

VIVA Institute of Management & Research

Magazine 2019-20

We Educate, We Empower, We Create Nation Builders

ANNUAL MAGAZINE

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VIVA Institute of Management & Research



VIVA Institute of Management & Research

(A school of Excellence of Shri.Vishnu Waman Thakur Charitable Trust's)

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Director's Message

Making India more productive and competitive is a need of an hour. The government of India is also emphasizing on Aatma Nirbhar Bharat and Skill India. One of the way to achieve is through education and Training. Education is a tool for information, empowerment and success. The higher education system in India needs transformation and revision of policy through which millions of students can be upgraded and fill the actual demand present in corporate offices and organizations.

Management education is a more globalized degree where not only conceptual clarity and depth but also attitude, humility, willingness to learn and adaptation in a heterogeneity culture is taught so that when students go in a real world which is highly fragmented gets suitably fit into it

Sometimes good Institutes are not successful because either they are unable or unwilling to change due to crisis but in our institute we continuously upgrade and transform by preparing students to use modern tools, applying different perspectives and acquiring domain expertise relevant to their own industry so that they can enhance their operational and strategic roles. This we do through many workshops on creativity & innovations, communication, interpersonal skills, basic discipline and domain knowledge where students actually get themselves through hands on experience.

We also teach students how to change challenges into opportunities by using anticipatory strategy looking at external context and educational knowledge and getting them in their own favor.

Wish you a happy reading in year 2020

Prof. Dr. Hiresh Luhar

Director

PRESIDENT'S MESSAGE



It has been 31 years since Late Shri Vishnu Waman Thakur Charitable Trust came into being. Appreciating the importance of education in nation building, we began with the primary school in the year 1989 and Junior college 1991. From the academic year 2000-01 we extended our vision to provide Degree College education. Over the years, Trust has evolved and expanded from what it was years back so as to cater to the rising need of the time. Today, Trust is providing education to having over 35000 students. In order to impart Management Education, Initiatives were taken in the year 2003-04 and since then it has constantly grown and developed manifold

To put it simple, foundations of Trust is strong, with a vision that it fosters strong values, providing an environment for Innovation, to emerge out as a victorious, and further to aspire for the well-being of all the stakeholders of the society our consistent focus is on development of the required competence among out students in order to be a finest resource center to the industry.

VIVA Institute of Management and Research (VIVA IMR) provides an environment that helps them decisively to think in broader perspective.

Welcome to the VIVA Institute of Management and Research.

Hitendra ji Thakur President

From The Editor's Desk

"A little progress each day adds up to big results"



Dr. Arti Sharma Assistant Professor—HR

Dear Readers

We are once again back with our Third issue of VIVA IMR Magazine. Time flies away but memories stay. Cherishing those moments and sharing with others is another way of spreading joy and happiness. Management Institutes are agent of change in this dynamic academic world. "Survival of the fittest" is not of the strongest or smartest but it is those who can adapt change and are ready for any adverse situations. They require Flexible model under the strong leadership. VIVA IMR also fundamentally has come up with fresh and novice activities in academic and nonacademic environment which facilitates a proper transition of students.

Activities that highlights the various facets of Year 2019-20 which was indeed a year of great accomplishments & acknowledgements can be seen glancing through the pages. One can find various events through total involvement of students and staff whether it is organizing, participating, sharing or gaining knowledge through various conclaves, guest lectures, walkathons, FDP's, Industrial visits and many such other activities conducted at the institute campus. I appreciate the timely contribution and assistance of our tirelessly hardworking teammate and look forward to the views and suggestions. Wish you all a prosperous year ahead from all team members.

Thank you all. Dr. Arti Sharma

KNOW YOUR EDITORIAL TEAM



Adjunct faculty - HR



Prof. Bhaskar Joshi Prof. Lalitkumar Patil Assistant Professor - Marketing



Ms. Payal Patel Student - FYMMS



Mr. Yash Rampurkar Student - FYMMS

Driving Force



Prof. Dr. Hiresh Luhar Director

Education: M. Com, MMS, MBA, M Phil. PhD. GMPE (IIM-Lucknow)

Industry Experience: 19 Years.

