



International Conference

on

Nurturing Innovations in an Organisation

ICNIO-2024 at IMCC, Kothrud, Pune. February 15-16, 2024

Organised By

MES Garware College of Commerce (Autonomous), Pune

MES Institute of Management & Career Courses (IMCC), Pune

MES Senior College, Pune

REPORT: ICNIO-2024

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Introduction

A two-day international conference on 'Nurturing Innovations in an Organisation' took place at MES Auditorium, IMCC Campus, Kothrud, Pune, on February 15-16, 2024. The conference seamlessly blended both online and offline mediums. ICNIO-2024 was collaboratively organized by MES Garware College of Commerce (Autonomous), Pune, along with MES Institute of Management & Career Courses (IMCC), Pune, and MES Senior College, Pune. The event garnered approximately 193 registrations, encompassing both online and offline participants. The selected research papers from the conference will be published in the UGC CARE Journal.

The **primary objective** of the conference was to meeting minds from industry and academia across the globe, with the intention of fostering an innovation-centric culture within organizations. The conference enjoyed the support of esteemed institutes as knowledge partners, which played a vital role in inviting speakers for various sessions. The distinguished knowledge partners included:

1. Savitribai Phule Pune University (SPPU)
2. Maharashtra Economic Development Council (MEDC)
3. Centre for Industry 4.0 – (C4i4 Lab) (an initiative by DHI - Government of India)
4. Entrepreneurship Development Institute Of India (EDII)
5. COEP's BHAU Institute of Innovation, Entrepreneurship and Leadership

Furthermore, the conference received support from IDFC First Bank. The entire event spanned two days, with the first day featuring the inauguration ceremony and a keynote address, followed by visits to the exhibition area and Technical Track (Sessions).

Inaugural Session

The inaugural session of the conference witnessed the presence of an esteemed panel of dignitaries. AM. Bhushan Gokhale (Retd), the President of MES, initiated the session with his inaugural speech, shedding light on the significance of innovation. Mr. Babasaheb A. Shinde, Chairman of the Governing Body at MES, elucidated the crucial role that educational

institutions play in fostering innovation. Mrs. Sheetal Panchal, the Director General of MEDC, provided insights into MEDC's role in innovation and its contributions to India's development.

Mr. Pradip Kopardekar, Director of C4i4 Lab, Pune, engaged the audience by sharing various ways to connect with C4i4 labs and emphasized their utility for students. Dr. Mandar Joshi and the CEO of BHAU Institute highlighted the institute's efforts in nurturing innovations within the community. Mr. Vijay Bhalerao, CDC Chairman of MES IMCC, introduced the MES innovation competition slated for the next academic year.

Mr. Rahul Mirasdar, GB member of MES, and Prof. S.D Agashe from COEP Technology provided valuable insights into the evolving role of teachers. Dr. Kishor Desarda and Dr. Ravindra Vaidya, Principals of GCC and MES Senior College, respectively, along with the Convener of the International Conference, Dr. Tanuja Devi, were also present on the dais. The program was efficiently anchored by Dr. Archana Joshi. The inaugural session set a tone of enthusiasm and knowledge-sharing for the conference.



**Dr. Ravindra Utgikar,
VP Praj Industries**



Esteemed dignitaries on the dais

Keynote Address

Dr Ravindra Utgikar, VP, Praj Industries, gave the keynote address. Focusing on sustainability and innovation, citing various examples from the industry, he gave a detailed brief on the relevance of innovation in industrial domain. He explained how the mortality rate in innovative efforts is very high and consistency is the key. He stressed upon the importance of always keeping higher management informed in advance to avoid administrative obstructions at a later point in time. He introduced the life cycle of innovative efforts in the industrial domain along with measures to stay in the right path of efficacy.

Start-up Exhibition

There was an exhibition of stalls featuring young entrepreneurs showcasing their start-ups to the industrial players as also to management students. The dignitaries accompanied the audience to the exhibition area, this visit to exhibition was also telecasted live to the dignitaries and audience who were connected via online medium.

Stalls featuring drones both for training purposes and commercial usage along with hydroponics were showcased. The stalls from BHAU Institute and Garware College cell of young entrepreneurs featured colourful magnets, flavoured shake powders, customised T-Shirts, organic snacks, beauty products and handicrafts. The sponsor IDFC First Bank has also displayed their products in one of the stalls.

