

PROPOSAL FOR RESEARCH PROJECT



Proposal No. :-15MGM002434

Part A

Inward No. :
PUNE - Management

Project Information :

Project Title A study of Quality of work life in police system with respect to Pune City Traffic Police.
Faculty Management
Board Subject Human Resource Management
Area of Specialization Human Resource Management

Principal Investigator Information :

Name Manisha Chandrakant Phate
Gender Female Date of Birth 04 Sep 1985 Designation Lecturer Age 30
Name of the Institution where the project will be undertaken Sinhgad Technical Education Society SKN SINHGAD SCHOOL OF BUSINESS MANAGEMENT
Addr: S No 10/1 Ambegaon Ta Haveli Dist- Pune
Ta: Pune (corporation Area) Dist: Pune

Approval Details :

Approval Type Permanent Approval letter No. & date cco/3298 Date: 7/10/2010 Joining Date

Academic Qualification :

Course	Institute / College	University	Passing Year	Percentage	Class Obtained
Master	JSPM's Jayawant Institute of Management	University of Pune	July-2009	73.35	First Class
PhD Degree Status	NO				
Title of thesis for doctoral degree	NA				

Publication Details :

No of Published Books, Journals, etc. 2

Co - investigator Information :

Name	DOB	Gender	Designation	Office Address
------	-----	--------	-------------	----------------

Other Research Details:

Project Title	Project Status	Funding Agency	Funding Amonut	Duration From	Duration To
---------------	----------------	----------------	----------------	---------------	-------------

Signatures

HOD / Principal (Signature with Seal)
Director
S.K.N.Sinhgad School of Business Management
Sr.No.10/01, Ambegaon (Bk), Pune-411041

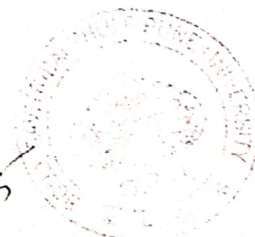


Principal Investigator

Co- Investigator (i)

Co- Investigator(ii)

APR 13 10/7/15



Title: A study of Quality of work life in police system with respect to Pune City Traffic Police.

Introduction of research proposal:

Maharashtra is a vast state on the western part of India. All the cities of Maharashtra are linked with excellent Air, Road and Railways. 170km south of Mumbai, Pune is the education hub of western India. With Asia's largest film school, FTII and National Defense Academy and many other management and technical institutions. Pune is the fastest growing city in India in the software industry. The transportation infra-structure and transportation systems in a city are central to providing mobility to its citizens, so that they can access services such as jobs, education and entertainment.. Pune is one of the most rapidly motorizing cities in the country. The traffic police department takes much efforts to maintain smooth flow of traffic. The strength of a state depends on the efficiency of its Police force in maintaining internal peace, law and order. The Police personnel need to carry out their activities efficiently and capably. The police are expected to be the most accessible, interactive and dynamic organization.

Here in this study researcher is dealing with the concept quality of work life in relation to traffic police. The Quality of Work Life (QWL) has assumed increasingly interest and importance in all the countries of the World. It is very vital in the context of job commitment, moral and performance along with satisfaction. The concept "quality of work life" was first discussed in 1972 during an international labor relations conference. It received more attention after United Auto Workers and General Motors initiated a QWL program for work reforms. Robbins (1989) defined QWL as "a process by which an organization responds to employee needs by developing mechanisms to allow them to share fully in making the decisions that design their lives at work" (Quality of work Life is a Person's life. It covers a person's feelings about every dimension of work including economic rewards and benefits, security, working condition, Organizational and interpersonal relations and its intrinsic meaning in person's life. Therefore we can simply say Q.W.L. is a concern not only to improve life at work, but also life outside work. It results in win-win situation because people will be more productive if they are happy in their jobs and this is more likely if they are able to balance work commitments with family life.

30101
opportunities to learn, growth in the professionalism path, professional integrity in the organization, support of individual rights and proud of the job.

Sirgy and et al (2001) categorized QWL into two major categories: lower- and higher order needs. The lower-order QWL comprised of health/safety needs and economic/family needs whereas the higher-order QWL is comprised of social needs, esteem needs, self actualization needs, knowledge needs, and aesthetic needs.

