO. : C02/1809
REGULAR
S. O. S., JIWAJI UNIVERSITY, GWALIOR

NAME: KU. MEDHA TRIVEDI
F/H NAME: BRAJESH KUMAR TRIVEDI
M. NAME: KANCHAN PRABHA TRIVEDI

SUBJECTS		SCHEME / MARKS OBTAINED						
		Theory/Practical			Sessional			Total
		Max	Min	Obt	Max	Min	Obt	
Computer Application in Financial Admn.	TH	70	28	49	30	12	26	75
Financial Services	TH	70	28	28	30	12	26	54
Working Capital Management	TH	70	28	32	30	12	26	58
International Financial Management	TH	70	28	59	30	12	27	86
International Marketing	TH	70	28	59	30	12	27	86
Strategic Management	TH	70	28	31	30	12	27	58
Project & Viva	PR	100	40	82	...	...	...	82

GRAND TOTAL 499/ 700

MARKS

I SEM		II SEM		III SEM		IV SEM		V SEM		RESULT	DIVISION
TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF		
338	600	336	600	451	700					PASS	FIRST

VI SEM		VII SEM		VIII SEM		IX SEM		GRAND TOTAL	
TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF
								1624	2600

1. The asterisk adjacent to marks denotes failure (*) 2. The alphabet 'C' adjacent to marks denotes carry forward marks

01 NOV 2007

Vidya Vihar, Gwalior

RKTiwari
Asstt. Dy. Registrar (Exam.)

Medha
1.10.25

APPOINTMENT LETTER

Date: September 18,2025

To,
Ms. Tanisha Saini,
Assistant Professor, School of Management

Subject: Appointment as Assistant Professor – School of Management

Dear Ms. Tanisha Saini,

We are pleased to appoint you as **Assistant Professor in the School of Management** at **ITM University, Gwalior**, till **June 15, 2026**. Your appointment shall be governed by the terms mentioned in the Offer Letter dated **September 18, 2025 (duly accepted by you)**, the Employment Contract signed by you, and the HR policies of the University.

You are placed in the **pay band of ₹15,600 – 39,100 with applicable academic grade pay**, and your total salary shall be governed on a **Cost to University (CTU)** basis as detailed in the compensation appendix. If your appointment is not extended beyond **June 15, 2026**, it will be deemed to have automatically terminated on that date.

You are expected to adhere to the code of conduct, maintain institutional confidentiality, and fulfill all academic, administrative, and ethical responsibilities entrusted to you. The University reserves the right to take necessary action as per policy in the event of breach of any terms.

We look forward to your meaningful contribution to the University and wish you a successful tenure.

Sincerely,

Registrar
ITM University, Gwalior

Tanisha.

ITMU/PF/2026/186-D

June14, 2026

Ms.Tanisha Sahni
Gwalior (M.P.)

We are pleased to offer you an appointment as **Assistant Professor** in **school of Management** in **ITM University Gwalior** on the following terms and conditions: -

1. The present detailed compensation package is mentioned in **Appendix** to this letter.
2. You will submit original certificates/testimonials at the time of joining in support of your candidature as mentioned in your application, for verification.
3. You will be on probation for a period of one year which may be extended or curtailed of the discretion of the competent authority. You will continue to be on probation till an order of confirmation has been issued in writing.
4. Your services will be governed by the University's rules and regulations as amended from time to time. You will be required to perform all duties assigned to you by the University. You will always be alive to your role & responsibilities attached to your position and conduct yourself accordingly. You must effectively perform to ensure results.
5. It will be incumbent upon you to obtain the NOC before applying for a position in any other organization.
6. That, you will not participate in any political activities during service.
7. Termination of employment will be as under:
   (a) During the contract period and any extension thereof, your service may be terminated without assigning any reason and notice period, by the competent authority of the University.
   (b) The services can be terminated without serving you any notice or salary in lieu thereof, on the charges of gross misconduct, financial misappropriations, causing defamation to the University and/or registration of any criminal offences and any misconduct comes under zero tolerance category of university.
   (c) The service can also be terminated on the account of willful omission or negligence, disorderly conduct or on moral turpitude and in that case, you shall not be entitled to claim any gratuity or any statutory allowances/benefits rather the university shall be well within its right to withhold and forfeit the gratuity and other statutory allowances/benefits, if any, payable to you.
   (d) Termination by either side by giving one month notice or salary in lieu thereof, except in ibid clause 7(a), (b) & (c). However, the management reserves the right to condone the notice period served by you, and relieve immediately by accepting the resignation.
8. This appointment is further subject to the following conditions: -
   (a) That your appointment is subject to fulfillment of conditions outlined in statutes, eligibility guidelines and recommendation by a duly constituted selection committee.
   (b) That your character, references and/or any other information provided by you, are in order.
   (c) That you are found medically fit by the competent physician/MBBS doctor of the University.
   (d) That you agree to be governed by code of ethics and other rules and regulations of the University.
9. You are required to join on **June14, 2026,** failing which this appointment order will be deemed to have been automatically cancelled and withdrawn.

ITM UNIVERSITY GWALIOR (M.P.) INDIA
HUMAN RESOURCES

REGISTRAR

JOINING REPORT

(To be submitted on the date of joining)

To:
The Registrar
ITM University, Gwalior

Subject: Submission of Joining Report and Acceptance of Terms

Dear Sir/Madam,

I, Tanisha Saini, hereby report my joining to **ITM University, Gwalior** on this day, 18/Sept/25, as Assistant professor in the **School of** Management, in accordance with the Offer of Appointment issued to me dated 18/Sept/25, and the Appointment Letter dated 18/Sept/2025

I hereby declare and confirm the following:

1. That I have read, understood, and unconditionally accepted the terms and conditions mentioned in the **Offer Letter**, **Appointment Letter**, and the **Employment Contract**.
2. That I have read and agreed to abide by the **University's HR Policy Manual**, **Code of Conduct**, and all relevant rules, regulations, and service norms as applicable to my post.
3. That I undertake to complete all mandatory trainings within the prescribed period, including:
    - **MIS (Management Information System)**
    - **LMS (Learning Management System)**
    - **Samarth Portal Training**
    - **Any other recommended software**
    - **Teaching and Learning Policy**
    - **Project Based Learning**
    - **Bloom's Taxonomy**
    - **Gamification**
4. That I will fulfill the academic, administrative, and research duties entrusted to me and shall work in alignment with the Key Result Areas (KRAs) assigned for my role.
5. That I am medically fit to assume responsibilities and have submitted the required documents as per the joining formalities checklist.
6. That I shall not seek resignation or relieving before the completion of the academic session without prior written approval from the competent authority.