Paper Presentation

Over 87 papers, a culmination of contributions from both seasoned researchers and industry experts, enriched the intellectual landscape of the conference. The presentations unfolded across various classrooms, with eminent industry leaders and academicians serving as discerning

judges. Among the wealth of knowledge shared, 45 presentations occurred online, complemented by



Paper presentation by one of the researcher.

42 offline counterparts. The diversity of topics explored in these papers was nothing short of vibrant, ranging from User Interface intricacies to discussions on Corporate Social Responsibility, and delving into the significance and relevance of UPI within the context of the Indian market.

Esteemed judges for the paper presentations included distinguished Senior Faculty members, exemplified by the insightful evaluations of Dr. Mulla from Abeda Inamdar College. The valuable industry perspective was provided by experts such as Ms. Sheetal Panchal. Their collective expertise added a layer of depth and richness to the evaluation process, contributing to the overall success and impact of the paper presentations.

Technical Session I : Tech Driven Innovation



Mr. Mahesh Bankar of C4i4 Lab covered ‘Tech-Driven Innovations’. He covered aspects as Disruptive Tech, efficiency and automation, Data insights and analytics, customer experience enhancement along with sustainability and environmental impact. He emphasised the impact of tech-driven innovation in driving business growth, improving societal outcomes, and

shaping the future of various industries.

Technical Session II : Innovation from Different Perspective



Mr. Rene Bartal of Miba Automation Systems, Austria conducted this phase via online mode, he covered ‘Innovation from Different Perspective’. He run down the entire life cycle of innovative measures in automobile industry. He emphasised upon the requirement of technology improvement on regular basis.

Tech Session III : Building a Systematic Innovation Capability



Mr. Sachin Chawak, EVIDEN (an Atos Business) covered ‘Building a Systematic Innovation Capability’. He explained the fundamentals for systematic innovation capability, it included both behavioural and technical aspects. Citing few are leadership commitment, structured process, cross function collaboration and so on.

Tech SessionIV : Innovations in Bearings Industry



Mr. Wilfried Hoene, IBH Consulting, Germany, covered ‘Innovations in Bearings Industry’ in an online mode. Innovation in the bearing industry has been crucial for improving performance, reliability, and longevity of bearings across various applications. He gave an insight into the material science advancement along with need and process of innovative requirement in the field.

Day Two (Feb 16, 2024) Technical Session V : Diversity, Inclusion, Creativity, leadership and Innovation.

Dr. Prashant Pansare, member MEDC deliberated upon the various facets of Diversity, inclusion, creativity, leadership and innovation. He reiterated the importance of keeping things simple and workable. He further explained how an effective leadership could help in sustainable innovative environment.



Tech Session VI : Cultivating an Innovative Workforce & Building Collaborative Innovation Networks

Ms. Kalindi Kale, an expert in Education, Skill Development, and Training from MEDC, Pune shared her insights during the event. Her presentation was both informative and engaging, providing hands-on examples



of students who successfully launched their startups, detailing their journeys. Ms. Kale highlighted the significance of enhancing observation skills, fostering teamwork, improving communication, and drawing motivation from external dynamics. She strongly recommended students to maintain a journal, stressed the importance of cross-functional knowledge, and underscored the significance of the value chain in fostering innovation. Additionally, she emphasized the necessity of communication with colleagues and pointed out that motivation acts as the fuel for inspiration. Ms. Kale concluded by emphasizing the importance of celebrating achievements and the value of rewards, stating that a sense of purpose is crucial for intent and impulse in one's endeavour.

Tech SessionVII : Strategies for Creating an Innovation Ecosystem



Mr. Advait Kulkarni, a member of MEDC, focused his talk on case studies related to the subject. He delved into his personal journey, originating from an aeronautical background, and elucidated how his educational background and knowledge contributed to progress through innovative approaches. He emphasized the incorporation of strategies, such

as regularly reviewing feedback from the entire value chain. Additionally, he stressed the importance of investing time, effort and money into value system.