Academic Experience: 5 Years

Profile of Director: Dr. Hiresh Luhar is having rich experience in industry as a Chief Financial Officer in BSE, NSE & Luxembourg stock exchange listed Company. During his industry tenure he has successfully raised funds for the expansion through Initial Public Offer, Private Equity, and Global Depository Receipt & also by way of project funding from various Banks and NBFC's. He has successfully listed the securities in the International and National market with the help of GDR & IPO. For the revival of the companies he has successfully handled the restructuring of the entire corporate debt under the CDR scheme with better terms and enhancement for the revival.

He is also having dozens of research articles to his credit. He also acted as a panel member in many industrial conferences. His research areas are: GDR, CDR, IPO, Financial Strategy, Project Funding, Trade Finance, etc.



Dr. Arti Sharma MBA, M.Phil. & PhD Assistant Professor – HR/Marketing



Prof. Lalitkumar Patil

MMS – Marketing (Mumbai University), B.E
(Mechanical), UGC-NET qualified, PGD
(Operations Management) and pursuing PhD
Assistant Professor - Marketing /
Operations



Prof. Bhaskar Joshi MSW–PGFR, PGDOB - PGCCP, DLP Adjunct Faculty - HR



Prof. Prapti Naik
B.tech (Computer), MMS (HR)
and pursuing PhD
Assistant Professor - HR



Prof. Karan Khanna
B.Com & MMS – Finance(Mumbai
University) pursuing Ph.D.
Assistant Professor - Finance



Prof. Suraj Wadhwa (Finance) FCA, MCom Assistant Professor - Finance

Driving Force



Mr. Deepak Dubey (Marketing) Chief Digital Officer - CNBC TV18



Mr. Dilip Pendse (Finance) CFO, SVC Co-operative Bank Ltd



Mr. Hari Shankar Sharma (Finance) Ex GM (Risk Management) Bank of Baroda



Mr.Chinmay Pingulkar (Operations) BE. Mechanical, MMS operations, ME Manufacturing system Engineering.



Mr. Abhishek Seth (HR)
Diverse industries Experience
Infrastructure, Financial Services,
Technology and B.P.O



Prof. Barat Dhongade (Law) B.Sc. [Dist.] LL.B. M.S.W, C.A.I.I.B., PGDCL. LLM. Pursuing Ph.D.



Prof. Ragini Das (HRM) MBA (Personnel Management)



Prof. Amol Vaze (Finance) M.M.S. (Finance), M.Com, B.Com.



Ms. Shilpa Raut Assistant Librarian, M.Lib

Staff Corner



Ms. Nilam Bhoir Office Superintendent



Ms. Nikita Jadhav Accounts Clerk



Mr. Jaydeep Chavan System Engineer



Mr. Jagdish Jadhav Lab Assistant



Mrs. Kanchan Patil
Office Assistant

Office Staff



Mr. Amol More Office Assistant



Mr. Tushar Dhule
Office Assistant



Mr. Bhanudas Patil
Office Assistant



Mr. Balkrishna Kamble Library Assistant



Mr. Hareshwar Patil
Office Assistant

INDUCTION

Welcoming the Freshers

The new batch of VIVA IMR was welcome in the institute on September 26, 2019. The session was graced by Hon. Guest. Shri. S. N. Padhye-Member of VIVA Trust. He addressed the new batch of 2019 20 and shared the vision and mission of Institute. Students played Management Games and gave a live stage performance. The whole session was concluded by choosing the Mr. Fresher and Miss Fresher of 2019 based on their overall performance and a Question & Answer round.



Lightening of lamp



Students Games with Fun



Applauding the winner



Honorable Director and Eminent guest



Live Performance



Mr. and Miss. Fresher Celebration

Finance Conclave

In association with University of Mumbai we organized an Inter collegiate Finance conclave on the theme `Measure by RBI & FM to Revive the Economy & Its Impact' on January 11, 2020. The Platform was set for panel discussion with eminent Personalities from the industries like Mr. D.S. Tripathi - CEO - Aadhar Housing Finance Ltd, Mr. Pavan Gupta - CEO - Muthoot Housing Finance Co. Ltd., Mr. Rajat Bahl - Chief Analytical Officer & Head -Financial Institutions Brickwork Ratings, Mr. Kavin Kunvaria - Vice President - IndusInd Bank, Mr. Jatin Vyas -Director - Business Development Brickwork Ratings & Ms. Rupali Shelar - Deputy Vice-President - Bandhan Bank.



