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### Research paper for the academic year 2020-2021

Sr. No.	Name of the Author/s	Title of the paper	Link to website of the Journal
1	Dr. Devidas Golhar	Learners Perception of the Transition to Instructor-Led Online Learning Environments: Facilitators and Barriers during the Covid-19 Pandemic	<a href="https://doi.org/10.19173/irrodl.v22i1.4971">https://doi.org/10.19173/irrodl.v22i1.4971</a>
2	Asst. Prof. Dr. Sandip Anpat	Confusion Matrix-Based Supervised Classification Using Microwave SIR-C SAR Satellite Dataset	<a href="https://www.researchgate.net/publication/349445825_Confusion_Matrix-Based_Supervised_Classification_Using_Microwave_SIR-C_SAR_Satellite_Dataset">https://www.researchgate.net/publication/349445825_Confusion_Matrix-Based_Supervised_Classification_Using_Microwave_SIR-C_SAR_Satellite_Dataset</a>
3	Asst. Prof. Dr. Kalpana vaidya	Fostering organizational excellence in km environment: innovative perspective for the sustainable growth path	<a href="http://www.iaeme.com/ijm/index.asp">www.iaeme.com/ijm/index.asp</a>
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# Learners' Perception of the Transition to Instructor-Led Online Learning Environments: Facilitators and Barriers During the COVID-19 Pandemic

Aakash Kamble, Ritika Gauba, Supriya Desai and **Devidas Golhar**

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## Article abstract

Online learning environments (OLE) continue to expand due to the COVID-19 pandemic and the transition of a majority of educational institutions and universities worldwide from traditional classroom settings to online learning methods. The purpose of this study was to understand the perceptions of learners at a university in India toward the sudden transition from traditional face-to-face learning to an instructor-led OLE due to the pandemic-induced lockdown enforced across India in March 2020. Using a qualitative case study approach, structured interviews were conducted via Microsoft Teams with 35 learners from Savitribai Phule Pune University, a large public university in India. Interviews comprised eight open-ended questions, which were validated by experts. Results indicate that learners accepted the transition toward the OLE. Five key themes arose from the interview data: accessibility and comfort, Internet connectivity, OLE effectiveness, course content, and interactions between students and instructors. The study provides insights to the researchers with the emergent themes from the research. Also, it carries practical implications concerning infrastructure readiness for remote learners, acceptance, and adoption of OLEs by faculty instructors, organizational support, and facilitating conditions.

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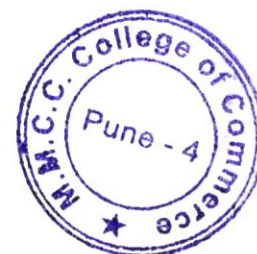
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# Confusion Matrix-Based Supervised Classification Using Microwave SIR-C SAR Satellite Dataset

[Shafiyoddin Sayyad](#) , [Mudassar Shaikh](#), [Anand Pandit](#),  
[Dattatraya Sonawane](#) & [Sandip Anpat](#)

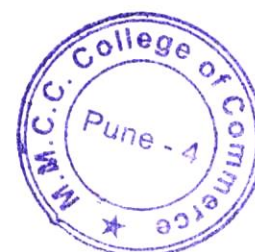
Conference paper | First Online: 19 February 2021

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## Abstract

The microwave Synthetic Aperture Radar (SAR) is an active type of remote sensing. The classification analysis has become one of the very important task, after the availability of microwave SAR datasets from the satellite. The one of the major challenges faced is the accuracy regarding classification analysis. In the present paper the two supervised



# FOSTERING ORGANIZATIONAL EXCELLENCE IN KM ENVIRONMENT: INNOVATIVE PERSPECTIVE FOR SUSTAINABLE GROWTH PATH

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## FOSTERING ORGANIZATIONAL EXCELLENCE IN KM ENVIRONMENT: INNOVATIVE PERSPECTIVE FOR SUSTAINABLE GROWTH PATH

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### ABSTRACT

*In the world today dynamic Knowledge is the key ingredient for the success of any organization in the new economy. We are in an age where business is just not measured in terms of historical performances alone, but also in terms of how utilizes and manages the knowledge and the intellectual capital. Furthermore, it has been now agreed in the known universe that the human side of Knowledge Management (KM) is more difficult to manage than the technical side. It is definitely the knowledge workers who make knowledge based systems a success and radically leverage the companies' competitive edge.*