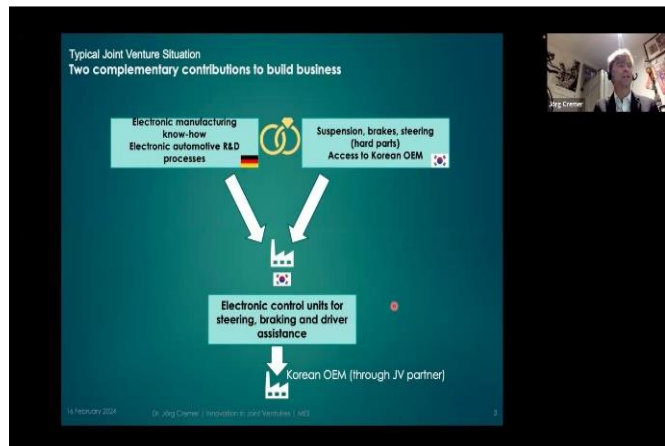
Tech SessionVIII : Innovation in traditional Industries

Mr. Prasanna Patwardhan, a member of MEDC, provided a detailed insight into how technological and innovative measures played a crucial role in the growth of his transportation company. He illustrated the significant changes in the bus industry, such as the introduction of online ticket purchasing and the replacement of small operators. Mr. Patwardhan highlighted the role of technology in providing a customer-centric approach. He expressed that embracing technological advancements was essential for the substantial growth of his company and acknowledged that without such advancements, the journey would have been much more challenging.



Tech Session IX : Innovations in Joint Ventures

Dr. Joerg Cremer from Germany presented various crucial aspects to consider before entering into a Joint Venture (JV). He elaborated on the key points that are indispensable for moving towards innovative measures in a Joint Venture, shedding light on the necessary steps. Additionally, Dr. Cremer addressed the risks and rewards associated with ventures in this domain.



Valedictory Session

The panel during the valedictory session had Mr Prakash Dhoka, Chairman, DCCIA (Deccan Chamber of Commerce Industry and Agriculture), Dr Sunil Shukla, Director EDII (Entrepreneurship Development Institute of India).



Address of Dr. Prakash Dhoka

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In his address, Mr. Dhoka drew upon years of experience, emphasizing the pivotal role of gradually shifting processes and fostering innovation within an organization to meet the demands of a dynamically changing market. He further underscored the significance of amalgamating the experience of senior leadership with the energy of the younger generation, creating a formidable force. Mr. Dhoka expressed the perspective that "When there is experience, there is no age; when age and experience come together, it forms a powerful synergy. and miracles happen."



Address of Dr. Sunil Shukla

Dr Sunil Shukla, Director, Entrepreneurship Development Institute of India (EDII) explained the pre-requisites to initiate a start-up. He threw light on conversion rates of new start-ups and also focused on explosion of unicorn start-ups in Indian workspace. 60% people fear about entrepreneurship.

Skills, attitude training must be given to people who want to initiate a startup. Ideas must materialize into actions. Prototype development, viability, sustainability all must be scanned to establish very good innovative start up.



Closing Remarks by Shri. Pradeep Naik.

In his closing remarks, Shri Pradip Naik, MES Vice President emphasized the crucial role of innovation in every sector. He acknowledged the collective efforts of everyone associated with it, highlighting the importance of

working together to elevate the overall quality of life. In the event, he echoed the sentiment of "Sarve Sukhinah Bhavanti - Jay jawan, jay kisan, jay anusandhan," emphasizing the need to understand what, how, and why to do things and for whom. The conference served as a valuable learning opportunity for all participants, highlighting the significance of academia collaborating with industry 4.0 and the National Education Policy (NEP).



Address of Smt. Anandi Patil

Ms. Anandi Patil Vice Chairman Governing body MES, spoke about the need of student centric policies. In her address she said that the focus should always be on students since they are the future of India. Hand in hand, cross functional management, is essential for survival. Practical knowledge is essential for employment. Collaboration with different

institutes for entrepreneurship is needed for student development. Parents, Industry, teachers and students must come together and collaborate accordingly.

Best Paper Award

The best five paper presentations were awarded with trophies and certificates. Youngest to receive the award were a team of three undergrad girls led by Ms Divya Shah, third year BBA CA students from Shri Pradip Naik Vice President MES, Smt. Anandi Patil Vice Chairman, Governing Body MES.



Best Paper Presentation Award



Trophy

Winners of the Best Paper Awards

1. Sushmita Nande and Sachin Chawak
2. Poonam Watharkar, Madhura Joshi
3. Sharvi Belsare
4. Hitesh Motwani
5. Bhavya Bhatt, Dr. Sandeep Rathod

Vote of Thanks



In extending the Vote of Thanks, **Dr Tanuja Devi**, the conference convener, expressed deep gratitude to various contributors. Special thanks were extended to the MES parent body, principals of the organizing institutes, and the esteemed guests and industry speakers. Heartfelt appreciation was also conveyed to the mentors and knowledge partner MEDC,

C4ic4, BHAU SPPU, and the supportive IDFC First Bank. Recognition was given to the dedicated staff members, logistics team, coordinating staff, and the meticulous arrangement of the event. The Food Committee, technical team, journalism students, volunteers from various institutes, and the students who actively participated in setting up the E-Cell start-up stalls were also acknowledged for their valuable contributions. The International Conference concluded by reciting the National Anthem.