Welcoming the Guests



Few Inspiring Words



Students for the session



Group Picture of Dignitaries



FYMMS Batch 2019-20

Marketing Conclave

Marketing conclave on the theme `Retailing To E-Tailing' on January 18,2020 was organized with lo of enthusiasm. The Platform was set for panel discussion with eminent Personalities from the industries like Mr. Deepak Dubey - Executive Vice President- Charmboard (A Zee Group Venture), Mr. Ayush Kalia - Assistant Vice President (Commodities) - Emkay Global Financial Services Ltd., Mr. Nirma Shah - Assistant Vice President - Sonyliv.com, Sony Pictures Networks India, Mr. Ravi Jha - Associate Vice President - Paytm Payments Bank, Mr. Faizal Shaikh - Creative Designer & Brand Strategist IDFC First Bank, Mr. Tanmay Mishra – Regional Marketing Head - Philips India Ltd.



Welcome to Marketing Conclave



Welcoming the guest



Mr. Nirmal Shah - Assistant Vice President - Sonyliv .com , Sony Pictures Networks India



Registration Desk



Mr. Deepak Dubey - Executive Vice President-Charmboard (A Zee Group Venture)



Mr. Ravi Jha - Associate Vice President -Paytm Payments Bank

Marketing Conclave

Mr. Deepak Dubey emphasized on digital marketing as the need of the time and it will expand new business opportunities necessary to survive in the industry. All the eminent panelist agreed on one point that growth of e-tailing does not mean end of retailing. Both Retailing and e-tailing are complementary to each other and is healthy for marketing environment



Mr. Tanmay Mishra – Regional Marketing Head - Philips India Ltd.



Eminent Panelist sharing knowledge and wisdom.



Q&A Session



Felicitation of the Guest



Felicitation of the Guest



Felicitation of the Guest

Business Standard Competition

Best B-School Project Award

Students of VIVA IMR attended the Best B-School Project Competition organized by Business Standard which was held at Taj Hotel in Mumbai on February 12, 2020. Project were on various topics like "Plan for creating awareness and consumption of fortified milk, improving the logistics for the movement of Telecom equipment, On Quality of research and Analysis .Students took valuable information .











VISHLESHAN 2019-20 - National Research Conference

Third one day Multidisciplinary Research Conference VISHLESHAN 2020 was conducted with the theme "Path to Five Trillion Dollar Economy - Opportunities, Challenges and way forward for New India " in association with University of Mumbai on Saturday, 16th May 2020 in an online mode with a great success.





Welcome @VISHLESHAN 2020

Online Research Conference-



Inauguration of the Journal



Participants Presenting - Vishleshan 2020



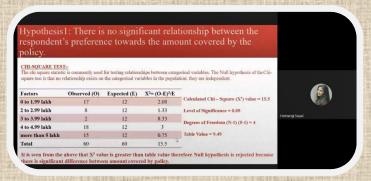
Previewing Facts and Figures



Demonstrating Research Facts and Figures

VISHLESHAN 2020:-National Research Conference

There were 70 participants with contribution of 53 Research papers in the conference. The event was organized in an online mode on Google meet. The session was chaired by Directors & Principals of different Institutes and colleges like Dr. A.P. Pandey –Principal, VIVA College of Arts Science and Commerce, Dr. Samadhan Khamkar – Director, Navin Chandra Mehta Institute of Technology & Development and Ms. Navsin Mistry – M.V.Mandali's College of Commerce and Science.



Researchers sharing @ knowledge



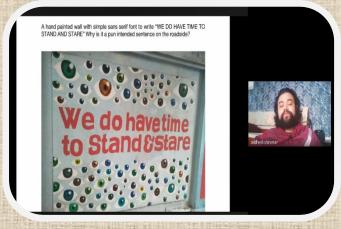
Contributing to research world



Participants Presentation with enthusiasm



Enlightening Presentation



Illuminating with information



Best Research Paper Award Distribution Ceremony by Director of VIVA IMR Dr. Hiresh Luhar

Inter Collegiate Summer Internship Project Competition

In association with University of Mumbai we had organized an "Inter- Collegiate Summer Project Competition" on 12 th October 2019 in the campus. First half of the session started with welcoming of Guests and Participants followed by addressal of Dr. Hiresh Luhar, Director of VIVA IMR. Further participants presented their projects in PG & UG categories. Students from 11 Management Institutes & Degree Colleges across Mumbai had participated in this event