Personal Details (To be filled by the employee):

- **Full Name:** Tanisha Saini
- **Date of Birth:** 28-02-2005
- **Designation:** Assistant professor
- **Department/School:** School of management

- **Reporting Authority:** HOD, Management
- **Mobile Number:** 7089664132
- **Email ID:** tanisha.som@itmuniversity.ac.in
- **Permanent Address:** Harishankarpuram, Gwalior
- **PAN Number:** SSAPS0743A
- **Aadhaar Number:** 381997723375
- **Emergency Contact:** 8109523207

Signature of Employee: Tanisha.
(Signature)
Name: Tanisha Saini
Date: 18/Sept/2025
Place: ITM University

Verified and Recommended by:
Signature: Bharti
Name: Dr. Vandana Bharti
Designation: HOD
Date: 18th Sept. 2025

JIWAJI UNIVERSITY, GWALIOR

NAAC Accredited A^{++} Grade

GRADE CARD

1861668

1161668

M.B.A. (FULL TIME) FOURTH SEMESTER (CBCS) EXAM. JUN.-2025

SCHOOL OF STUDIES IN MANAGEMENT ,GWALIOR

ROLL NO	: 231379245	**EXAMINATION**	: JUN-2025
ENROLLMENT NO	: JC20000093	**SEMESTER**	: FOURTH
NAME	: TANISHA SAINI	**SESSION**	: 2023-2025
F/H NAME	: RANJEET SAINI	**STATUS**	: REGULAR
M/ NAME	: SNEHA SAINI	**ABCID**	: 766490499614

COURSE CODE	COURSE TITLE	MAX CREDITS	LETTER GRADE	GRADE POINT	EARNED CREDIT	CREDIT POINTS
MBAM9419	PERFORMANCE MANAGEMENT SYSTEM	3	A	8	3	24
MBAM9420	HUMAN RESOURCE PLANNING	3	A	8	3	24
MBACSFT401	STRATEGIC MANAGEMENT	3	O	10	3	30
MBACSFT404	SERVICE MARKETING	3	A	8	3	24
MBAM9415	MANAGEMENT INFORMATION SYSTEM	3	A	8	3	24
MBAM9418	INTEGRATED MARKETING COMMUNICATIONS	3	A+	9	3	27
MBAM9417	PRODUCTION AND OPERATION MANAGEMENT	3	A+	9	3	27
MBACSFT413	RESEARCH PROJECT REPORT AND COMPREHANSIVE VIVA VOCE	4	A+	9	4	36
MBACSFT416	SEMINAR	1	A+	9	1	9
MBACSFT417	ASSIGNMENT	1	A+	9	1	9
SGPA	8.667	**TOTAL**	27			27	234

SEMESTER-WISE DETAILS OF THE RESULT

SEMESTER	I	II	III	IV	V	VI	VII	VIII	IX	X
CREDITS	27	27	27	27						
SGPA	9.333	9.000	8.778	8.667						
ATTEMPT	1	1	1	1						
RESULT	PASS	PASS	PASS	PASS						

TOTAL CREDITS		CGPA	CLASS/DIVISION
REGISTERED	EARNED	8.944	FIRST DIVISION WITH DISTINCTION
108	108		
FINAL RESULT	**PASS-DFIRST**		

SGPA : Semester Grade Point Average. **PNS :** Promoted To Next Semester. **Credit Points :** Credit x Grade Point.
CGPA : Cumulative Grade Point Average. **AE :** Ability Enhancement. **SD :** Skill Development.

Tanisha 24/9/25

Vidya Vihar, Gwalior - 474011 01/08/2025

Asstt. Registrar (Exam)

Result Declaration Date :

Checker Sign.

ITMU/PF/2026/170-D

Feb 27, 2026

Mr.Abhishek Shrivastava
Gwalior (M.P.)

We are pleased to offer you an appointment as **Assistant Professor** in **school of Management** in **ITM University Gwalior** on the following terms and conditions: -

1. The present detailed compensation package is mentioned in **Appendix** to this letter.
2. You will submit original certificates/testimonials at the time of joining in support of your candidature as mentioned in your application, for verification.
3. You will be on probation for a period of one year which may be extended or curtailed of the discretion of the competent authority. You will continue to be on probation till an order of confirmation has been issued in writing.
4. Your services will be governed by the University's rules and regulations as amended from time to time. You will be required to perform all duties assigned to you by the University. You will always be alive to your role & responsibilities attached to your position and conduct yourself accordingly. You must effectively perform to ensure results.
5. It will be incumbent upon you to obtain the NOC before applying for a position in any other organization.
6. That, you will not participate in any political activities during service.
7. Termination of employment will be as under:
   (a) During the contract period and any extension thereof, your service may be terminated without assigning any reason and notice period, by the competent authority of the University.
   (b) The services can be terminated without serving you any notice or salary in lieu thereof, on the charges of gross misconduct, financial misappropriations, causing defamation to the University and/or registration of any criminal offences and any misconduct comes under zero tolerance category of university.
   (c) The service can also be terminated on the account of willful omission or negligence, disorderly conduct or on moral turpitude and in that case, you shall not be entitled to claim any gratuity or any statutory allowances/benefits rather the university shall be well within its right to withhold and forfeit the gratuity and other statutory allowances/benefits, if any, payable to you.
   (d) Termination by either side by giving one month notice or salary in lieu thereof, except in ibid clause 7(a), (b) & (c). However, the management reserves the right to condone the notice period served by you, and relieve immediately by accepting the resignation.
8. This appointment is further subject to the following conditions: -
   (a) That your appointment is subject to fulfillment of conditions outlined in statutes, eligibility guidelines and recommendation by a duly constituted selection committee.
   (b) That your character, references and/or any other information provided by you, are in order.
   (c) That you are found medically fit by the competent physician/MBBS doctor of the University.
   (d) That you agree to be governed by code of ethics and other rules and regulations of the University.
9. You are required to join on **Feb 27, 2026,** failing which this appointment order will be deemed to have been automatically cancelled and withdrawn.

