



Vihang

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Matoshri College of Management and Research Centre
Eklahare, Nashik.

Vihang

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Dr. Yogesh Gosavi

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Vision

“To establish prominent center of excellence at subtle personality development nurturing administrative abilities supporting social and national development”

Mission

- 1.To set up the state of the art infrastructure.
- 2.To tune the faculty towards personality development and administrative abilities.
- 3.To establish amiable rapport with industry, business and financial consultants.
- 4.To develop an environment for producing entrepreneurs and supporting social and national needs.
- 5.To instill strong uncompromising ethical values.
- 6.To emerge as prominent centre of excellence





Hon. Narendrabhau Bhikaji Darade
Founder and President ,
Jagdamba Education Society, Yeola



Hon. Kishorbhau Bhikaji Darade
Founder and President ,
Matoshri Education Society, Yeola



Hon. Er. Kunalbhau Narendra Darade
Secretary,
Matoshri Education Society, Yeola



Matoshri Education Society, envision that for an outstanding institution to be created, it must start by kindling the fire of true knowledge and passion for excellence in the young hearts and minds, not to be another run of the mill college but an institute whose goal will always remain to excel in all the fields and build responsible citizens of the modern competitive world.

The team at the helm of affairs here firmly believes that “Quality” is the only magic word essential for our survival and growth in today's cut throat competitive scenario. At the same time we also believe that “Quest for Quality” is never ending process. Whatever shortcomings we may have today, we are at work collectively to ensure incredible value additions amongst our students during their four years stay with us. At the same time we also confidently ensure that the alumni of our college will always feel proud of their choice of institution in the future life. My best wishes to the students and the guardians who have shown faith in us.

Er.Kunal N. Darade
Secretary,
Matoshri Education Society

My dear students,

Since last decades, India by accepting the policy of liberalization, privatization and Globalization has been in the process of economic reforms which resulted into drastic changes in the environment of business and industry at the accelerating rate in addition to it, education is treated as goods or commodity where quality plays an important role. Therefore, Educational institutions in today's worlds have got more prominence not merely as centre of tutorial oriented but as a centre of culture and personality development.

We at Matoshri, believe in bringing out the best of students. This is the place where students are trained not only to gain subject knowledge but also to think beyond the concepts and make them application and outcome oriented under the guidance of highly committed competent and qualified faculty. Our efforts towards managing for excellence are supported by latest and modern infrastructural development is the major aspect our plan.

I welcome you all. Our institute offers education to copy up the desired needs of an environment.

Best Of Luck and make your Dreams True”



Dr. Yogesh M. Gosavi
Director
MCMRC, Nashik



From The Placement Coordinator's Desk-

The rules of the game have changed. We often hear terms such as Globalization, Triple Bottom Line, more for less for more, Disruptive Innovation, Sustainability, Technological revolution, Social responsibility, Ethics, Governance etc. In fact, all these 'terms' are profoundly shaping the current and emerging rules of the game. Hence, it is imperative for students to develop a global mindset, hone their leadership skills, enhance awareness of self & context and sharpen holistic thinking, besides adopting empathy and ethical sensitivity. At MCMRC, Eklahare, we are committed to groom our students, with these qualities and skill sets.

The students represent a rich and diverse crop of potential managers who come in from different disciplines. This institute is supported by excellent infrastructural facilities and highly qualified faculty. Apart from academic inputs the students have also been inculcated with a strong sense of social commitment and values pertaining to the day to day life. Our students not only excel in their varied technical fields but we can vehemently say that they uphold with dignity and integrity the social values for which the Institute stands. It is our extreme pride and pleasure that we have been able to strengthen the bond of mutual respect and trust that already exists between the industry and this esteemed Institute.

We, at MCMRC, continually strive towards creating and building industry partnerships for our students. We constantly work towards sustaining the mutually beneficial relationship we share with every respected organization, such as yours, so that the synergy created helps both the students to thrive and the corporate to select from a rich pool of talented individuals.

Prof. Vikrant V. Aher
Placement Coordinator



Mid way through editing and designing a pile of articles which I was nose deep in and with the thoughts of the zillion things that “ JUST HAD TO BE DONE” I pulled at my hair hair for the very first time. This was the first of many such moments(hours)! putting magazine together was no a cake walk. I along with my editorial team members have spent many sleepless nights to make this magazine stand out.

So, here you have a magazine of “VIHANG” , the long awaited magazine of MCMRC for the year 2017-18. The name of the magazine “VIHANG” may seem difficult but it just means to soar high in the air. This magazine gives a high raise to Matoshri an's way of life, their creativity and activities. This magazine is a platform that exhibits the literary skills and innovative ideas of teacher and students. “VIHANG” presents the hard work and dedication of students and teachers.

I would like to thank all my editorial team members for helping to me pull this through. I express my considerable appreciations to all the authors of the articles in this magazine. These contributions have required a generous amount of time and effort. It is this willingness to share knowledge, concern, and special insights with fellow begins that has made this magazine possible.

Thank You All !

Prof. Sachin H. Patole
Editor





Matoshri Education Society, Yeola established in 2005 is sister concern of Jagdamba Education Society is growing at a faster pace. Initially Matoshri Education Society Started with Diploma Pharmacy College at Babhulgaon, Yeola Later in 2008 Started 2008 in Matoshri College of Management & Research Center as well as Matoshri College fo Engineering & Research Center, Eklahare, Nashik. Matoshri Education Society st

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Omron Robots

You probably know that if you are a factory worker, your position in the modern world is quite precarious. The only thing saving workers from losing their jobs is the relative costliness of robots' purchase and maintenance in comparison to people's salaries, especially to those from poorer countries.