Collective Efforts



Volunteer students and faculties along with Dignitaries

This two-day international conference, has been a dynamic forum for exchanging ideas and collective knowledge from experienced senior industrial leadership, academicians and diverse audience. The enormous response from all quarters, asks for more of such conferences leading to direct interactions with the market giants.

Glimpses of the Conference




Feedback from Participants

Based on participant feedback, the conference was regarded as one of the best attended, highlighting good management and coordination. Attendees found the conference to be knowledgeable and informative, delivering productive ideas within a limited timeframe. Due to the compact schedule, the speaker did not get enough time to share and interact more with the audience. The conference should have been streamed online on various platforms such as YouTube Live. Technical advancement had to happen such as the Satisfaction with the technical sessions was widespread, indicating a successful dissemination of valuable insights. Participants expressed deep gratitude for the opportunity to engage with a vibrant community of professionals, fostering meaningful connections and exchanges. Overall, the positive sentiments surrounding the conference emphasised its effectiveness in providing valuable learning opportunities and nurturing a conducive environment for collaboration and growth.

Photos of Information Brochure


Two Day International Conference on Nurturing Innovations in an Organization (ICNIO-2024)
 Date: 15th and 16th February, 2024

Organized by






Maharashtra Education Society's
GARWARE COLLEGE OF COMMERCE (AUTONOMOUS), PUNE
MES INSTITUTE OF MANAGEMENT & CAREER COURSES(IMCC), PUNE
AND
MES SENIOR COLLEGE, PUNE

Knowledge Partners



CALL FOR PAPERS

Best compliments from

"International Conference on Nurturing Innovations in an Organization"

Dear researchers and innovators, we are excited to invite you to participate in the 15th and 16th of February 2024. We are looking for innovative ideas and research papers in the field of "Nurturing Innovations in an Organization".

Sub-Themes

Industry 4.0 & Smart Manufacturing	AI/ML	Blockchain & Cybersecurity
Human Resource Management	Customer Experience & Digital Marketing	Supply Chain Management
Entrepreneurship & Innovation	Business Process Management	Organizational Behavior & Change Management
Leadership & Team Management	Project Management	Quality Management

Important Dates

Last Date of Submission of Full Paper: 1st January 2024
 Last Date of Submission of Abstract: 5th January 2024
 Last Date for Author Registration: 20th January 2024
 Date of Conference: 15th and 16th February 2024

Registration & Fees Payment


Category	Registration Fee (INR)	Registration Fee (USD)
Regular (Faculty/Staff)	10,000	120
Regular (Student)	5,000	60
Regular (Industry Professional)	15,000	180
Regular (Life Member)	1,00,000	1200

QR Code: 

Contact:
 *Asst. Prof. Saurabh Joshi: +91 9890050089
 *Prof. Ashlesha Deshpande: +91 9890050089
 *Office Contact: +91 20 2602 4002 (24h) - Fax: No. 452 44


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AND
MES SENIOR COLLEGE, PUNE

Knowledge Partners



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About MES

Three visionaries Adyaktaraviser Varodhe Balwant Phadnis, Waman Mahabhar Bhave and Laxman Narhar Indapakar founded the institution in 1960. The basic aim was to provide modern education in the national interest. Today, MES is providing education from nursing to Ph.D. degree in seven districts of Maharashtra with 25 institutions.

About MES GCC

MES GCC(Autonomous) is one of the important Higher Education institutions (HES) in Maharashtra, run by Maharashtra Education Society (MES). MES GCC (Autonomous) imparts Commerce, Management & Economics education to undergraduate & post graduate students through the Programmes such as B.Com, BBA, BBA-IB, BBA-CA, BBA-DIP (Design & Innovation) & M.Com. The College also has a Ph.D. research centre (Economics & Management). The College is empowering the generations since 1967. The College offers very good educational environment to the students to shape their personalities. MES GCC (Autonomous) has been accredited by National Assessment and Accreditation Council (NAAC), Bangalore. In its third cycle of accreditation, the College has scored 3.45 on 4-point scale. The College has bagged Best College Award from Savitribai Phule Pune University (SPPU), Recently, MES GCC (Autonomous) has won an autonomy and it has also implemented National Education Policy (NEP) 2020.