Cordial and Hearty Welcome



Honorable Guest @ Summer Internship Project Competition



Gladly greeting – Mr. Deepak Dubey- Chief Digital Officer, CNBC-TV18



Felicitating - Mr. Sonu Agrawal- Branch Head & AVP, JM Financial Ltd



Warm Handshake - Mr. Naushad Naik-Vice President, Khush Housing Finance Ltd



Welcoming & Receiving Guest with Honor

Glimpses of Summer Internship Project Competition



Performing @ Event



Attentive Audience



Showcasing Skills and Personal Aptitude



Awarding Best Performers



Valuable Thoughts to Ponder



Brief-look @ Event

Faculty Development Program

"UGC CARE initiative and publication ethics"

Dr. Shubhada Nagarkar Member of the UGC Empowered committee, UGC Cell, Savitribai Phule Pune University.

4th One-day national level faculty development prograr on 9th January 2020 was conducted by Dr. Shubhad Nagarkar with prime inspiration to provide an exclusive platform to academic and research fraternity in research development, impart research culture, and promote research integrity which was in in association with the University of Mumbai.



Felicitation of Dr. Shubhada Nagarkar



Brief-look @ Event



Team of VIVAIMR with the Guest and other participants



"Research Report Writing"

Dr.Ajay Kamble,

Librarian, AnnaSaheb Vartak College, Vasai.

Another One Day Faculty Development Programme was organized in association with University of Mumbai on 5th October 2019 on the theme of "Research Report Writing". The aim behind organizing FDP was to impart research culture among the faculties and research community. The key resource person was Dr.Ajay Kamble, Librarian of AnnaSaheb Vartak College, Vasai.

Welcoming and Honoring the Guest



Informative Session



Sneak Peak with the Guest

Guest Lecture

"Essential elements of Leadership"

Mr. Ninad Patil -

Chief Manager - Business and Commercials, Bennett, Coleman & Co. Ltd.

On 11Feb, 2020, A Guest Session on Leadership in the current scenario in corporate world was discussed by Mr. Nin d Patil, Chief Manager, Bennett, Coleman & Co. Ltd. He shared valuable insights on aspects like Leadership development through Assertive communication, Behavior and character development, Networking and Engagement and Negotiation and Value creation. Addresses



Addressal by Director

"Leadership"



Valuable insight sharing with learners by Mr. Ninad Patil - Chief Manager - Business and Commercials, Bennett, Coleman & Co. Ltd

Mr. Hemal Kothari

Vice President, India Bulls Distribution Services Limited.

A Guest Session on 'Leadership' for the students of MMS was organized on February 5,2020. The speaker, Mr. Hema Kothari has varied experience of 25 years and success in driving operational growth, maximizing business opportunities initiating start-ups and leading turnaround efforts. He delivered an inspiring lecture on leadership which was highly appreciated by the students. The lecture was on how to be a leader, what qualities should a leader have and what challenges a leader has to face. He also discussed his real-life experiences with case studies and shared many example of great leaders which motivated the students to strive for their future career



Sharing Experience by Mr. Hemal Kothari - Vice President, India Bulls Distribution Services Limited



Token of Appreciation

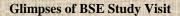
Visit to BSE

FYMMS & SYMMS Students visited to BSE (Bombay Stock Exchange) located at Dalal Street, Mumbai which is the world's fastest stock exchange and had very enriching experience as well as learning about the Stock market.





BSE Study Visit





SNEAK A PEEK @ BSE

Visit to SEBI

FYMMS & SYMMS Batches visited SEBI (Securities and Exchange Board of India) and acquired valuable practical knowledge. The purpose of the visit was to provide valuable insights into the functions and role of the regulatory body on the investors, exchanges, Industries and more to the students



SEBI Study Visit



Understanding SEBI Functions and Regulations



Interactive Session @Students thinking out of the box.



Events

Book Exhibition

"Books are the plane,
And the train, and the road.
They are the destination
And the Journey.
They are Home."



Best Selling Books of well-known author

On the occasion of Birth Anniversary of Dr. APJ Abdul Kalam, Library department of VIVA IMR has celebrated "Vachan Prerna Divas" on 15th October 2019. They organized one day in-house book exhibition on the theme of "Inspirational Reading" Library department exhibit various best-selling books of well-known authors and publications in variety of subjects especially on personality development, Motivation, Inspiration etc. Exhibition received an overwhelming response from VIVA faculties and students.

Teacher's day Celebration



"A good teacher is
Like a candle,
It consumes itself to
Light the way
For others."