Zare, Hamid, Haghgooyan, Zolfa and Asl, Zahra Karimi (2012) undertook a study on quality of work life to identify its dimensions. It is found that QWL can be explained by further factors - Work life balance, Social factors, Economic factors, Job content.

Prime Minister, Shri Manmohan Singh (2009) had commented that 80 percent of the police personnel belong to the category of constables. They should be provided with adequate housing facility and training to improve their psychological and mental makeup. He feels that they should imbibe the constitutional values of our Republic, respect for diversity inclusiveness and commitment of secular values.

Patil, (2011) Minister of State for Home Affairs also admits that police stations need to be spurred up. They are shabby and do not provide an ideal environment for work. The initiatives will be taken to remove disparity in salary and attract more educated candidates for police job. The department also intends to intensify training, encourage equal opportunities for both men and women and effectively implement healthcare programmes.

Dr. Ajaykumar And K. Kalaiselvi (2012) said that QWL in India can be improved through a variety of instrumentalities like education and training, employee communication, union participation, research projects, and appreciation of changing environment. The Quality of Work Life intends to develop enhance and utilize human resource effectively, to improve Quality of products, services, productivity and reduce cost of production per unit of output and to satisfy the workers psychological needs for self-esteem, participation, recognition, etc., Improved Quality of Work Life leads to improved performance.

Origin of research problem:

Origin of research problem is Pune city traffic police Branch. Pune city also has one of the largest networks of roads to carry vehicles from not only the city but all over the country within its jurisdiction. Pune Traffic Police has made serious efforts to maintain the smooth flow to traffic on the roads of city. Pune faces the issues of parking, mobility and congestion on roads. Traffic regulations, prevention and reduction in the number of accidents as well as inculcating a sense of discipline amongst road users are high on the agenda of Pune Traffic Police. Despite several constraints traffic police is making continuous efforts for ensuring smooth and unhindered traffic, prosecuting traffic offenders and educating general public. Organisation under study is Traffic branch of Pune city police. Area under the influence of Pune traffic branch is Pune Municipal Corporation, Pimpri Chinchwad Municipal Corporation; Pimpri Chinchwad newly developed Pradhikaran Nigdi, Pune Cantonment Board, Khadaki Cantonment Board.

Interdisciplinary relevance:

This work is applicable to different branches of Police like (Crime, Civil, Special etc.) and also applicable to other public services departments of Maharashtra.

Review of research and development in the subject:

In India, some of the companies that emphasize the quality of work life are Hewlett-Packard, Smith Kline Beecham, American Express, Colgat Palmolive, Gillette, Dr.Reddy's Laboratories, Reliance and Maruti Udyog Limited. HP allows flexible working arrangements for its employees and follows certain innovative practices such as allowing employees to avail leave for special occasions (marriage, exam preparation, adoption of a child, bereavement in the family, and paternity). QWL in India seems in practice in a variety of operational systems like workers participation, job enrichment, quality circles, etc.

Schermernhorn & John (1989) mentioned that the following factors must exist in the organization - fair and adequate pay , health and safety of working conditions .creating

SKNSSBM-Ambegaon
S No. 10/1 Ambegaon Bk
Pune-411041
State Name : Maharashtra, Code : 27
E-Mail : sknssbmaccounts@sinhgad.edu

Receipt Voucher

No. : 1920/00285

Dated : 24-Dec-2019

Particulars	Amount
Account : Research Grant A/c	20,150.00
Through : TJSB SAHAKARI BANK LTD A/C.NO.1810	
In Account of : 465862/Bank of Maharashtra (India)/PUNE UNIVERSITY/ RESEARCH GRANT OF PROF. MANISHA PHATE SECOND INSTALLMENT 70 % AMT RECD FROM SPPU	
Amount (in words) : INR Twenty Thousand One Hundred Fifty Only	
	₹ 20,150.00


Authorised Signatory

DIRECTOR
Sinhgad Technical Education Society's
S. K. N. Sinhgad School of Business Management
Ambegaon, Pune 411041.



