MoU

Between

ISTD

And

ZIBACAR

Memorandum of Understanding

ISTD Indian Society for Training & Development, Pune Chapter and ZES's Zeal Institute of Business Administration Computer Application & Research (MBA & MCA), Pune.

This agreement is made on 28th of October, 2021.

BETWEEN

ZES's Zeal Institute of Business Administration Computer Application & Research (ZIBACAR) is constituent of SPPU, Pune, running MBA & MCA programs, having its campus on Narhe, Pune, Maharashtra, India; represented through Dr. Rajesh Kashyap **Director, Zeal Institute of Business Administration Computer Application & Research** who is duly authorized to sign and execute this agreement on behalf of ZIBACAR.

AND

Indian Society for Training & Development, Pune Chapter (hereinafter referred to as ISTD), established in April 1970, a national level professional & non-profit society registered under the Societies Registration Act, 1860 and represented through Ms. Simantini Bhawsar, **Chairman, ISTD Pune Chapter**, who is duly authorized to sign and execute this Agreement on behalf of ISTD.

The Indian Society for Training & Development (ISTD), established in April 1970, a national level professional & non-profit society registered under the Societies Registration Act, 1860. It has a large membership of individuals and institutions involved in the area of training and development of Human Resource from Government, Public and Private Sector Organizations &Enterprises, Educational and Training Institutions and other Professional Bodies. The Society is affiliated to the International Federation of Training and Development Organizations (IFTDO), Geneva and Asian Regional Training and Development Organizations (ARTDO), Manila.

The Indian Society for Training & Development Organizes Training Programs, all over the country both at Chapter and National Levels. The programs cover selected areas of HRD with special emphasis on Training of Trainers, Training Goals & Objectives and Training tools & Technologies. A very large number of Public & Private Sector Organizations, Training Institutions Central and State Government Participate in these programs, some of which have been held in collaboration with Planning Commission, Bureau of Public Enterprises and the Training Division of Department of Personnel, Government Of India.

Zeal Education Society: Established in the year 1996, under the expert guidance of Shri. S. M. Katkar to provide quality education, Zeal Education Society has made a mark for itself as a renowned institute in the Pune region. ZES offer a team of highly qualified Staff, state of the art infrastructure and extraordinary vision that every student who is a part of the Zeal family marches

out of the campus with top level confidence and abilities to be competent enough to face the cutting edge competition in the corporate world today. The society imparts knowledge from KG to PhD by establishing Zeal College of Engineering and Research, Zeal Polytechnic, Zeal Group of Management Institutes, Dnyanganga School, Dnyanganga Junior College, Dnyanganga College of Education and Silver Crest School. All the courses are approved by AICTE, New Delhi, recognized by DTE Govt. of Maharashtra & affiliated to Savitribai Phule Pune University.

ZIBACAR, is management institute, established in 2007. It is affiliated to Savitribai Phule Pune University (formerly known as University of Pune) and recognized by All India Council for Technical Education & Director of Technical Education. It was accredited by National Assessment and Accreditation Council (NAAC). Currently ZiBACAR is running two programs MBA & MCA. It is committed to quality management education to enable students to occupy authority positions in different areas of work. It strongly believes that when students become decision makers, it will have a positive impact on contribution of women towards economic and social development.

Rationale:

There is a perceived gap between industry expectations and the output of Institutes of Higher Education. ZIBACAR as a responsible member of the Higher education space, realizes its responsibility to do its bit in bridging this gap.

ZIBACAR and ISTD recognize that they share common goals and are desirous to establish, a cooperative arrangement towards creating requisite talent by strengthening Business Management education (with a specific focus on Training & Development / HR / IR and allied domains) through targeted initiatives.

ISTD shall predominantly act as the Knowledge Partner.

ZIBACAR and ISTD are desirous to formalize their association for furtherance of knowledge based enterprises, apt technical and management skill for future economic development, exchanging of information, and work towards effective Industry-Academia partnerships for building talent in the identified areas of Training & Development / HR / IR and allied domains.