Teacher's Day @ VIVA IMR

On 5th of September FYMMS & SYMMS organized the teacher's day celebration. As it was very well planned and coordinated in the presence of the Director Dr. Luhar, Teachers and Non-Teaching Staff. Every student contributed their presence to celebrate this day and make this day

Celebration of Garba day

On the last day of Navaratri on October 7, 2019, Garba Day was organized. All the Students and Teachers dressed up in traditional Gujarati attire and danced to the rhythmic Dandiya beats! The celebration started with the beats of a Garbha song dedicated to Goddess Durga. All the students present there joined in the celebration, tapping to the spectacular music with full enjoyment. Few Glimpses of the event can be seen below.













Hitashi -2020

Hiteshi, the annual cultural fest of the campus was fully enjoyed by students, participating in various events and celebrating days. After the completion of HITASHI-2020 on January 31,2020 winners of various events were awarded by Medals, Trophy and Certificates. Students really had a gala time in this fest. Few of the glimpses of the event.













Events

Yoga Day



"Yoga is the journey of the self, through the self, to the self"

Tree Plantation Drive





"He who plants a tree, plants a hope"

Swach Bharat Initiative





"Cleanliness is a state of purity, clarity, and precision "

Industrial Visit

First year and Second year students of MMS visited various companies situated at many places in Gujrat like Ahmedabad/Kutch/Bhuj etc. The Companies visited at these places were GVK Emergency Response Center, Indian Institute of Management Ahmedabad



Visit to IIM Ahmedabad



Joyful visit @ Prag mahal



GVK Emergency Management & Research Institute



Great White Desert (Rann of Kutch)



Impeccable IIM Ahmedabad Visit

Maha Walkthon

Maha Walkthon-2019 was organised on November 30,2019 by CASI Global in association with PWD & RTO Government of Maharashtra, MMVD and CSR Diary,"For Road Safety, No Honking and Responsible Driving" Total Participants across Maharashtra were 7,02,801 participants of which VIVA IMR was one of the Proud Participant.









Staff Achievement

Dr. Hiresh Luhar

- Four Research papers published in SCOPUS INDEXED Journal.
- 10 Research paper publication in UGC Care Listed Journal.
- Received One International Patent
- Received Best Research Paper Award.
- Minor Research Project under university of Mumbai.

Dr. Arti Sharma

- Two Research papers published in SCOPUS INDEXED Journal.
- Two Research paper publication in UGC Care Listed Journal.
- Received One International Patent

Prof. Lalit Patil

- Two Research papers published in SCOPUS INDEXED Journal.
- Three Research paper publication in UGC Care Listed Journal.
- Received One International Patent
- Received Best Research Paper Award.
- Received "Community Leader Award" for the contribution in a Road Safety CSR event organized by CASI Global, RTO- Maharashtra & Government of Maharashtra.

Prof. Karan Khanna

- Research paper publication in UGC Care Listed Journal.
- Certified member of the Institute of Public Accountants, MELBOURNE, AUSTRALIA.

Prof. Prapti Naik

- Research paper publication in UGC Care Listed Journal.
- Attended FDP & other similar Sessions

Incubation Cell

Pradeep Gupta - Co-founder, Science Kidz Educare Pvt. Ltd is a First year student of MMS has come up with a small incubating enterprise producing flagship Product bicycle which has host of unique features such as a longer lasting BLDC Hub Motor, an inbuilt anti-theft system a phone holder and more, XCELL INNOVATIONS which hopes to transform travel in urban as well as rural India.



Pradeep Gupta & Team

He along with the team of Science Kidz participated in Robotex International - The Biggest Robotics Festival on the Planet, 2019 which was held from 29th November to 1st December 2019 in Tallinn, Estonia





Participation in Robotex International Festival

The team displayed its flagship product - a bicycle developed by their company XCELI INNOVATIONS. The firm has come up with a line of electric bicycles which has won numerous national and international awards including the first prize at the prestigious 19th Robotex Asia Event in the Entrepreneuria

Challenge category held in China.