सावित्रीबाई फुले पुणे विद्यापीठ
(पूर्वीचे पुणे विद्यापीठ)

फोन : २५६९९५३५, २५६०१२३६/३७
फॅक्स : (०२०) २५६९०३३४
ई-मेल: fao@unipune.ac.in



वित्त व लेखा विभाग

आय.एस.ओ. ९००१:२००८ युनिट

नवीन प्रशासन भवन, सावित्रीबाई फुले पुणे विद्यापीठ, गणेशखिंड, पुणे-४११ ००७.

संदर्भ क्र. : वित्त/२०१६-१७/१७०९

दिनांक : २२/११/२०१६

प्रति,

शा. प्राचार्य / संचालक,

सावित्रीबाई फुले पुणे विद्यापीठ,

सर्व संलग्नीत महाविद्यालये व मान्यताप्राप्त संस्था.

विषय : संशोधन योजनेचा प्रथम हप्ता (५० टक्के) अदा करणेबाबत.....

(सन २०१६ - १८ या वर्षासाठी)

महोदय / महोदया,

मा. संचालक, महाविद्यालय व विद्यापीठ विकास मंडळ, सावित्रीबाई फुले पुणे विद्यापीठ यांचेमार्फत आपल्या महाविद्यालयाच्या प्राध्यापकांना संशोधन योजनेचे प्रस्ताव (सन २०१६ - १८ या वर्षासाठी) मंजूर करण्यात आलेले आहेत. आपल्या महाविद्यालयातील प्राध्यापकांच्या संशोधन योजनेचे (मंजूर रक्कमेच्या ५० टक्के) अनुदान धनादेश क्रमांक ३००९३१ दिनांक १९.११.२०१६ रक्कम रुपये ३०,०००/- नुसार वसोबत अदा करण्यात येत आहे. सदर संशोधन योजनेवरील सर्व खर्च मार्गदर्शक तत्वांनुसार आपल्या महाविद्यालयाच्या बँक खात्यामार्फत करावयाचा आहे. भारत सरकारच्या नियमांनुसार संशोधन योजनेवरील अधिकाधिक खर्च आर.टी.जी.एस. / एन.ई.एफ.टी. / धनादेशाद्वारे करावयाचा आहे. संशोधन योजनेसाठी प्राप्त झालेले अनुदान प्राध्यापकांच्या वैयक्तिक बँक खात्यावर वर्ग करण्यात येऊ नये. मार्गदर्शक तत्वे लिंक पुढीलप्रमाणे : http://www.unipune.ac.in/administration_files/pdf/Research_Grant_Guidelines_4-12-13.pdf

विद्यापीठातमध्ये जमा केलेल्या अर्थसंकल्पानुसार पहिल्या वर्षाचा संशोधनाचा खर्च (सन २०१६ - १७ या आर्थिक वर्षात) ३१ मार्च, २०१७ पूर्वी करण्यात यावा व सनदी लेखापाल यांच्या सहीचे खर्चाचे विवरणपत्र व विनियोग प्रमाणपत्र विशेष कार्याधिकारी, महाविद्यालय व विद्यापीठ विकास मंडळ यांचेकडे पाठविण्यात यावे. सदर हिशोब प्राप्त झाल्यानंतरच सन २०१७ - १८ या आर्थिक वर्षासाठी उर्वरीत रक्कमेच्या ७० टक्के अनुदान अदा करण्यात येईल.

विद्यापीठ अधिकार मंडळाने घेतलेल्या निर्णयानुसार संशोधन अनुदानाच्या अखर्चित रकमेवर संबंधित आर्थिक वर्षामध्ये १० टक्के व्याज आकारणी केली जाईल. तसेच विद्यापीठास व्याजासहीत रक्कम प्राप्त होईपर्यंत महाविद्यालयास कोणत्याही प्रकारचे अनुदान देय होणार नाही, याची कृपया नोंद घ्यावी.

कळावे,

SKN Sinhgad School of Business Management	
Sr. No. 1071, Ambegaon (Bk.), Pune-411 041.	
Inward No.....	80
Date.....	30-11-16

आपली,

प्र. वित्त व लेखा अधिकारी

सोबत : संशोधक प्राध्यापकांची यादी व धनादेश.