Omron robots are amazing as they not only lift heavy objects and move at a rapid speed, but also can freely navigate the environment. Their sensors allow them to detect objects and change their direction accordingly. These robots can even create a new route if the old one proved impossible.

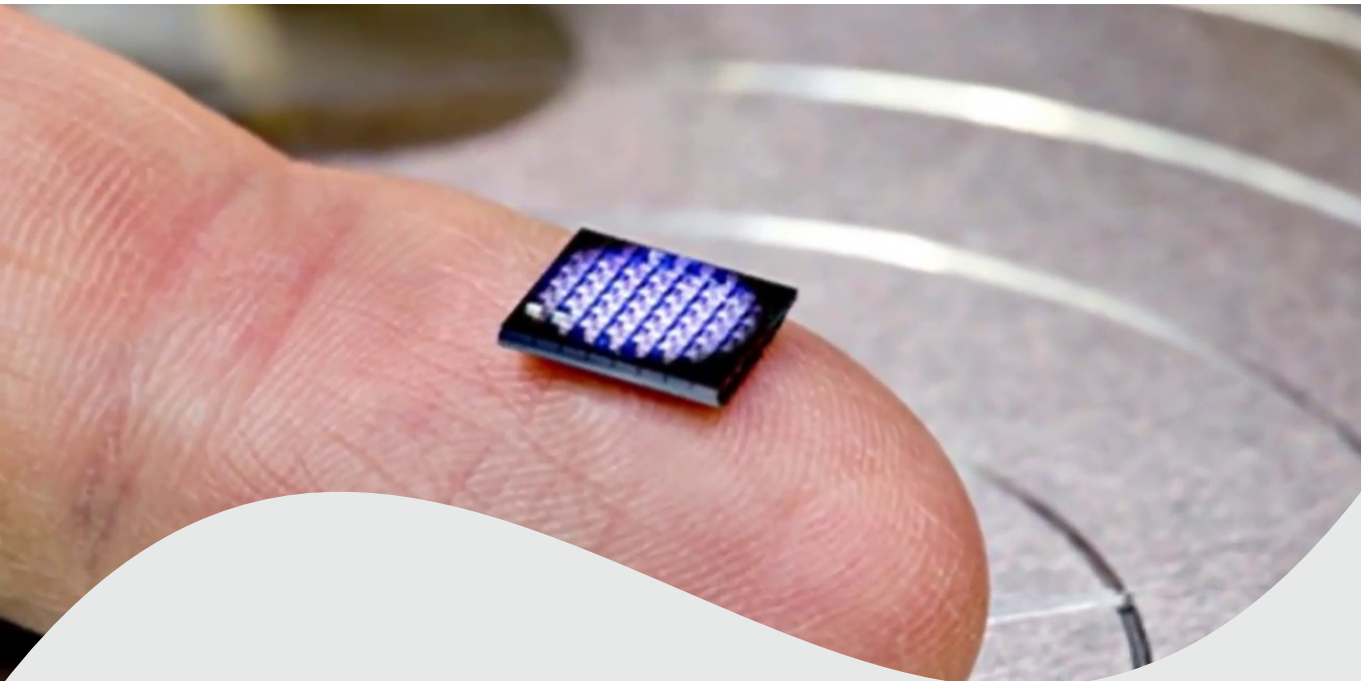
- Chetan Sanap



Crypto Anchors

Crypto anchors are digital footprints which can help companies, as well as ordinary consumers, check the product's authenticity. They can be either codes or small (really small) computers embedded in the product itself and tied to the blockchain. Blockchain saves digital info about the product which can then be used to carry out the product's identification. Crypto anchors have sensors and algorithms which can't be tampered with. This innovative technology can help the world's economy as it loses billions of dollars due to various fraudulent practices. Moreover, it can help people to feel more secure about the product and not to spend their money in vain.

- Chetan Sanap



Today, many pupils own a mobile device. Tapping this technology for learning in 2018 will improve engagement and motivation across all learning abilities. Mobile learning will also offer greater flexibility and accessibility for learning at home. Connecting mobile technology and devices within the classroom will allow teachers to provide a fully immersive, integrated learning experience for all learning styles and abilities.

Thank to pupils' intuitive use of technology, in 2018 more schools will adopt tablet-like experiences for their front of class displays and incorporate this with camouflaged learning techniques and the gamification of learning. Traditional interactive whiteboards are becoming harder to scale or costly to replace, whereas SMTs are turning

to more future-proof, upgradeable technologies like Promethean ActivPanels. Innovations and trends in technology across businesses and enterprise are giving SMTs more advanced tools and better forms of edutech to improve their school's results and enhance their teachers' pedagogy. Innovative teachers, meanwhile, are getting more creative with their edtech, finding ways to use technology for differentiated learning and increased engagement.

The biggest potential impact on pupils of technology in education in 2018 will be the opportunity to nurture skills to help them succeed, increase the quality of learning across mixed-ability classes, and protect students' online safety.

- Amol Avhad

Mobile- Style Education



Introduction to generic and branded medicines

Generic drugs and brand drugs Generic medicines are those which contain the same active ingredient (the ingredient which acts to cure the condition the medicine is used to treat) in the same quantity as a brand-name medicine. Generic medicines therefore have the same effect on the body in terms of curing disease as the brand-name medicines which they copy.