ITM UNIVERSITY * GWALIOR M.P. INDIA * HUMAN RESOURCES
REGISTRAR
DIRECTOR/T-F

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

NO.ITMU/2025/784-II

March 28, 2025

ORDER

Mr. Abhishek Shrivastava S/o Shri Vishnu Narayan appointed as **Assistant Professor** (on temporary basis) in the **School of Management** w.e.f. **22.04.2025** on salary of Rs. **40,000/-** per month in the pay scale of **15600-39100** on CTO (Cost to Organisation) basis, as being negotiated and agreed by him/her without any other allowances including gratuity etc. This appointment is for a maximum period of eleven months from the date of issues this order/joining duties.

This appointment is subject to the terms & conditions, contained in the undertaking/agreement. The liability of EPF, Income Tax, will be responsibility of the employee only.

Mr. Abhishek Shrivastava will report to concerning Dean/HOD.

If your appointment is not extended beyond 11 months, it will be considered over automatically.

This appointment can be terminated as per terms & conditions mentioned in the undertaking/agreement.

ITM UNIVERSITY DIRECTORATE REGISTRAR GWALIOR (M.P.) INDIA

Copy to:-

1. Hon'ble Pro Chancellor
2. Hon'ble Vice Chancellor
3. Hon'ble Pro Vice Chancellor
4. Dean, School of Management
5. HOD, School of Management
6. CFAO

(31)

NO.ITMU/2024/984-IV

April 22, 2024

ORDER

Mr. Abhishek Shrivastava S/o Shri Vishnu Narayan appointed as **Assistant Professor** (on temporary basis) in the **School of Management** w.e.f. **22.04.2024** on salary of Rs. **40,000/-** per month in the pay scale of **15600-39100** on CTO (Cost to Organisation) basis, as being negotiated and agreed by him/her without any other allowances including gratuity etc. This appointment is for a maximum period of eleven months from the date of issues this order/joining duties.

This appointment is subject to the terms & conditions, contained in the undertaking/agreement. The liability of EPF, Income Tax, will be responsibility of the employee only.

Mr. Abhishek Shrivastava will report to concerning Dean/HOD.

If your appointment is not extended beyond 11 months, it will be considered over automatically.

This appointment can be terminated as per terms & conditions mentioned in the undertaking/agreement.

ITM UNIVERSITY
DIRECTOR
HUMAN RESOURCES
REGISTRAR
GWALIOR (M.P.)

Copy to:-

1. Hon'ble Pro Chancellor
2. Hon'ble Vice Chancellor
3. Hon'ble Pro Vice Chancellor
4. Dean, School of Management
5. HOD, School of Management
6. CFAO

JIWAJI UNIVERSITY, GWALIOR

No. : F/Ph.D./Conf./Exam-2/2026/129 Dated : 31/07/2026

// Notification //

Notified that the Vice-chancellor of the University, exercising the powers deligated by the Executive Council held on 12/19 August 1996 through a regulation/ resolution no 35 (३८), after consideration of the recommendations of result committee in respective subjects declare following research scholars eligible for the award of the degree, "DOCTOR OF PHILOSOPHY" as noted against each of the following :

S. No	Name/Enroll no./Reg.No. & Date	Subject	Faculty	Title of thesis	Photo
1-	Abhishek Shrivastava Enrollment No. C11/1827 RDC No. & Date 52/12-11-2021	Management	Management	Impact of herding, overconfidence bias, financial risk perception and risk tolerance on stock investment decision-making **Name of Supervisor:-** Dr. Harish Agrawal **Name of Co-Supervisor:-** Dr. Tarika Sikarwar	

EXAM CONTROLLER

Copy to :-

1. Abhishek Shrivastava, 102 Globe Apartment Balwant Nagar, Thatipur, Gwalior (M.P.)
2. Dr. Harish Agrawal, Principal, M.L.B. Govt. College of Excellence, Gwalior (M.P.)
3. Dr. Tarika Sikarwar, Professor, Prestige Institute Management & Research, Gwalior (M.P.)
4. The Dean Faculty of Management , Jiwaji University, Gwalior. (M.P.)
5. The Chairman, H.O.D. Management, Jiwaji University, Gwalior. (M.P.)
6. Secretary, M.P. Govt. Higher Education, Bhopal (M.P.)
7. Secretary, University Grant Commission, Bahadur Shah Zafar Marg, New Delhi.
8. Editor, University News Association of Indian University A.I.U. House, Firozshah, Kotla Road, New Delhi.
9. Editor, Local News paper.
10. Dean, Student Welfare, Jiwaji University, Gwalior (M.P.)
11. Secretary to Kulpati, Jiwaji University, Gwalior(M.P.)
12. Ph.D. (Academic) and Degree Section, Jiwaji University, Gwalior (M.P.)
13. I/c Jiwaji University Website, J.U. Gwalior (M.P.)
14. Central Library, Jiwaji University,Gwalior.(M.P.)

Asstt./Dy. Registrar (Conf./Exam)

(19)

JIWAJI UNIVERSITY
GWALIOR

180[redacted]

Statement of marks for the Examination of

M.B.A.(FINANCIAL ADMINISTRATION) FOURTH SEM.EXAM.JUNE-20[redacted]

ROLL NO.: 1186663 NAME: ABHISHEK SHRIVASTAVA
ENROL. NO.: C11/1827 F/H NAME: VISHNU NARAYAN SHRIVASTAV
STATUS: REGULAR M.NAME: ASHA SHRIVASTAVA
S O S IN POLITICAL SCIENCE & PUBLIC ADMINISTRATION, JIWAJI UNI.GWALIOR

SUBJECTS		SCHEME / MARKS OBTAINED						
		Theory/Practical			Sessional			Total
		Max	Min	Obt	Max	Min	Obt	
5581:COMPUTER APPLICATION IN FINANCIAL ADMINISTRATION	TH	70	28	35	30	12	23	58
5582:FINANCIAL SERVICES	TH	70	28	52	30	12	24	76
5583:WORKING CAPITAL MANAGEMENT	TH	70	28	47	30	12	22	69
5585:INTERNATIONAL MARKETING MANAGEMENT	TH	70	28	48	30	12	22	70
5586:STRATEGIC MANAGEMENT	TH	70	28	39	30	12	23	62
5589:MARKETING SERVICES	TH	70	28	46	30	12	23	69
5590:PROJECT & VIVA	PR	100	50	72	...	...	...	72