बैंक ऑफ महाराष्ट्र
Bank of Maharashtra

01355 PUNE UNIVERSITY CAMPUS
PUNE UNIVERSITY MAIN BLDG
GANESHKHIND RD PUNE
UNIVERSITY CTR 411007
IFSC Code : MAHB0001355

A/c Payee

1 3 1 2 2 0 1 9
D D M M Y Y Y Y

STES'S SKN SINHGAD SCHOOL OF BUSINESS MANAGEMENT AMBEGAON

Pay अदा करें

Or Bearer

Twenty Thousand One Hundred Fifty Only

या धारक को

Rupees रुपये

₹

**20,150.00

A/c No.
खाता क्र.

60027944055

FINANCE AND ACCOUNTS OFFICER S P PUNE UN IVERSITY

Authorised Signatory(ies)

हस्ताक्षर/ Signature(s)
Please sign above

⑈465862⑈ 411014058⑈ 000099⑈ 11

UNIVERSITY RESEARCH GRANT FOR THE YEAR 2016 - 18 - 2nd INSTALLMENT CALCULATION - COLLEGE LIST

70%

Ch. Dt. 13.12.2019

Sr. No.	College Name	Clg Code	Teacher Name	Budget Revised	1st Install.	Exp. Against 1st Install.	2nd Install. Amt.	Release of 2nd Install. After Deduction of 1st Install Bal.	Ch. Amt.	Cheque No.	Remark
1	STES's SKN Sinhgad School of Business Management, S No 10/1 Ambegaon Ta Haveli Dist- Pune	198	Manisha Chandrakant Phate	60000	30000	29150	21000	20150	20150	465862	IMMP015080

सावित्रीबाई फुले पुणे विद्यापीठ

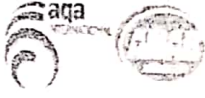
(पूर्वीचे पुणे विद्यापीठ)

वित्त व लेखा विभाग

आय.एस.ओ. १००१:२००८ युनिट

नवीन प्रशासन भवन, सावित्रीबाई फुले पुणे विद्यापीठ, गणेशखिड, पुणे-४११ ००७

फोन : ०२०२२०३१, ०२०२२०३२, ०२०२२०३३
फॅक्स : (०२०) २०२२०३३४
ई-मेल: fao@unipune.ac.in



संदर्भ क्र. : वित्त/२०१९-२०/१३७८

दिनांक : १३/१२/२०१९

प्रति,

मा. प्राचार्य / संचालक,

सावित्रीबाई फुले पुणे विद्यापीठ,

सर्व संलग्नीत महाविद्यालये व मान्यताप्राप्त संस्था.

विषय : संशोधन योजनेचा द्वितीय हप्ता (उर्वरीत रकमेच्या ७० टक्के) अदा करणेबाबत....

(सन २०१६ - १८ या वर्षासाठी)

महोदय / महोदया,

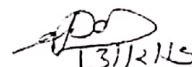
सावित्रीबाई फुले पुणे विद्यापीठ यांचेमार्फत आपल्या महाविद्यालयातील प्राध्यापकांच्या संशोधन योजनेचा द्वितीय हप्ता (उर्वरीत रकमेच्या ७० टक्के) अनुदान धनादेश क्रमांक ४६५८६२.. दिनांक १३.१२.२०१९ रक्कम रुपये २०,९५०/-... नुसार यासोबत अदा करण्यात येत आहे. सदर संशोधन योजनेवरील सर्व खर्च मार्गदर्शक तत्वांनुसार आपल्या महाविद्यालयाच्या बँक खात्यामार्फत करावयाचा आहे. संशोधन योजनेसाठी प्राप्त झालेले अनुदान प्राध्यापकांच्या वैयक्तिक बँक खात्यावर वर्ग करण्यात येऊ नये.