However, generic medicines are sold using a different name and may contain different inactive ingredients (ingredients that give the product its taste, shape texture, smell, et cetera, but which do not affect the body to relieve health conditions) compared with their branded counterparts. They should not

be confused with counterfeit medicines, which are illegally manufactured copies that may or may not contain the same active ingredient.

The number of generic medicines being distributed in Australia is increasing. This is a move supported by the government, who have implemented a number of strategies to encourage the use of generic medicines because they are often cheaper than brand-name medicines. Use of generic medicines may also have cost benefits for the consumer and for pharmacies.

Although the use of generic medication is becoming more widely accepted by Australian doctors and consumers, many consumers in Australia (and overseas) have



a mistrust of generic medicines. Furthermore, use of generic medication is still a controversial issue amongst doctors. The generic pharmaceutical industry is growing, and these medicines are likely to become more common in Australia in the



future. Increased education about generic medicines and the similarities and differences between generic and brand-name medicines is needed to allow consumers to make informed choices about which medicines they use. There is also a need for education regarding the testing that is carried out to ensure generic medicines are safe and have the same effect on the body as the brand they copy (known as therapeutic bioequivalence). Consumers also need to be aware of the risks that can be associated with switching from branded to generic medicines or vice versa.

What are branded medicines?

A branded medicine is the original product that has been developed by a pharmaceutical company. When a company develops a new medicine, their product must undergo and pass rigorous tests and evaluations to ensure that it is both effective in curing the condition it claims to treat and

safe for human use. Because pharmaceutical companies invest considerable amounts of money to develop a new medicine, they are given the sole right to manufacture and distribute the medicine for a period of time.

When a pharmaceutical company is given sole rights of manufacture and distribution, the medicine is said to have a patent on it. A patent is a technical description of what the drug is and what it is used for. For a period of time after the patent is granted, no one else can produce a drug that is the same as the patented drug; the medicine belongs exclusively to the original company. For this reason, branded medicines are the most well known and most trusted type of that particular medicine.

What are generic medicines?

A generic medicine is a copy of the original branded product. Once the patent for the original product has run out, the pharmaceutical company who developed the medicine no longer has the exclusive right to produce and distribute the medicine. Other pharmaceutical companies are able to create their own version of the medicine.

The type and quantity of the active ingredient in the generic product is the same as the branded version, but the inactive ingredients are slightly different. The generic medicine is sold under a different brand name and it may look different (e.g. in colour or shape) to the original.

- Prof. P. S. Sonwane

Organic Farming

Organic farming is an alternative agricultural system which originated early in the 20th century in reaction to rapidly changing farming practices. Organic farming continues to be developed by various organic agriculture organizations today. It relies on fertilizers of organic origin such as compost manure, green manure, and bone meal and places emphasis on techniques such as crop rotation and companion planting. Biological pest control, mixed cropping and the fostering of insect

predators are encouraged. In general, organic standards are designed to allow the use of naturally occurring substances while prohibiting or strictly limiting synthetic substances.

Organic farming is a method of crop and livestock production that involves much more than choosing not to use pesticides, fertilizers, genetically modified organisms, antibiotics and growth hormones. Organic production is a holistic system designed to optimize the



productivity and fitness of diverse communities within the agro-ecosystem, including soil organisms, plants, livestock and people. The principal goal of organic production is to develop enterprises that are sustainable and harmonious with the environment. Organic farming promotes the use of crop rotations and cover crops, and encourages balanced host/predator relationships. Organic residues and nutrients produced on the farm are recycled back to the soil. Cover crops and composted manure are used to maintain soil organic matter and fertility. Preventative insect and disease control methods are practiced, including crop rotation, improved genetics and resistant varieties. Integrated pest and weed management, and soil conservation systems are valuable tools on an organic farm. Organically approved pesticides include “natural” or other pest management products included in the Permitted Substances List (PSL) of the organic standards. The Permitted Substances List identifies substances permitted for use as pesticides in organic agriculture. All grains, forages and protein supplements fed to livestock must be

organically grown. The organic standards generally prohibit products of genetic engineering and animal cloning, synthetic pesticides, synthetic fertilizers, sewage sludge, synthetic drugs, synthetic food processing aids and ingredients, and ionizing radiation. Prohibited products and practices must not be used on certified organic farms for at least three years prior to harvest of the certified organic products. Livestock must be raised organically and fed 100 per cent organic feed ingredients. Organic farming presents many challenges. Some crops are more challenging than others to grow organically; however, nearly every commodity can be produced organically. Organic farming which is a holistic production management system that promotes and enhances agro-ecosystem health, including biodiversity, biological cycles, and soil biological activity is hence important. Many studies have shown that organic farming methods can produce even higher yields than conventional methods.

- Pratik Kishor Patil

Our Toppers



Gite Deepali
(69.73)%



Aringle Sayali
(69.17) %



Priyanka Sable
(68.43)%

Placement of MCMRC



Sayali Aringle
Mahindra &
Mahindra Co.Ltd.



Vishal Ahire
Share Khan Ltd.



Ashwini subhekar
ICICI Bank Ltd



Rasika Lahamge
Sterling Motors



Roshan Katkade
Sahyadri Agro Retails



Sunil Gosavi
Pure Study
Softwares Pvt.ltd.