About MES IMCC

IMCC is premier Management Institute, which is recognized by SPPU & Approved by AICTE. Now IMCC is conducting MCA & MBA programs. IMCC is recognised by Ph.D. Research Centre under the Faculty of Management, SPPU. IMCC has 40 years standing & is well known for conducive educational atmosphere. IMCC believes in developing multitasking capabilities in students which prepare them to face challenges in the corporate world.

Our Patrons

AM. Bhushan Gokhale (Rtd.)
 (PDSM, IAS), VPO
 President, Maharashtra Education Society

Shri. Pradip Naik
 Vice President,
 Maharashtra Education Society

Governing Body

Shri. Babasaheb A. Shinde
 Chairman, Governing Body, MES

Smt. Anandi Mahesh Patil
 Vice Chairman, Governing Body, MES

CDC Chairpersons

Shri. Devendra Bhalchkar
 MES GCC (Autonomous)

Shri. Vijay Bhambare
 MES Senior College and MES-IMCC

Organising Committee

Dr. Kishor Desai
 Principal, MES GCC (Autonomous)

Prof. Dr. Santosh Deshpande
 Director, MES IMCC

Prof. Dr. Ravindra Vaidya
 Principal, MES Senior College

Our Mentors

Dr. Parag Kulkar
 Pro. Vice-Chancellor,
 SPPU, Pune

Shri. Atul Shirodkar
 President,
 IMCC

Shri. Pradip Kopardkar
 Director,
 C&L, Pune

Shri. Manohar Joshi
 CEO,
 IMCC Institute.

Dr. Smiti Shukla
 COO,
 IMCC Institute.

Conference Convenor

Asst. Prof. Saurabh Joshi
 +91 9890050089

Venue

MES Auditorium, IMCC Campus
 10, Mayur Colony, Kothrud, Pune 411008

About MES Senior College, Pune

MES Senior College is providing quality education and technical expertise at the Under Graduate Level in the fields of Computers, Management and Administration.

The motto of the College is to inculcate the concepts of total personality development in the students. The emphasis is laid on "Teacher-Discipline Relationship" in place of Boss-Subordinate relationship at these assignments.

The conducive milieu of the College moulds the budding managers to reveal in managing flexibility, integration, change and transformation.

About International Conference

We are delighted to announce our upcoming international conference, dedicated to the vital theme of "Nurturing Innovations in an Organization".

Intending to foster global world innovation on the backdrop of success, this Conference aims at bringing together the minds from industry and academia and to include the innovation-culture within organizations. The collaboration between these two domains is paramount in driving substantial change in a new era of creativity, adaptability, and sustainable growth. Together, we will reveal the potential of innovation culture to drive meaningful change and secure a prosperous future for the country and the whole world.

Contact:

*Asst. Prof. Saurabh Joshi: +91 9890050089
 *Email ID: saurabhjoshi@mesgp@gmail.com
 *Office Contact: +91 20 2602 4002 (24h) - Fax: No. 452 44

Conference Schedule

Visit: <https://shaikat.atdmgil.com>
 or Click Here/ Scan QR Code for Schedule

LINKS FOR REFERENCES

- Conference photos Link:-
https://drive.google.com/drive/folders/1-t8uSD6gluGowM6_RFi_uSRtCAXjlcbu?usp=drive_link
- Presentation photos link:
https://drive.google.com/drive/folders/1CJKKdy2Rr_cR6z-FqDwoEm2XWw6-b2LA
- You Tube Link of Conference of Day 1 –
<https://youtu.be/OCwTVImwCq4?si=xcE-URhstJSpIbdo>
- You Tube Link of Conference of Day 2 –
https://youtu.be/TF3DBviS_JI?si=isE7__5BiwI84IAi
- All photo Link:-
https://drive.google.com/drive/folders/1-t8uSD6gluGowM6_RFi_uSRtCAXjlcbu?usp=drive_link
- Feedback Form:- Link:-
https://docs.google.com/forms/d/e/1FAIpQLSfL0J7paM4_dR6mWx2mz4wIWehGjoBeQjX4xhuvro_I7RjwJA/viewform?usp=sharing
- Conference Registration Link:-
<https://forms.gle/r6GoXbTX6pSs7u5Q9>
- Conference Presentation Link:-
<https://forms.gle/WnbZYFKPZSEaiqK18>