विद्यापीठामध्ये जमा केलेल्या अर्थसंकल्पानुसार दुसऱ्या वर्षाचा संशोधनाचा खर्च करण्यात यावा व सनदी लेखापाल यांच्या सहीचे खर्चाचे विवरणपत्र व विनियोग प्रमाणपत्र अंतर्गत गुणवत्ता सिध्दता कक्ष यांचेकडे पाठविण्यात यावे. सदर हिशोब प्राप्त झाल्यानंतरच तिसरा हप्ताचे (उर्वरीत रकमेच्या ३० टक्के) अनुदान अदा करण्यात येईल. विद्यापीठ अधिकार मंडळाने घेतलेल्या निर्णयानुसार संशोधन अनुदानाच्या अखर्चित रकमेवर संबंधित आर्थिक वर्षामध्ये १० टक्के व्याज आकारणी केली जाईल. तसेच विद्यापीठास व्याजासहीत रक्कम प्राप्त होईपर्यंत महाविद्यालयास कोणत्याही प्रकारचे अनुदान देय होणार नाही, याची कृपया नोंद घ्यावी.

तसेच वित्त व लेखा विभागाचे परिपत्रक जा. क्र. वित्त/२०१७-१८/१७०८ दि.३०.१२.२०१७ व परिपत्रक जा. क्र. वित्त/२०१८-१९/२४८ दि.१८.०५.२०१८ (विद्यापीठ संकेतस्थळावर वित्त व लेखा विभागाच्या परिपत्रकांमध्ये उपलब्ध आहेत) नुसार महाविद्यालयांची बँक खातेविषयक माहिती विद्यापीठाच्या संकेतस्थळावर अद्ययावत करण्यात यावी. यापुढे ज्या महाविद्यालयांनी बँक खातेविषयक माहिती विद्यापीठाच्या संकेतस्थळावर अद्ययावत केलेली आहे, त्याच महाविद्यालयांच्या बँक खात्यावर विद्यापीठामार्फत अदा करण्यात येणाऱ्या विविध अनुदानांची रक्कम वर्ग करण्यात येणार आहे, याची कृपया नोंद घ्यावी.

कळावे,

आपली,


सहायक वित्त अधिकारी

सोवत : संशोधक प्राध्यापकांची यादी व धनादेश.

संशोधन प्रकल्प प्राप्त संशोधकाचे हमीपत्र

डॉ./प्रा/श्री/श्रीमती सनिषा चंद्रकांत फाटे विद्यापीठ
 संशोधन प्रकल्प योजनेतर्गत यांना शैक्षणिक वर्ष २०१६-२०१८ चा कालावधीसाठी
 संशोधन प्रकल्प मंजूर करण्यात आलेला आहे. सदर प्रकल्पासाठी ६०,०००/- इतके
 अर्थसहाय्य मंजूर करण्यात आलेले असून, पहिल्या वर्षाचे रक्कम रुपये ३०,०००/- इतके
 अर्थसहाय्य दिनांक १९/११/१६ रोजी अदा करण्यात आलेले आहे. पहिल्या वर्षाचे लेखापरीक्षण
 दिनांक १६/११/१७ रोजी करण्यात आलेले आहे.
 परंतु दुसऱ्या वर्षाची देय रक्कम रुपये ३०,०००/- अद्यापही मला प्राप्त झालेली
 नाही. सदरचे अर्थसहाय्य मला विद्यापीठाकडून प्राप्त झाल्यानंतर ही माझे संशोधन प्रकल्पाचे उर्वरित काम
 विहित मुदतीत पूर्ण करून अंतिम संशोधन अहवाल ही विहित मुदतीत विद्यापीठामुळे सादर करीन, अशी
 हमी देतो.