Skills

EVERY EMPLOYEE MUST HAVE

Someone recently asked me who my best hires have been. Did I notice a consistent feature among people who go on to be successful at work? These questions got me thinking.

My journey over the last two decades has included some of the star hires and some who appeared to be good bets at the time of hiring but eventually ended up either failing miserably or displaying lackluster performance. I realized that beyond a person's knowledge and experience, certain

behavioral skills tend to be good predictors of stability, leadership and success at work. Over the years.

1. Self-starter

Most of my hires have been self-starters, people who on joining an organization start creating their own opportunities, understanding the legacy context and issues, initiating interactions and building relations.

2. Perspective

The world is changing fast. What used to work earlier, may not work today; what is a best practice somewhere may not even be an acceptable practice in some other place. People with a perspective and courage to put forward their thoughts, even the not-so-popular ones, are typically the ones who create change and add value that others appreciate.

3. Customer Centric

The world is full of people doing things, but



unless they are doing them with the humility and thought of solving another's problem, all we get are newer problems, not newer solutions. Hence, I've always looked for someone who identifies what s/he needs to do based on a pain point of someone else s/he is addressing.

4. Problem-solver

Every role is created to solve a pain point for the organization. Everyone is an expert at identifying issues. What people value is a person who can come in and also solve some of them.

5. Organized

Today's organizations are like today's computers...multi-threaded, which means a lot is happening in parallel and that essentially means that for someone to be able to do well, s/he needs to necessarily be able to plan and prioritize work and optimize on resources.

6. Team Player

When you're not working alone, a lot of your success also comes from how well you work with others. Your colleagues must find you trustworthy and approachable; only then will they be willing to learn from you as well as share their knowledge with you and also be willing to help you.

7. Knows what it takes to lead

Roles with teams also require someone who not only can be part of teams but can also form and build them. The skill of delegation to get work done from others and of being able to unite individuals with their own individualities into a single unit driven by a common purpose, is critical for a leader.

8. Entrepreneurial ability

This, I can't stress enough. These are VUCA (Volatility, Uncertainty, Complexity, or Ambiguity) times and we need people who are comfortable with ambiguity -- people who can try and make sense out of a haze and have the ability to take risks with ideas and try and create something new; who own up to failures and are not afraid of them. I've always tried to find people with that quirk to do something new, create something and have the courage to take the plunge.

9. Constant learner

The last but not the least, most people don't realize how important it is for a person to be continuously focused on learning, into evolving into something new to be relevant with the times. This ensures success.

- Prof. S. B. Pangavhane



PREPARING FOR THE JOB INTERVIEW

The job interview is one of the most important components of your job search. A successful interview is instrumental in securing a position. The interview is an opportunity for the employer to evaluate the match between your qualifications and goals and the employer's needs. It is also your best opportunity to evaluate the employer and the position. In order to present yourself and your qualifications effectively, careful and thorough planning is required prior to each interview.



PLANNING FOR THE INTERVIEW: Most individuals approach an interview with apprehension and nervousness and may feel overwhelmed. However, planning ahead will help you to present yourself and your qualifications clearly to the employer. Consider the following areas when preparing:

1. Know Yourself: It is difficult to articulate your skills, interests and goals to an interviewer if you don't know what they are yourself. You need to be able to present to the employer confidence in yourself, your qualifications, and a sense of career direction. In order to “sell” yourself effectively, complete a thorough self-assessment, reviewing your skills/abilities, background, values, experience, education, training, and career goals.

2. Know Your Field of Interest: Employers will be interested to discover why you selected a particular career field to pursue. Research information about the field, industries, and positions. This may include future projections, major competitors, industry trends, and characteristics of individuals in the field.

3. Know the Employer: Research the organization thoroughly to discover its products, services, location(s), previous and projected growth, and future prospects.

4. Know the Position for Which You Have Applied: You need to have a clear description of the job and required skills so that you can articulate your understanding of the position, the demands involved, and how valuable you will be to the company.

5. Know the Interview Format Ahead of Time: One of the most important ways to prepare for your interview is to ask about the interview format. Find out who you will meet with and how long the interview will be.

6. Prepare For and Anticipate Questions: Read the job description thoroughly and anticipate questions that may be asked. Prepare answers beforehand by practicing aloud, with a friend, or by completing a mock interview. (See Appendix 1 for Commonly Asked Questions)

7. Make A List Of Questions To Ask: Asking questions shows a level of interest in the company and your preparedness for the interview. Don't ask questions that could be easily answered through your own research. (See Appendix 2 for Questions Applicants Might Ask)

DURING THE INTERVIEW:

1. Arrive Early: Arrive 10 – 15 minutes before your scheduled interview time. Take into consideration traffic you might encounter and parking.

2. Arrive Prepared: You should bring with you extra copies of your resume, a list of at least 3 professional references, and a pen and paper. Some employers may also require you to bring your academic transcripts. All of these items should be organized in a folio.

3. Make A Good First Impression: When meeting someone for the first time, people often form opinions about others during the first 30 seconds. Your appearance, behavior, and attitude are important factors that contribute to that first impression.

Appearance Dress professionally. Dress in modern stylish clothes, no flashy colors or styles. Err on the side of being overdressed.

Use make-up moderately.

Make sure your hair, mustache and/or beard are well trimmed.

Don't overdo use of jewelry.

Shine your shoes, clean your fingernails, and clean your glasses.