GRAND TOTAL 476/ 700

MARKS

I SEM		II SEM		III SEM		IV SEM		V SEM	
TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF
361	600	393	600	473	700				

VI SEM		VII SEM		VIII SEM		IX SEM		GRAND TOTAL	
TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF
								1703	2600

RESULT	DIVISION
PASS	FIRST

1. The asterisk adjacent to marks denotes failure (*) 2. The alphabet 'C' adjacent to marks denotes carry forward marks.

NOTE: REVALUATION OF ANSWER BOOK(S) IS NOT PERMITTED

Vidya Vihar, Gwalior 20/08/13

Asst./Dy. Registrar (Exam.)

22/04/24

ITMU/PF/2026/154-D

June 01, 2026

Ms.Raksha Sharma
Gwalior (M.P.)

We are pleased to offer you an appointment as **Teaching Assistant** in **school of Commerce Management** in **ITM University Gwalior** on the following terms and conditions: -

1. The present detailed compensation package is mentioned in **Appendix** to this letter.
2. You will submit original certificates/testimonials at the time of joining in support of your candidature as mentioned in your application, for verification.
3. You will be on probation for a period of one year which may be extended or curtailed of the discretion of the competent authority. You will continue to be on probation till an order of confirmation has been issued in writing.
4. Your services will be governed by the University's rules and regulations as amended from time to time. You will be required to perform all duties assigned to you by the University. You will always be alive to your role & responsibilities attached to your position and conduct yourself accordingly. You must effectively perform to ensure results.
5. It will be incumbent upon you to obtain the NOC before applying for a position in any other organization.
6. That, you will not participate in any political activities during service.
7. Termination of employment will be as under:
   (a) During the contract period and any extension thereof, your service may be terminated without assigning any reason and notice period, by the competent authority of the University.
   (b) The services can be terminated without serving you any notice or salary in lieu thereof, on the charges of gross misconduct, financial misappropriations, causing defamation to the University and/or registration of any criminal offences and any misconduct comes under zero tolerance category of university.
   (c) The service can also be terminated on the account of willful omission or negligence, disorderly conduct or on moral turpitude and in that case, you shall not be entitled to claim any gratuity or any statutory allowances/benefits rather the university shall be well within its right to withhold and forfeit the gratuity and other statutory allowances/benefits, if any, payable to you.
   (d) Termination by either side by giving one month notice or salary in lieu thereof, except in ibid clause 7(a), (b) & (c). However, the management reserves the right to condone the notice period served by you, and relieve immediately by accepting the resignation.
8. This appointment is further subject to the following conditions: -
   (a) That your appointment is subject to fulfillment of conditions outlined in statutes, eligibility guidelines and recommendation by a duly constituted selection committee.
   (b) That your character, references and/or any other information provided by you, are in order.
   (c) That you are found medically fit by the competent physician/MBBS doctor of the University.
   (d) That you agree to be governed by code of ethics and other rules and regulations of the University.
9. You are required to join on **June 01, 2026**, failing which this appointment order will be deemed to have been automatically cancelled and withdrawn.

GWALIOR M.P. INDIA * ITM UNIVERSITY * HUMAN RESOURCES DIRECTORATE REGISTRAR

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

NO.ITMU/2025/700-B

July 04, 2025

ORDER

Ms. Raksha Sharma D/o Mr. Ajay Sharma appointed as **Teaching Assistant** (on temporary basis) in the **School of Commerce & Management** w.e.f. **04.07.2025** on salary of Rs. **25,000/-** per month in the pay scale of **15600-39100** on CTO (Cost to Organisation) basis, as being negotiated and agreed by him/her without any other allowances including gratuity etc. This appointment is for a maximum period of eleven months from the date of issues these order/joining duties.

This appointment is subject to the terms & conditions, contained in the undertaking/agreement and this order of appointment is valid for the seven days from the date of issue. The liability of EPF, Income Tax, will be responsibility of the employee only.

Ms. Raksha Sharma will report to concerning Dean/HOD.

If your appointment is not extended beyond **11 months**, it will be considered over automatically.

This appointment can be terminated as per terms & conditions mentioned in the undertaking/agreement.

ITM UNIVERSITY * DIRECTORATE OF HUMAN RESOURCES * GWALIOR (M.P.)

REGISTRAR

Copy to:-

1. Hon'ble Pro Chancellor
2. Hon'ble Vice Chancellor
3. Dean, School of Commerce & Management
4. HOD, School of Commerce & Management
5. CFAO

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

NO.ITMU/2024/751-O

July 22, 2024

ORDER

Ms. Raksha Sharma D/o Mr. Ajay Sharma appointed as **Teaching Assistant** (on temporary basis) in the **School of Commerce & Management** w.e.f. **29.07.2024** on salary of Rs. **25,000/-** per month in the pay scale of **15600-39100** on CTO (Cost to Organisation) basis, as being negotiated and agreed by him/her without any other allowances including gratuity etc. This appointment is for a maximum period of eleven months from the date of issues these order/joining duties.

This appointment is subject to the terms & conditions, contained in the undertaking/agreement and this order of appointment is valid for the seven days from the date of issue. The liability of EPF, Income Tax, will be responsibility of the employee only.

Ms. Raksha Sharma will report to concerning Dean/HOD.

If your appointment is not extended beyond **11 months**, it will be considered over automatically.

This appointment can be terminated as per terms & conditions mentioned in the undertaking/agreement.

ITM UNIVERSITY * DIRECTORATE OF HUMAN RESOURCES * REGISTRAR GWALIOR (M.P.)

Copy to:-

1. Hon'ble Pro Chancellor
2. Hon'ble Vice Chancellor
3. Hon'ble Pro Vice Chancellor
4. Dean, School of Commerce & Management
5. HOD, School of Commerce & Management
6. CFAO

(34)

ITM UNIVERSITY
GWALIOR · M.P. · INDIA
"CELEBRATING DREAMS"

Date: 29/7/24

The
Registrar
ITM University, Gwalior (M.P.)