सनिषा चंद्रकांत फाटे

संशोधक अध्यापक

(नाम सनिषा चंद्रकांत फाटे)
 (पदनाम सहायक प्राध्यापक)

महाविद्यालय/संस्थेच्या प्राचार्य/संचालकाचे हमीपत्र

डॉ./प्रा/श्री/श्रीमती सनिषा चंद्रकांत फाटे हे आमच्या
 महाविद्यालय/परिसंस्थेमध्ये अध्यापक असून त्यांनी विद्यापीठ संशोधन प्रकल्पाबाबत उपायका नमूद
 केलेली माहिती खरी आहे. त्यांना संशोधन प्रकल्पाच्या दुसऱ्या वर्षाचे अर्थसहाय्य रु. ३०,०००/-
 मंजूर करून विद्यापीठाकडून महाविद्यालय/परिसंस्थेस प्राप्त होतात. तात्काळ संशोधनाच्या कामी वापरून
 उमलवून देण्यात येईल व विहित मुदतीमध्ये संशोधन प्रकल्प पूर्ण करून देवून संशोधनासाठी
 विनियोजन करण्यात आलेल्या रकमेच्या खर्चाचे हिशोब विद्यापीठाच्या निवेदनानुसार विहित मुदतीत सादर
 करण्यात येतील अशी ही हमी देतो.

सनिषा चंद्रकांत फाटे

सहायक प्राचार्य आणि समन्वयक (ARC)

Dr. Rajarajee Shinde

प्राचार्य/संचालक

नाम Dr. Rajarajee Shinde

महाविद्यालय/परिसंस्थेच्या निमित्ताने

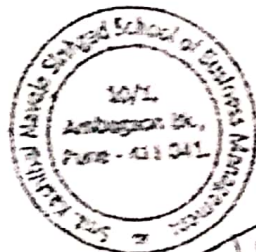
Director

S.K.M. Sinhgad School of Business Management
 S.No. 10/1, Ambegaon (Bk.), Pune - 411 041



22/08/2019

Time 1.30 pm



To
 Forward file

Dr. Rajarajee Shinde
 26/9/19

SAVITRIBAI PHULE PUNE UNIVERSITY

Board of College and University Development

Revised Estimate For-Sanctioned University Research Grant Scheme Proposal (2016-18)

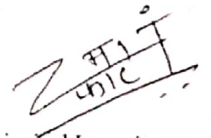
Name of Principle Investigator : Phate Manisha Chandrakant
P.I. Contact No. (Mob) : 8805880600 Email ID : manishaphate.1985@gmail.com
Title of Project : A study of Quality of work life in police system with respect to Pune City Traffic Police.
College Name (With address) : Sinhgad Technical Education Society SKN SINHGAD SCHOOL OF BUSINESS MANAGEMENT Addr: S No 10/1 Ambegaon Ta Haveli Dist- Pune Ta: Pune (corporation Area) Dist: Pune
Total Amount Sanctioned : Rs. 60000.00

Estimate	First	Second	Gross Total
Books and Journals	6,000	6,000	12,000
Chemicals and glassware	0	0	0
Contingency (including special needs)	2,500	2,500	5,000
Equipments	0	0	0
Field Work and Travel	3,000	3,000	6,000
Hiring Services	18,500	18,500	37,000
Total	30,000	30,000	60,000

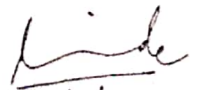

A. R. C.

(Name and Signature)

Yatin Bokil


Principal Investigator

(Signature)



DEFINITION

Smt. Keshibai Navels

(Signature and Seal) Manager
Sinhgad School of Business
Ambegaon (Bk.), Pune-411 0

8/17/2016 5:40:39 PM

Receipt Voucher

No. : 2081

Dated : 6-Dec-2016

Particulars	Amount
Account : Research Grant A/c	30,000.00
	<u>₹ 30,000.00</u>

Through :

SHREE ANAND CO-OP BANK A/c No. 906

On Account of :

BEING RESEARCH GRANT FOR PROF. MANISH
PHATE FOR 2016 -18 FIRST LOT (50 % OF
SANCTIONED AMT.) RECD FROM SPPU VIDE
CHQ.NO.30093 DT.19.11.2016

Amount (in words) :

Indian Rupees Thirty Thousand Only



Authorised Signatory

DIRECTOR
Sinhgad Technical Education Society's
S. K. N. Sinhgad School of Business Management
Ambegaon, Pune 411041.