Avoid strong perfumes, colognes, or aftershaves.

Behavior Carry yourself proudly.

Use a firm handshake.

Maintain good eye contact.

Smile and be friendly to everybody.

Follow the interviewer's lead.

Do not overextend the interview. Attitude

Project confidence and enthusiasm.

Show sincerity and commitment.

Be optimistic.

4. Give Thoughtful and Complete

Answers: When answering questions, avoid giving one word answers. Provide examples of your qualifications whenever possible. If confused about the question, ask

for clarification. Pausing to consider your answer is ok. (See Appendix 3 for Appropriate Pre-Employment Inquiries)

AFTER THE INTERVIEW: 1. Write a Thank You: Write a brief letter or note of thanks for the interview. Reiterate your interest in the position and briefly state why you are the best candidate.

2. Evaluate Interview and Position: Determine how well the interview went and if you should do anything differently next time. Evaluate whether the job/organization is a good fit for you.

3. Follow Up: If you don't hear from the interviewer in a week after you were told a decision would be made, call to inquire about their decision and to express your continued interest in the position.

TYPES OF INTERVIEWS: There are several types of interviews. The employer you interview with may use only one of these types, or all.

1. Screening Interview: This is usually the first meeting you will have with a prospective employer, lasting 30 – 45



minutes. On-campus and job fair interviews are examples. The purpose is to reduce the number of candidates to a more manageable number by eliminating candidates who are not qualified.

2. Follow-up or Second Interview: The purpose of this interview is to identify the finalists for the position. It is on-site at the employer's location and the candidate is interviewed by several people. More specific questions will be asked in order to reveal certain skills and characteristics that you possess to determine an appropriate match with the organization's needs.

3. Phone Interview: This could replace a screening interview or follow up/second interview, especially if the employer is located a distance away. Make arrangements to be alone in your room or apartment for the interview. Have readily available a copy of your resume and questions to ask the employer. Evaluation is based on your responses, tone of voice, enthusiasm, ease of conversation, and adaptability to the circumstances.

4. Selection Interview: This is the final interview. The position's supervisor or manager will usually be the primary interviewer; however others may be involved as well.

5. Search Committee Interview: During this type of interview, you are interviewed by a group of individuals, or a search committee, where you are required to respond to questions from each person. Maintain eye contact with each person in the room when answering questions. Remember that each person's impression

counts. At the beginning, ask each person if she/he has a copy of your resume.

6. Group Interview: During a group interview, you are interviewed with several other candidates. You may be asked to complete a group task, respond to certain scenarios, or to meet informally. The employer is looking for your ability to work in a group situation, the leadership style you exhibit, your flexibility and adaptability, and your decision-making style.

7. Breakfast/Lunch/Dinner Interview: For this type of interview, the employer asks individuals with the organization to join you for a meal to get to know you in a more relaxed atmosphere. You are still in an interview situation and need to focus on the conversation and the questions asked.

INTERVIEW STYLES:

1. Directive Interview: The interviewer will direct the interview by the questions he/she asks you. You are expected to do most of the talking. You may feel as if questions are being “fired” at you constantly.

2. Non-Directive Interview: The interviewer does not provide direction for the interview. He/she may ask you what you would like to discuss and leave it to you to provide the direction of the interview.

3. Stress Interview: The interviewer will use a confrontational style to try to unsettle you in order to see how you respond. The interviewer is not looking for “the right answer”, but the thought process you use and your ability to respond with a challenging and creative answer.

4. Behavioral Interview: The interviewer is seeking specific examples and responses that will give insight into personality traits and critical skills. Questions may focus on intellectual competence, leadership ability, team/personal skills, adjustment/flexibility, motivation, communication skills, administrative skills, and technical skills. An example question is: "Describe a situation when you have been stressed and how you dealt with it". (See Appendix 4 for more information about Behavioral Interviews)

24 WORST JOB INTERVIEW MISTAKES:

1. Arriving late.
2. Arriving early. Don't arrive more than 15 minutes early.
3. Dressing wrong. Dressing too casually can ruin your chances. The safest choice for any interview is a tailored suit in a conservative color like black, navy, gray, or

tan.

4. Dressing in a rush. If you select your clothes right before you leave, you won't have time to fix things such as a loose button. Neatness counts.
5. Smoking. Smoking makes you look nervous. Tobacco-breath should be avoided at all times.
6. Drinking. Even if others are ordering cocktails, avoid drinking alcohol.
7. Chewing gum.
8. Bringing along a friend or relative. Even being seen saying goodbye to your best friend or your spouse at the building door can make you look as if you didn't have the nerve to get there on your own. Being picked up afterward also reeks of dependency.
9. Not knowing about the organization or position.
10. Not preparing ahead of time and practicing questions.
11. Not admitting a flaw. To the question,



“what is a weakness you have?”, do not answer “none”. Illustrate a weakness that you have turned into strength and give specific steps you have taken to improve your weakness.

12. Not knowing your own strengths. You must be prepared to give strengths and to give specific examples illustrating your strengths.

13. Asking too many questions.

14. Not asking any questions. It makes you look uninterested in the position.

15. Inquiring about benefits too soon. Some organizations will describe their benefits during an interview. If not, do not broach the subject until an offer has been made.

16. Revealing your price tag. Let people discover your qualifications before THEY bring up salary. Never bring up salary until an offer has been made.