Joining Report

Sir,

Under the conditions and terms communicated to me in the offer Letter No. _____

Dated 26/7/24 I join duty on date 29/7/24 (F/N, A/N), as Teaching Assistant in School of Management Please allow me to join.

Yours truly,

Signature R. Sharma
Name Raksha Sharma
Date of joining 29/7/24

Remarks and Signature of the HOD
She has reported in the dept. on 29th of July 2024.

Remarks and Signature of the Dean
30/7/2024

Remarks and Signature of the Registrar

ITM University Campus, AH-73, Turari Campus, Jhansi Road, Gwalior (M.P.) – 474001 INDIA
Phone (0751) 6051133, 2438539
Email-hroffice@itmuniversity.ac.in, Web: itmuniversity.ac.in

GOVERNMENT KAMLARAJA GIRLS POST-GRADUATE
AUTONOMOUS COLLEGE, GWALIOR
An Autonomous Institution of
JIWAJI UNIVERSITY, GWALIOR (M.P.)
Statement of marks for the examination of

M.COM. IV SEMESTER EXAM:MAY-2020

ROLL NO.: 1923312 ENROL.NO.:J15BCOMG3050187

S/NAME : RAKSHA SHARMA
F/NAME : AJAY SHARMA
M/NAME : SAROJ SHARMA

DATE OF ISSUE:26/11/2020

CATEG.:REGULAR

SUBJECTS		SCHEME OF MARKS				MARKS OBTAINED				
	PAPER	THEORY MAX	THEORY MIN	CCE MAX	CCE MIN	TOTAL MAX	TOTAL MIN	OBTAINED THEORY	OBTAINED CCE	OBTAINED TOTAL
I	INDIAN FINANCIAL SYSTEM	85	29	15	05	100	34	52	12	64
II	INSTITUTIONAL ACCOUNTING	85	29	15	05	100	34	54	12	66
III	STRATEGIC FINANCIAL MANAGEMENT	85	29	15	05	100	34	50	12	62
IV	INDIRECT TAXES	85	29	15	05	100	34	47	12	59
V	PROJECT					100	40	80		80

500 GRAND TOTAL 331

MARKS	FIRST SEM. TOTAL	FIRST SEM. OUT OF	SECOND SEM. TOTAL	SECOND SEM. OUT OF	THIRD SEM. TOTAL	THIRD SEM. OUT OF	GRAND TOTAL TOTAL	GRAND TOTAL OUT OF	RESULT	DIVISION
	219	400	217	400	261	400	1028	1700	PASS FIRST	
	FOURTH SEM. TOTAL	FOURTH SEM. OUT OF	FIFTH SEM. TOTAL	FIFTH SEM. OUT OF	SIXTH SEM. TOTAL	SIXTH SEM. OUT OF				
	331	500								

IN WORDS:ONE THOUSAND TWENTY EIGHT O/OF 1700

1. The asterisk adjacent to marks denotes failure (*) 2. The alphabet 'C' adjacent to marks denotes carry forward.

DY. REGISTRAR (EXAMS)
Jiwaji University

CHECKED BY

R. Sharma 29/7/21

CONTROLLER OF EXAMS.

ITM UNIVERSITY
GWALIOR • MP • INDIA

"CELEBRATING DREAMS"

ITMU/PF/Ram Babu Shridhar/19-20/18283

August 26, 2019

Mr. Ram Babu Shridhar S/O Shri B. L. Shridhar,
Bhapker Ki Goth, Daulat Ganj Lashkar Gwalior M.P. - 474001

We are pleased to offer you an appointment as an **Assistant Professor** of **School of Management** **University Gwalior** in the pay band of **Rs. 15600-39100** and other allowances as applicable on the following terms and conditions: -

1. The present detailed compensation package is mentioned in **Appendix** to this letter.
2. You will submit original certificates/testimonials at the time of joining in support of your candidature as mentioned in your application, for verification.
3. You will be on probation for a period of **one year** which may be extended or curtailed at the discretion of the competent authority. You will continue to be on probation till an order of confirmation has been issued in writing.
4. Your services will be governed by the University's rules and regulations as amended from time to time. You will be required to perform all duties assigned to you by the University. You will always be alive to your role & responsibilities attached to your profile and conduct yourself accordingly. You must effectively perform to ensure results.
5. It will be incumbent upon you to obtain the NOC before applying for a position in any other organization.
6. Termination of employment will be as under :
   - **(a)** During the probationary period and any extension thereof, your service may be terminated without assigning any reason and notice period, by the competent authority of the University.
   - **(b)** The services can be terminated without serving you any notice or salary in lieu thereof, on the charges of gross misconduct, financial misappropriations, causing defamation to the University and/or registration of any criminal offences.
   - **(c)** If found undertaking tuitions/coaching classes privately, you will be summarily dismissed from the service.
   - **(d)** Termination by either side by giving one month notice or salary in lieu thereof, except in ibid clause 6a, b & c. However, the management reserves the right to condone the notice period served by you, and relieve immediately by accepting the resignation.
   - (i) Upon termination of employment, you will immediately hand over to the Department/School all correspondence, teaching material, specifications, books, documents, market data, financial data, drawings, property, affects or records belonging to the University or relating to it, which may be in your possession, and you will not retain or make copies/records of these documents.
   - (ii) You will complete all the projects and syllabus/academics assigned to you in the semester/session.
   - **(e)** You solemnly undertake not be leave the service of the University before completion of the concerned academic session. You shall exercise the clause of resignation either on completion of the academic year or completion of the academic work of the session whichever is later.
7. This appointment is further subject to the following conditions:-
   - (a) That your appointment is subject to fulfillment of conditions outlined in statues, eligibility guidelines and recommendation by a duly constituted selection committee.
   - (b) That your character, references and/or any other information provided by you, are in order.
   - (c) That you are found medically fit by the competent physician/MBBS doctor of the University.
   - (d) That you agree to be governed by code of ethics and other rules and regulations of the University.
8. You are required to join latest by **August 26, 2019,** failing which this appointment order will be deemed to have been automatically withdrawn and cancelled.