SAVITRIBAI PHULE PUNE UNIVERSITY
UNIVERSITY RESEARCH GRANTS SCHEME FOR THE YEAR 2016 - 2018 (1st Lot)

Date 19.11.2016

Sr. No.	College Name	District	Clg Code	Teacher Name	Budget Revised	1st Install.	Cheque Amt.	Cheque No.	Remark
1	STES's SKN Sinhgad School of Business Management, S No 10/1 Ambegaon Ta Haveli Dist- Pune	Pune	198	Manisha Chandrakant Phate	60000	30000	30000	300931	

Scanned by CamScanner



बैंक ऑफ महाराष्ट्र
Bank of Maharashtra

01355 PUNE UNIVERSITY CAMPUS
PUNE UNIVERSITY MAIN BLDG
GANESHKHIND RD PUNE
UNIVERSITY CTR 411007
IFSCCode : MAHB0001355

A/c Payee

1 9 1 1 2 0 1 6
D D M M Y Y Y Y

Pay अदा करें PRIN., SKN SINHGAD SCHOOL OF BUSINESS MGT, AMBEGAON

Or Bearer

Rupees रुपये Thirty Thousand Only

या धारक को

₹ **30,000.00

A/c No. 60027944055
खाता क्र.

FINANCE AND ACCOUNTS OFFICER S P PUNE UN IVERSITY

Authorized Signatory(ies)

हस्ताक्षर / Signature(s)
Please sign above

⑈ 30093 1 ⑈ 4 1 1 0 1 4 0 5 8 1 : 0 0 0 0 9 9 ⑈ 1 1

SAVITRIBAI PHULE PUNE UNIVERSITY

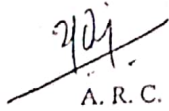
Board of College and University Development

University Research Grant Scheme

Acceptance Letter

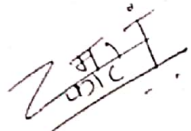
Proposal No : 15MGM002434
Name of P.I. : Phate Manisha Chandrakant
Contact No. (Mob.) : 8805880600 Email ID : manishaphate.1985@gmail.com
College/ Institute : Sinhgad Technical Education Society SKN SINHGAD SCHOOL OF BUSINESS
MANAGEMENT Addr: S No 10/1 Ambegaon Ta Haveli Dist- Pune Ta: Pune (corporation
Area) Dist: Pune
Approval No. & Date : cco/Approval Camp/192 (Appr.Date.: 05 Oct 2010)
Title of the Project : A study of Quality of work life in police system with respect to Pune City Traffic Police.

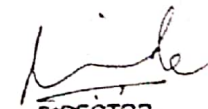
- 1 I am permanent approved teacher of College/ University as mentioned above.
- 2 The research project is not being supported by any other funding agency.
- 3 The terms and conditions related to the grant are acceptable to the Principal Investigator and College/Institution.
- 4 Expenditure Will be Incurred as per University Rules and Utilization and Progress Report Will be submitted in time.
- 5 At present, I have no research project approved under University Research Grant Scheme by University of Pune.
- 6 The College/Institute is fit to receive financial assistance from University and is included in the list prepared by the University.
- 7 The period of implementation of the project is -2016 – 2018.
- 8 I will guide at least two students for 'AVISHKAR' research competition.


A. R. C.

(Name and Signature)

Yatin Borkar


Principal Investigator
(Signature)


DIRECTOR
Smt. Kashibai Navate
(Signature and Seal)
Sinhgad School of Business Management
10/1, Ambegaon (BK), Pune-411 041.
8/17/2016 5:40:39 PM

PROPOSAL FOR RESEARCH PROJECT



Proposal No. :-15MGM002434

Part B

Please attach this with Part B of proposal

Project Information :

Project Title	A study of Quality of work life in police system with respect to Pune City Traffic Police.
Broad Subject	Human Resource Management
Faculty	Management
Area of Specialization	Human Resource Management

Estimate	First	Second	Gross Total
Books and Journals	8,000	8,000	16,000
Chemicals and glassware	0	0	0
Contingency (including special needs)	7,000	7,000	14,000
Equipments	0	0	0
Field Work and Travel	35,000	20,000	55,000
Hiring Services	15,000	15,000	30,000
Total	65,000	50,000	115,000

Note: There should not be any identity on Part B of the Research Proposal