The following areas of cooperation have been mutually identified by ZIBACAR and ISTD:

1. **Mentoring:** ZIBACAR welcomes industry professionals from ISTD to mentor ZIBACAR students on an ongoing basis or one a one-off basis.
2. **Shadowing programme:** ISTD will help ZIBACAR in sending its students for shadowing programme to top management professionals in its network.
3. **Workshops & Joint Certifications:** ZIBACAR would engage experts from ISTD to conduct workshops on current themes in Training & Development / HR / IR and other areas of general management. Such workshops can be customized in terms of duration, batch

size, delivery mode, venue etc. Successful candidates who meet pre-determined criteria may be awarded joint-certificates.

4. **Joint Research initiatives:** ZIBACAR and ISTD would like to take up Joint Research initiatives in areas of mutual interest. These initiatives may take the form of Literature review / white papers / position papers / review papers / empirical research on areas of relevance. The same may be published by ZIBACAR.
5. **Case Study Development:** ZIBACAR aims to develop native content, rooted in Indian realities, for classroom teaching. Developing cases based on current issues, challenges and initiatives of industry is one such activity. With an objective of strengthening industry institute connect and at the same time expose ZIBACAR faculty members to real life business problems, joint case study development initiatives are proposed with ISTD. These cases will be used for classroom teaching and will help students understand application of management concepts in Indian context. The same may be published by ZIBACAR.
6. **Curriculum Enrichment:** ISTD and ZIBACAR shall jointly undertake curriculum review and enrichment exercise and if necessary develop new curriculum and courses in identified areas.
7. **Faculty Development Programmes**: ISTD and ZIBACAR shall jointly organize faculty development programmes.
8. **Live Project:** ZIBACAR would like to explore opportunities for live project and summer projects with ISTD or through network of ISTD members / professionals.
9. **Learner Evaluation:** ZIBACAR would appreciate if experts from ISTD could assist ZIBACAR in evaluating various aspects of learner's performance in terms of project viva, etc.
10. **Guest Lectures:** ZIBACAR would like to invite International speakers and experts from ISTD for guest lectures to share their experiences to the students; which would help them understand the expectations of industry from the management graduates. ZIBACAR would also like to invite such experts from ISTD as key note speakers for induction, seminars and other institutional activities.
11. **Industry Visits:** ZIBACAR would like to organize industry visits for students and faculty to get an exposure to real life industry practices. ISTD can support ZIBACAR in such activities.
12. ZIBACAR faculty can be invited as resource person for various ISTD conferences, seminars and workshops.
13. ZIBACAR shall provide its infrastructure for pre identified ISTD events.
14. ZIBACAR shall provide access of its library facilities for reading purpose to ISTD members with prior permission.

Terms of engagement:

1. This MoU does not place any financial liability on either of the parties.
2. This MoU does not place any responsibility on ISTD in terms of placing ZIBACAR Students.
3. MoU shall be for 3 years, and can be further extended as may be deemed fit.

4. ZIBACAR shall acknowledge ISTD as knowledge partner in all its joint initiatives.
5. ZIBACAR shall use all facilities, data and other resources purely for academic and research purpose. ISTD may propose a NDA as applicable.
6. A joint governing council can be established for planning, execution and monitoring of the activities under the scope of the MoU. Each Party will nominate appropriate personnel to discuss and promote detailed cooperation activities for the implementation of this MOU. When necessary and as mutually agreed, the Parties may hold working meetings. One Party shall notify the other Party of any modification in writing in case of change in the assigned personnel.
7. The GC can meet twice in a year (minimum) - once at ZIBACAR and once at ISTD.
8. Single point coordinators will be identified on either side.
9. Promotion of open programmes shall be carried out by both the partners.

Signatories:

Name: Dr. Rajesh Kashyap
Designation: Director
ZES's ZIBACAR

Name: Ms. Simantini Bhawsar
Designation: Chairman
ISTD Pune Chapter

Witness:

Name : Dr. Ashish K. Vyas
Designation: Asst. Prof., ZIBACAR

Witness:

Name: Mr. Brij Mohan Mishra
Designation: Hon Secretary
ISTD Pune Chapter

Zeal Institute of Business Administration Computer Application & Research
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