Please confirm your acceptance of the appointment on the above terms and condition by signing and returning duplicate of this letter for records.

Wishing you an enriching tenure with us,

Registrar

Signature

Scanned by Camera Scanner

34

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

The
Registrar
ITM University, Gwalior (M.P.)

Date: 26/8/19

Joining Report

Sir,

Under the conditions and terms communicated to me in the offer Letter No. _____

Dated 26/8/19 I join duty on date 26/8/19. (F/N, A/N), as Asst. Professor in School of Management Please allow me to join.

Yours truly,

Signature _____
Name Rambabu Shridhar
Date of joining 26/8/19

Remarks and Signature of the HOD

joind on 26/8/19

Remarks and Signature of the Dean

Mr. Shridhar has given joining on 26/8/19 in SOM.

Remarks and Signature of the Registrar

Bharti
26/8/19

ITM University Campus, AH-73, Turari Campus, Jhansi Road, Gwalior (M.P.) – 474001 INDIA
Phone (0751) 6051133, 2438539
Email-hroffice@itmuniversity.ac.in, Web: itmuniversity.ac.in

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JIWAJI UNIVERSITY, GWALIOR

Statement of Marks for the examination of

M. COM. FINAL — MAR-APR. 2004

ROLL NO. 32132 NAME- RAM BABU SHRIDHAR
F-H NAME- BANSI LAL SHRIDHAR
MOTHER'S NAME-USHA SHRIDHAR
ENRL. NO. C 99- 3814
REGULAR GOVT. M. L. B. ARTS & COMMERCE COLLEGE, GWALIOR

SUBJECTS	SCHEME OF MARKS I II III MIN MAX	MARKS OBTAINED I II III TOTAL
CORPORATE ACCOUNTING	100 020 100	068 068
ACCOUNTING FOR MANAGERIAL DEC.	100 020 100	059 059
COMPREHENSIVE VIVA-VOCE	100 020 100	067 067
TAX PLANNING & MANAGEMENT	100 020 100	058 058
WEALTH TAX AND SALES TAX	100 020 100	078 078

PREV. YEAR MARKS/OUT OF 269/400 — 500 — GRAND TOTAL 330

FIRST YEAR		SECOND YEAR		THIRD YEAR		GRAND TOTAL		RESULT	DIVISION
TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF		
...	...	...	...	...	...	0599	0900	PASS	FIRST

MARKS OBT.-FIVE HUNDRED NINETY NINE O/OF 0900

The asterisk adjacent to marks denotes failure (*) 2. The alphabet 'C' adjacent to marks denotes carry forward marks.

Asstt/dy. Registrar (Exams.)

ya Vihar, Gwalior 30/06/2004 CANDIDATE'S COPY

Scanned by Camera Scanner

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

Ref. No. ITMU/HR/2026/

Date: 13-July-2026

APPOINTMENT LETTER

To,
Ms. Arunika Shah
Assistant Professor

Subject: Appointment as Assistant Professor MBA, SOM

Dear Ms. Arunika Shah,

We are pleased to appoint you as **Appointment as Assistant Professor MBA, SOM at ITM University**, Gwalior, till **21-May-2027.** Your appointment shall be governed by the terms mentioned in the Offer Letter dated 03rd -July-2026. **(duly accepted by you)**, the Employment Contract signed by you, and the HR policies of the University.

You are placed in the **pay band of Rs.15600-39100/- with applicable academic grade pay,** and your total salary shall be governed on a **Cost to University (CTU)** basis as detailed in the compensation appendix. If your appointment is not extended beyond June **21-May-2027.** it will be deemed to have automatically terminated on that date.

You are expected to adhere to the code of conduct, maintain institutional confidentiality, and fulfil all academic, administrative, and ethical responsibilities entrusted to you. The University reserves the right to take necessary action as per policy in the event of breach of any terms.

We look forward to your meaningful contribution to the University and wish you a successful tenure.

Sincerely,

ITM UNIVERSITY * DIRECTORATE

Registrar
ITM University, Gwalior

UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

(3) Joining Report

(To be submitted on the date of joining)

To,
The Registrar
ITM University, Gwalior

Subject: Submission of Joining Report and Acceptance of Terms

Dear Sir/Madam,

I, Dr. Aswnika Shah hereby, report my joining to ITM University, Gwalior on this Day, 13/07/2026, as Assistant professor in the School of Management- in accordance with the Offer of Appointment issued to me dated 13/07/2026, and the Appointment Letter dated 13/07/2026.

I hereby declare and confirming the following:

1) That I have read, understood and unconditionally accepted the terms and conditions mentioned in the Offer Letter, Appointment Letter, and Employment Contract.
2) That I have read and agreed to abide by the University's HR Policy Manual, Code of Conduct, and all relevant rules, regulation and service norms as applicable to my post.
3) That I undertake to complete all mandatory trainings within the prescribed period, including:
   - MP Online Portal
   - LMS (Learning Management System)
   - E Parakh Portal Training
   - Any other recommended software
   - Teaching and Learning Policy
   - Project Based Learning
   - Bloom's Taxonomy
   - Gamification
4) That I will fulfil the academic, administrative and research duties entrusted to me and shall work in alignment with the Key Result Areas (KRAs) assigned for my role.
5) That I am medically fit to assume responsibilities and have submitted the required documents as per the joining formalities checklist.
6) That I shall not seek resignation or relieving before the completion of academic session without prior written approval from the competent authority.

Personal Details (To be filled by the employee):

Full Name: Dr. Aswnika Shah.

Date of Birth: 25-07-1987

UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

Designation:

Department/School:

Reporting Authority:

Mobile Number:

Email ID:

Permanent Address:

PAN Number:

Aadhaar Number:

Emergency Contact:

Signature of Employee:
(Signature)
Name:
Date:
Place:

Verified and Recommended by:
Signature:
Name:
Designation:
Date:

Serial No. 0512277

NAAC A++ GRADE

जीवाजी विश्वविद्यालय

JIWAJI UNIVERSITY

ग्वालियर

GWALIOR

प्रमाणित किया जाता है कि
This is to certify that *Arunika Shah*

को डॉक्टर ऑफ फिलॉसफी की उपाधि हेतु योग्य घोषित किया गया है।
has been found eligible for the degree of **Doctor of Philosophy**

वर्ष / Year 2024

विषय / Subject *Management*

शोध प्रबंध का शीर्षक / Title of the Thesis

Rejection Sensitivity, Interpersonal Aggression, Jealousy, Rancor As Predictors Of Job Engagement

एतदर्थ उन्हें **'डॉक्टर ऑफ फिलॉसफी'** की उपाधि प्रदान की जाती है।
He/She is hence admitted to the degree of **Doctor of Philosophy.**

Jiwaji University
Gwalior (M.P.)