17. Crying discrimination. Most of the time, inappropriate questions are asked unintentionally. Don't make accusations if someone asks inappropriate questions. You can always file a complaint after the

interview.

18. Bad-mouthing your boss. Never say anything negative about a person or employer you worked for in the past. It brands you as a complainer.

19. Name dropping. Dropping names can backfire. Instead, ask inside contacts to recommend you.

20. Energy failure. Job candidates with lackluster attitudes rarely get a job offer. You must appear bright-eyed and eager.

21. Handshake failure. A limp handshake shows lack of confidence. Give a firm handshake.

22. Glancing at your watch. Clock watching gives the impression that you're late for a more important date and that you are not interested.

23. Playing the hero/heroine. Never convey the message that the company is really messed up and that you can turn things around.

24. Losing your cool. Expect the unexpected. Remain calm and professional at all times.

- Prof. Vikrant V. Aher



What is Trekking?

"Trekking is a form of walking, undertaken with the specific purpose of exploring and enjoying the scenery. It usually takes place on trails in areas of relatively unspoiled wilderness."

Trekking is a form of walking, undertaken with the specific purpose of exploring and enjoying the scenery. It usually takes place on trails in areas of relatively unspoiled wilderness."

The great mountain ranges are some of the most beautiful and interesting areas of the world to visit. As they are often not served by roads, they can also be the most remote and difficult places to get to and the only real way to see them is on foot. For some people the trekking may be an end in itself, for others it is a means to enjoy the magnificent panoramas and often the peoples of the mountains with their culture, traditions and religions provide an equal interest to the scenery.

A tours, trekking, mountaineering, rafting and jungle safari and other related holidays should not be exactly that a holiday, not an arduous ordeal – unless, of course, that what you want. In order to help you choose the itinerary that is right for you, we give each of our holidays grade, and supply information on the number of days walking maximum and average altitudes etc, in the trip description. In addition we answer you below holidays with cost and about our services. We hope that you will find this helpful in matching your ability and aspirations to a particular holiday.

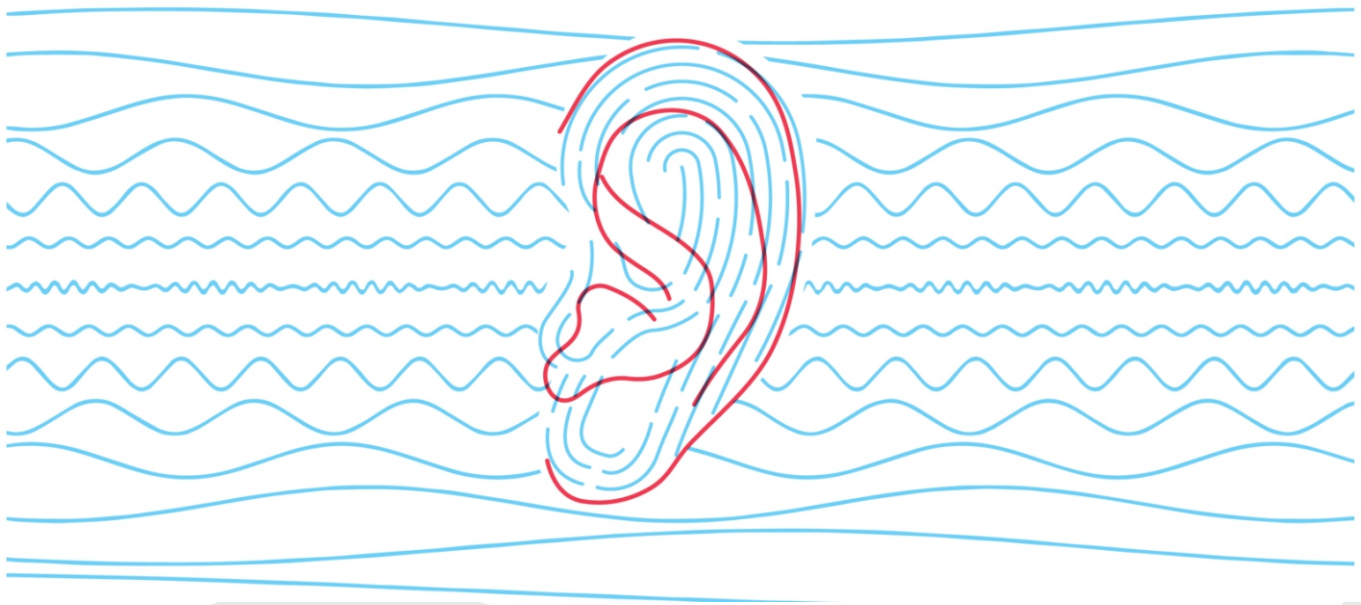
- Pooja Gade



Earprint

Did you know that fingerprints are horribly unreliable and can even be hacked by a special printer? This is what inspired the scientists from Descartes Biometrics to develop a new identification device – the earprint. It sends the sound in your ear which is then echoed back. This echo is different for every person.

If you want to utilize Earprint, you've got to download special software on your phone. This software will then use the smartphone sensors to do its job. The process is quick and easy: you just need to press the touchscreen against your ear. So, this device might as well substitute fingerprints in the future.



- Saurabh Vani



- Priyanka Sabale

Women's empowerment

Women's empowerment is the process in which women elaborate and recreate what it is that they can be, do, and accomplish in a circumstance that they previously were denied. Alternatively, it is the process for women to redefine gender roles that allows for them to acquire the ability to choose between known alternatives whom have otherwise been restricted from such an ability.