Winners @ National & International Awards

Students Achievement & All Round Development



Winners of Intercollegiate Competition



Winner of cricket League



Winners of Event



National mission Olympic games L.N.I.P.E Gwalior Madhya Pradesh



Skills -Learning &Wining



Knowledge is weapon

Industry Response

☐ Wonderful experience interacting with the young team. Great effort by the management. Look
forward to many more events from VIVA IMRMr. PAVIT CHADDHA, Associate
Director, JULIUS BAER WEALTH ADVISORS PVT. LTD.
□ VIVA MMS Students provided by you are hardworking and assets to our organization. We
assure you that we will continue the campus drive program in your institute with the same
spirit in future also. Especially your personal attention towards the welfare of the students and
the zeal and passion with which you prepare these students for the future is highly
recommendable. Mr. PANKAJ JAGTAP—Senior HR Manager, AADHAR HOUSING
FINANCE LTD.
☐ Good Infrastructure Excellent Coordination and day long support. Impressed with quality of
students looking forward to joining them in coming months. Mr. SONU AGARWAL, AVP
& BRANCH HEAD, JM FINANCIAL SERVICES LTD.
☐ Excellent faculty and outstanding facilities. Students possess good technical and
communication skills. Mr. AMIT PATIL, DGM, MARKETING MANAGER, DEEPAK FERTILIZERS & PETRO CHEMICALS LTD.
FERTILIZERS & FETRO CHEMICALS LTD.
\Box Being at remote place like VIRAR, the kind of exposure the students have is amazing. I found
very sound fundamentals and clarity of the concepts in the students and moreover the
willingness as well as approach to learn the new things. Mr. KAITAV MISTRY, HR
MANAGER, POLYCAB - LITE TECHNOLOGY COMPANY PVT LTD.
☐ "VIVA IMR students' level of competence is of high standards. Students of VIVA IMR have
initiative to learn and contribute, good knowledge, sincere and disciplined. They have a
capacity to see any situation from fresh and new perspectives. "Mr. SWARUP DAS, GM-
HR, KAYA LTD.

Alumni Corner

- This Institute provide best industry experience faculty that provide industry knowledge with the help of that I can easily crack the company interview and place my job.......KISHAN SINGH, ASSITANT MANAGER, STAR & ALLIED HEALTH INSURANCE
- It is my pleasure to place on record the wonderful years I had under the auspices of Viva Institute of Management & Research. College life is an important phase in a student's academic journey after the numerous formative years of college.
 SHEELA PANDA, CUSTOMER RELATIONSHIP MANAGER, EMARKETZ PVT LTD.
- Most of our batch mates are in good positions in their professions. VIVA IMR gave us
 good support in terms of academics, industrial Exposure & skills development, with
 these criterion we can definitely achieved our extreme goal in life......AJAY
 RABHADIA, CHANNEL SALES MANAGER, HDFC ERGO.
- It's not only about studies or grades, it's about an all-round development and that's what my professors from the college department preached and followed.

 SHRADDHA VISHWKARMA, HR EXECUTIVE, TECH MAHINDRA
- VIVA IMR regard students as valued clients to whom the college has always tried to satisfy the needs by way of different training which is required by student at various levels of his career along with theoretical background.....KUNAL KOTECHA, DEPUTY MANAGER, ICICI BANK,
- VIVA IMR is the best place where one can grow and develop the managerial skills.
 They provided the best industry exposure from the industry visits......RAJ
 LOTANKKAR, ASSISTANT MANAGER, INDUSIND BANK.

Alumni Meet & Convocation

Few Glimpses of Alumni Meet & Convocation











Media coverage

Our mission is to provide quality education to students



Placement Achievement

Overall placement

The Institute has successfully placed its past batch students at reputed organizations and determined to perform in the same way in this academic year too.

Good response from the corporates

- The Institute has attracted companies from varied sectors like BFSI, Pharma, Retail, IT, Advertising, Manufacturing, Service etc.
- The students got placed with companies like ICICI Bank, LNT InfoTech, TJSB, Tech Mahindra, HDFC Agro, EquiCap Group, IndusInd Bank, Capital First, Edelweiss etc.

Package offered

The offered package ranges between INR 7 LPA to 3 LPA with the average package of 3.7 LPA for placed students.

Summer Internship

100 % Summer Internship with stipend achieved for consecutive academic batches 2016-2018, 2017-19 respectively and for year 2019-20 summer internship was made possible through online mode.











Placements & Top Performers @VIVA IMR

- Placements at a Glance with all Top performers and High Achievers
- 100 % Summer Placement with Stipend with Renowned Organizations





Best Placements ...

- Higher Number of Placement Drives
- Recruitment and Best Packages,
- Compensation Ranges from 3 LPA to 6.63 LPA with Avg. Package: 3.7 LPA