Arunika

कुलपति
Vice Chancellor

Dated : 08.08.2024

Issued on : 15 OCT 2024

GraphicEra

DEHRADUN, UTTARAKHAND, INDIA - 248 002

Sl No. 127969

Deemed University
Under Section 3 of UGC Act, 1956

STATEMENT OF MARKS

MASTER OF BUSINESS ADMINISTRATION- FINAL YEAR (BATCH : 2009-2011)

Name of Student ARUNIKA SHAH

Enrolment No. GE-09140427

Father's Name SATYENDRA SHAH

Roll No. 1400427

SUBJECT CODE & PAPER	MID SEMESTER EXAM			SESSIONAL MARKS		END SEMESTER EXAM			TOTAL
	Max.	Min.	Obtained	Max.	Obtained	Max.	Min.	Obtained	
Theory									
MBA-401 Corporate Legal Environment	30	12	17	20	18	50	20	25	60/100
MBA-402 Project Management	30	12	22	20	15	50	20	32	69/100
MBA-405H1 Human Resource Planning & Development	30	12	24	20	18	50	20	31	73/100
MBA-405H2 Organizational Change & Development	30	12	25	20	18	50	20	25	68/100
MBA-407IB1 EXIM Financing & Documentation	30	12	24	20	17	50	20	33	74/100
Practicals									
Viva-Voce						50	25	40	40/50
Dissertation Report						200	100	165	165/200
Seminar				50	45				45/50

Result FIRST DIVISION

Aruniks

Current Semester Total 594/ 800

Previous Semester Total 1731/ 2450

Grand Total 2325/ 3250

Dated 27/08/11

Checked by APL

Registrar

36

ITMU/PF/Mr. Keshav Singh Kansana/14-15 May28, 2014

Mr. Keshav Singh Kansana
Assistant Professor, Department of Management, SOM.

We are pleased to offer you an appointment as **Associate Professor** of **Management** in **ITM University, Gwalior** in the pay band of **Rs. 37400-67000** and other allowances as applicable on the following terms and conditions: -

1. The present detailed compensation package is mentioned in **Appendix A** to this letter.
2. You will submit original certificates/testimonials at the time of joining in support of your candidature as mentioned in your application, for verification.
3. You will be on probation for a period of **one year** which may be extended or curtailed at the discretion of the competent authority. You will continue to be on probation till an order of confirmation has been issued in writing.
4. Your services will be governed by the University's rules and regulations as amended from time to time. You will be required to perform all duties assigned to you by the University. You will always be alive to your role & responsibilities attached to your profile and conduct yourself accordingly. You must effectively perform to ensure results.
5. It will be incumbent upon you to obtain the NOC before applying for a position in any other organization.
6. Termination of employment will be as under :
   (a) During the probationary period and any extension thereof, your service may be terminated without assigning any reason and notice period, by the competent authority.
   (b) The services can be terminated without serving you any notice or salary in lieu thereof, on the charges of gross misconduct, financial misappropriations, causing defamation to the University and/or registration of any criminal offences.
   (c) If found undertaking tuitions/coaching classes privately, you will be summarily dismissed from the service
   (d) Termination by either side by giving one month's notice or salary in lieu thereof, except in ibid clause 6a, b & c. However, the management reserves the right to condone the notice period served by you, and relieve immediately by accepting the resignation.
   (s) Upon termination of employment, you will immediately hand over to the Department/School all correspondence, teaching material, specifications, books, documents, market data, financial data, drawings, property, affects or records belonging to the University or relating to it, which may be in your possession, and you willl not retain or make copies/records of these documents.
   (ii) You will complete all the projects and syllabus/academics assigned to you in the semester/session.
7. This appointment is further subject to the following conditions:-
   (a) That your appointment is subject to fulfillment of conditions outlined in statues, eligibility guidelines and recommendation by a duly constituted selection committee.
   (b) That your character, references and/or any other information provided by you, are in order.
   (c) That you are found medically fit by the competent physician/MBBS doctor of the University.
   (d) That you agree to be governed by code of ethics and other rules and regulations of the University.
8. You are required to join latest by June 01, 2014 failing which this appointment order will be deemed to have been automatically withdrawn and cancelled.

Please confirm your acceptance of the appointment on the above terms and condition by signing a returning duplicate of this letter for records.

Wishing you an enriching tenure with us,

(Dr. Omveer Singh)
Registrar

I have read and understood terms and conditions of appointment and confirm my acceptance.

Signature

(14)

ITM UNIVERSITY

Date: 01/12/2012

The
Registrar
ITM University, Gwalior (M.P.)

Joining Report

Sir,

Under the conditions and terms communicated to me in the offer Letter No. _____

Dated_____ I join duty as of today (F/N, A/N), as Assistant professor

in Management Please allow me to join.

Yours truly,

Signature _____
Name Kesnav singh Kasana
Date of joining December 1, 2012

Remarks and Signature of the Dean of School

He has joined on 1st Dec. 2012

N adencosta.

Remarks by the Registrar

_____

_____

ITM University Campus, NH-75, Jhansi Road, Gwalior (M.P.) – 474001 INDIA
Phone (0751) 2438539,
Email-directorhr@itmuniversity.ac.in, Web: itmuniversity.ac.in

GOVERNMENT AUTONOMOUS SCIENCE COLLEGE
GWALIOR (M.P.)

AFFILIATED TO

JIWAJI UNIVERSITY, GWALIOR (M.P.)