There are several principles defining women's empowerment such as, for one to be empowered, they must come from a position of disempowerment. Furthermore, one must acquire empowerment themselves

rather than have it given to them by an external party. Other studies have found that empowerment definitions entail people having the capability to make important decisions in their lives while also being able to act on them. Lastly, empowerment and disempowerment is relative to other at a previous time; therefore, empowerment is a process, not a product.

Women empowerment has become a significant topic of discussion in development and economics. It can also point to the approaches regarding other trivialized genders in a particular political or social context.



Women's economic empowerment refers to the ability for women to enjoy their right to control and benefit from the resources, assets, income and their own time, as well as the ability to manage risk and improve their economic status and well being. While often interchangeably used, the more comprehensive concept of gender empowerment refers to people of any gender, stressing the distinction between biological and gender as a role.

Economic empowerment

Economic empowerment increases women's agency, access to formal government programs, mobility outside the home, economic independence, and purchasing power. Policy makers are suggested to support job training to aid in

entrance in the formal markets. One recommendation is to provide more formal education opportunities for women that would allow for higher bargaining power in the home. They would have more access to higher wages outside the home; and as a result, make it easier for women to get a job in the market.

Strengthening women's access to property inheritance and land rights is another method used to economically empower women. This would allow them better means of asset accumulation, capital, and bargaining power needed to address gender inequalities. Often, women in developing and underdeveloped nations are legally restricted from their land on the sole basis of gender.



- Vishal More

Think Success Mantra of Mine!

Thomas Edison told that
“Many of life`s failure are people who did not realize how close they were to success when they gave up”

It`s true my dear friend`s!
because every failure are became succeed. We have so many example of failure people who are become succeed like “**Thomas Edison, Bill Gates, Dr.A.P.J. Abdul Kalam**”

But deferens between this people and are people, is we gave up from failure and they people are never gave up until to achieve success they people are trying to again and again and we people are thought why I am again? And end of we are not try to achieve our goals and that time we are definitely failed and we lost our hope of achieve the success.

I only told you my dear friends! I am also one of them I am not thought with myself, why I am again?

I only motivate myself with this thought
“**You are the only person on this earth who can use your ability to achieve your goals & success**” and I will ready to trying.

It's not one and only, on this world everything is motivating us as like
“**bird`s who try to touch sunshine**”

“**See-wave`s who every second, every minute try touching sand**”

Everything is motivating us everything is giving a smile so guy`s keep it up and try to search where are our success is hide. Because Success is not destination it`s journey and we have so decide that which station is our station.

- **Shalaka Rao**



Earn and Learn Scheme

The main objective of the scheme is to develop a student as a multifaceted personality with academic excellence and a commitment to an egalitarian society. India lives in her villages and to bridge the gap between rural Bharat and urban India, this scheme is basically undertaken for the benefit of students coming from the rural areas, who are economically backward, intelligent, and meritorious but cannot afford higher education, needy and financially hard pressed.

Working Type -

Knowledge of computers, office machines such as photocopying etc. or even working at a telephone booth, while field work includes working in the garden, looking after newly planted trees, play grounds,

cleanliness of the campus etc. Each student is expected to work for three hours daily.

Students working under this scheme are paid an honorarium of Rs.45 per hour as per the revised rates effective Feb 2017. Payment is made as per the attendance sheet, which is to be maintained by the institute/college/university. The students are requested to open a bank account at their respective places and cheques make payments. At the end of the year the respective institute/college is requested to submit the annual accounts for the scheme when the central audit scheme is undertaken.

- Prof. Sachin Patole





Friendship

Friendship means closeness, association, relationship, and mutual trust – without any selfish motive. It refers to the feeling of companionship and the exchange of friendly emotions between people or more people.

But true friendship is rarely seen. Growing true friendship depends upon selection of a friend. Men of similar moral idea irrespective of social, cultural, educational and financial idea may grow true friendship.

Growing true friendship is very hard and it takes time but once the friendship is broken it can be very difficult to fix it again.

Test of friendship : Best test of friendship is adversity. Prosperity brings friends but adversity tries them. In good days of a man his so-called friends gather around him, treat him as

a beehive. So long he lives in prosperity the friends cling to him like leeches. But when his bad day starts, no friend can be seen. But a true friend does not leave his friend in any situation. He is ready even to die for him.

Need of friendship : Friendship is seen even among animals. It is very often seen that among a number of animals a few group always moves together, they have no expressible voice to exchange views, still they maintain friendship.

Human beings are the best creation of God. They have senses, they have moral feeling. For existence and for leading moral life they need advice and consultation. But they face certain problems which cannot be discussed with his relatives – in whatever relation they may stand and here is the need of a friend, of course a true friend. There is no matter which cannot be discussed with a friend.

- Ashwini Bhavsar

Short Story of Two Friends

The moral of the Story of **Two Friends and the Bear** is that ***“A friend in need is a friend in deed”***.

Tom and John were two friends. One day they were passing through a dense forest.

John said, “Friend, I am afraid there are wild beasts in this forest. What will we do if a wild beast attacks us?”

“Don't be afraid, John,” said Tom, “I shall stand by your side if any danger comes. We shall fight together and save ourselves.” Thus talking they went on their journey.

But suddenly they saw a bear coming towards them. Tom at once got up the nearest tree. He did not think what his friend would do.