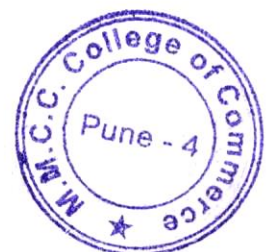
*The proposed research paper deliberates on issues concerned with soft side of KM environment and culture. The crux of effective knowledge based system implementation hinges upon two vital aspects – the people and the culture. Technology alone may not help to meet the challenges in the ever changing environment in an organization and environment cannot be bypassed for that matter. In the sense it focuses the manner in*

*which the people and technology that the organization utilizes, in order to get a energetic leap for achieving organizational excellence. We have considered KM environment as being an approach as well as a discipline to improve the overall organizational performance. Certain issues like the technological implications, understanding of the KM essence by the people leading our group has been briefly*

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## A Study on use of Option Greeks in Derivatives for Risk Management

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### ABSTRACT

Financial Derivatives have a great significance in risk management. A proper use of derivatives in a right proportion enables an investor to minimize risk and maximize the return. Under financial derivatives different sub-types of derivatives emerge, for present study researcher has selected only option trading as a risk management tool using option Greeks. Option trading is the process of buying and selling options in the stock market. Option trading is an exciting process and almost every market participant has at least experienced the thrill of trading options, almost all the time with unsatisfactory results.

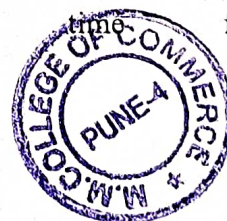
Trading options is like driving at a very high speed, it may be thrilling but it is extremely risky and most of the time results in accidents. To avoid such accidents and systematically profit from such ventures, an option trader seeks to improvise trading by using as many tools as are available for disposal. The most important of such tools are the Option Greeks and they are usually the first metric looked upon by option traders. Option Greeks are the most powerful tool for an option trader. They help an option trader make informed trading decisions. Thereby, providing them with an unparalleled edge to trade options.

Option Greeks are computed using various pricing models. These models seek to estimate the influence of the various market conditions on the price of an option. Together they provide a holistic view. The present research studies the use of commonly used option Greeks such as Delta, Gamma, Theta, Vega, and Rho and their significance in managing various types of risks associated with an option contract.

**Keywords:** Financial Derivative, Option Greeks, Risk Management, Option Pricing

### INTRODUCTION

In Financial or Investment Management unpredictable events that would create an adverse effect. Many Investors or traders may face financial risk exposures such as Price exposure, foreign rate exposure, interest rate exposure and inflation rate exposures etc. Derivatives are a specific type of instruments that derive their value over time from





## PUBLICATION CERTIFICATE

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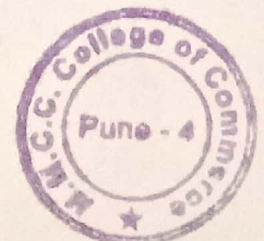
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## HRM PRACTICE AND WORK ENVIRONMENT: AN ANALYTICAL STUDY WITH

### REFERENCE TO RETAIL ORGANIZATIONS

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#### ABSTRACT

Employees play a critical role in retail organizations by fulfilling the organizational objectives through acquisition of the customers and maintaining relations with them. These employees are expected to work for long hours and often experience a narrow scope for advancement in their careers. Thus employee retention is a challenging task for HR departments in retail. However, empirical researches in the past have shown a closer link of retention to HRM practices by providing good working environment. Employees' physical and psychological well-being gets affected largely by the work environment in which they work. The present paper explores those HRM practices which are influencing the work environment at the organization. It discusses the set of issues faced by the retail firms pertaining to the retention and satisfaction of its employees. The study reviewed the literature to critically analyse many parameters and factors forming the components of retail organizations' work environment. For this study a structured questionnaire was utilized to obtain information from 32 retail firms situated in Pune City to do the analysis. The category of organization ranged across the sector from specialty stores, hypermarkets, category specialists, supermarket/ departmental stores, hospitality to electronic retail. Descriptive statistics is used to describe the features of the data. The result revealed that monetary and career-oriented HRM practices have an evident role in building a productive and conducive work environment for employees in retail firms. It also indicated that managers have a massive impact on creating result oriented work culture in the workplace. The study concluded with summarizing the major findings and its implications to be adopted by the management of retail companies.

**KEYWORDS:** Work environment, HRM practices, retail firms, work culture, retention

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#### (1) INTRODUCTION