EXAMINATION - 1995

B.SC. PART III

STATEMENT OF MARKS

M/S NO. 2729

ROLL NO. : 5260 NAME : KESHAV SINGH KASANA DATED : 01/6/9

ENROLMENT NO. : M/92/1132 FATHER'S NAME : D.S.KASANA CATEGORY : REGU

SUBJECT	SCHEME OF MARKS						MARKS OBTAINE				
	I	II	III	IA	MAX	MIN	I	II	III	IA	T
FOUND. COURSE	40	40	40	30	150	50	20	28	32	17	9
PHYSICS	40	40		20	100	33	30	31		11	7
PHYSICS PR.					50	15					4
MATHEMATICS	40	40	40	30	150	50	26	14	15	09	6
CHEMISTRY	27	27	26	20	100	33	20	11	11	07	4
CHEMISTRY PR.					50	17					4
										GRAND TOTAL	

MARKS	FIRST YEAR		SECOND YEAR		THIRD YEAR		GRAND TOTAL		RESULT	D
	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF	TOTAL	OUT OF		
	289	600	337	600	363	600	989	1800	PASS	S

REMARKS FT:FAIL IN THEORY. FP:FAIL IN PRACTICAL. AB:ABSENT G:

S. [illegible] Pundhir
Dep[illegible]ar (Exams)
Jiwaji University Gwalior
REGISTRAR/DY REGISTRAR

CONTROLLER (EXAMINATION)

ITM UNIVERSITY
GWALIOR · M.P. · INDIA
"CELEBRATING DREAMS"

ITMU/PF/2026/170-D

June 01, 2026

Mr.Avadh Bihari Pal
Gwalior (M.P.)

We are pleased to offer you an appointment as **Assistant Professor** in **school of Management** in **ITM University Gwalior** on the following terms and conditions: -

1. The present detailed compensation package is mentioned in **Appendix** to this letter.
2. You will submit original certificates/testimonials at the time of joining in support of your candidature as mentioned in your application, for verification.
3. You will be on probation for a period of one year which may be extended or curtailed of the discretion of the competent authority. You will continue to be on probation till an order of confirmation has been issued in writing.
4. Your services will be governed by the University's rules and regulations as amended from time to time. You will be required to perform all duties assigned to you by the University. You will always be alive to your role & responsibilities attached to your position and conduct yourself accordingly. You must effectively perform to ensure results.
5. It will be incumbent upon you to obtain the NOC before applying for a position in any other organization.
6. That, you will not participate in any political activities during service.
7. Termination of employment will be as under:
   (a) During the contract period and any extension thereof, your service may be terminated without assigning any reason and notice period, by the competent authority of the University.
   (b) The services can be terminated without serving you any notice or salary in lieu thereof, on the charges of gross misconduct, financial misappropriations, causing defamation to the University and/or registration of any criminal offences and any misconduct comes under zero tolerance category of university.
   (c) The service can also be terminated on the account of willful omission or negligence, disorderly conduct or on moral turpitude and in that case, you shall not be entitled to claim any gratuity or any statutory allowances/benefits rather the university shall be well within its right to withhold and forfeit the gratuity and other statutory allowances/benefits, if any, payable to you.
   (d) Termination by either side by giving one month notice or salary in lieu thereof, except in ibid clause 7(a), (b) & (c). However, the management reserves the right to condone the notice period served by you, and relieve immediately by accepting the resignation.
8. This appointment is further subject to the following conditions: -
   (a) That your appointment is subject to fulfillment of conditions outlined in statutes, eligibility guidelines and recommendation by a duly constituted selection committee.
   (b) That your character, references and/or any other information provided by you, are in order.
   (c) That you are found medically fit by the competent physician/MBBS doctor of the University.
   (d) That you agree to be governed by code of ethics and other rules and regulations of the University.
9. You are required to join on **June 01, 2026**, failing which this appointment order will be deemed to have been automatically cancelled and withdrawn.

ITM UNIVERSITY * GWALIOR (M.P.), INDIA *
HUMAN RESOURCES
REGISTRAR
DIRECTOR'S

ITM UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

NO.ITMU/2025/874

July 08, 2025

ORDER

Mr. Avadh Bihari Pal S/o Shri Nand Ram Pal is appointed as **Assistant Professor** (on contract, purely temporary basis) in the **School of Management** w.e.f. **08.07.2025** on salary of Rs. **50,000/-** per month in the pay scale of **15600-39100** on CTO (Cost to Organisation) basis, as being negotiated and agreed by him/her without any other allowances including gratuity etc. This appointment is for a maximum period of eleven months from the date of issues this order/joining duties.

This appointment is subject to the terms & conditions, contained in the undertaking/agreement and this order of appointment is valid for the seven days from the date of issue. The liability of EPF, Income Tax, will be responsibility of the employee only.

Mr. Avadh Bihari Pal will report to concerning Dean/HOD.

If your appointment is not extended beyond **11 months**, it will be considered over automatically.

This appointment can be terminated as per terms & conditions mentioned in the undertaking/agreement.

ITM UNIVERSITY DIRECTORATE REGISTRAR GWALIOR (M.P.)

Copy to:-

1. Hon'ble Pro Chancellor
2. Hon'ble Vice Chancellor
3. Hon'ble Pro Vice Chancellor
4. Dean, School of Management
5. HOD, School of Management
6. CFAO

08/07/2025

UNIVERSITY
GWALIOR • MP • INDIA
"CELEBRATING DREAMS"

Date: 08/07/2025

The
Registrar
ITM University, Gwalior (M.P.)

Joining Report

Sir,

Under the conditions and terms communicated to me in the offer Letter No. _____

Dated _____ I join duty on date 08/07/2025 (F/N,A/N), as Assistant Professor in School of Management Please allow me to join.

Yours truly,
Signature _____ 08/07/2025
Name Avadh Bihari Pal
Date of joining 08/07/2025

Remarks and Signature of the HOD
Subjects allotted and academic task given.

09/07/25

Remarks and Signature of the Dean

Remarks and Signature of the Registrar

Enrol No : A8211008006

Roll No.: LK91081006

AMITY UNIVERSITY

UTTAR PRADESH

on recommendation of the Academic Council
has conferred upon

Avadh Bihari Pal

the degree of

Master of Business Administration
(Agri-Business)

having passed the examination of 2010 in First Division
with all its rights and privileges in witness whereof
the Seal of the University is hereunto affixed.
Given on this 16th day of December, 2010.

Registrar

Vice Chancellor

Chancellor

May be verified at www.amity.edu/ocvs/