John did not know how to climb a tree. He had no way of escape. He was helpless.

But soon he took a plan. He fell flat on the ground like a dead man.

The bear came up to John. It smelt his nose, ears and eyes. It took him to be dead and went away.

Then Tom came down from the tree. He said to John, “What did the bear whisper in your ear?”

John said, “The bear told me not to trust a friend who leaves his friend in danger.”



- Shubhangi Shinde

Goods and services tax

GST is an Indirect Tax which has replaced many Indirect Taxes in India. The Goods and Service Tax Act was passed in the Parliament on 29th March 2017. The Act came into effect on 1st July 2017.

In this article, we take a closer look at what is GST and the reason why it is making business and taxes simpler and easier.

What is GST?

Goods & Services Tax Law in India is a **comprehensive, multi-stage, destination-based tax** that is levied on every **value addition**.

In simple words, Goods and Service Tax is an indirect tax levied on the supply of goods and services. GST Law has replaced many indirect tax laws that previously existed in India.

GST is **one indirect tax** for the **entire country**.

So, before Goods and Service Tax, the pattern of tax levy was as follows:

Under the GST regime, the tax will be levied at every point of sale. In case of interstate sales, Central GST and State GST will be charged. Intra-state sales will be chargeable to Integrated GST.

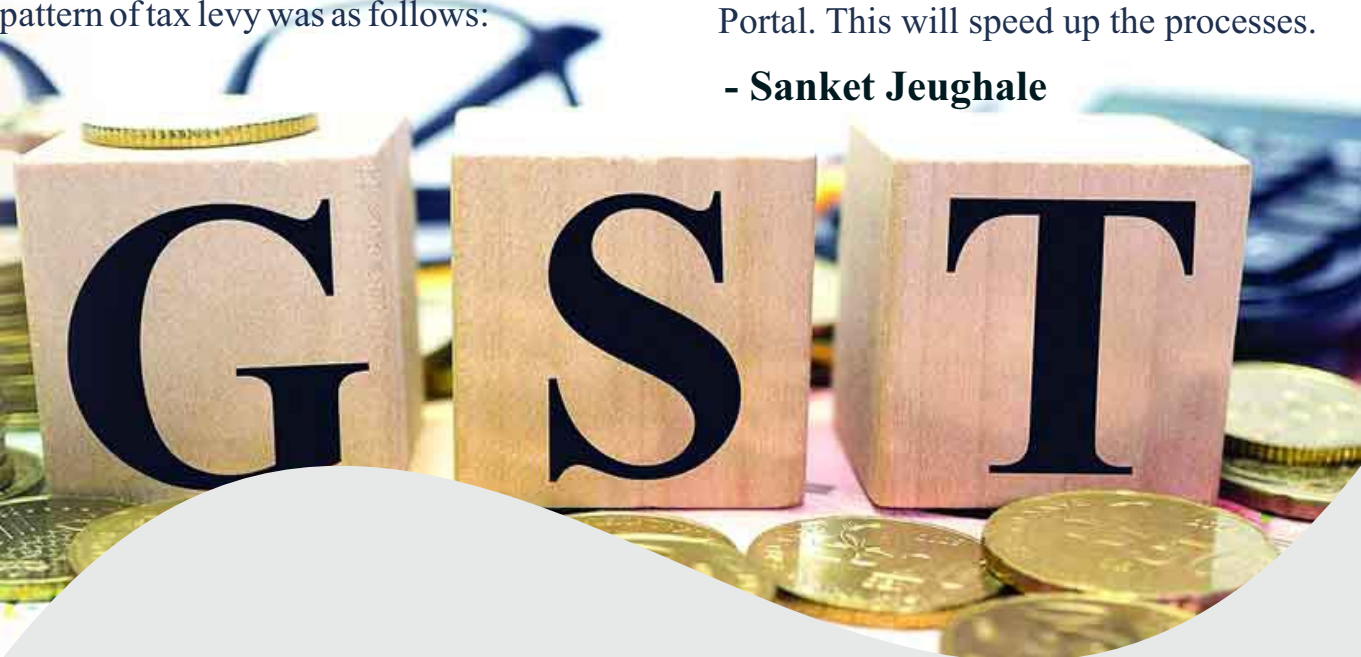
Now let us try to understand the definition of Goods and Service Tax – “GST is a comprehensive, **multi-stage, destination-based tax** that will be levied on every **value addition**.”

Advantages Of GST

GST will mainly remove the Cascading effect on the sale of goods and services. Removal of cascading effect will directly impact the cost of goods. The cost of goods should decrease since tax on tax is eliminated in the GST regime.

GST is also mainly technologically driven. All activities like registration, return filing, application for refund and response to notice needs to be done online on the GST Portal. This will speed up the processes.

- Sanket Jeughale



Positive Thinking

Everyone has found a new mantra to cope with the stresses and tensions of modern life...Positive Thinking. Can everything negative become positive just by thinking in a positive way? Should one ignore the negative by thinking positive? Is 'thinking' enough to blow away the problems? A recent TV talk show was aired on Positive Thinking. And, as expected, it started with the participants totally endorsing this concept to the hilt.

The philosophy of positive thinking says: "Take everything positively. The negative should not have any space in your approach, there should be no negative

part." This is making a part, the positive part, almost the whole

"The negative is as much part of life as the positive. They balance each other"

After Dale Carnegie, the great name in the tradition of this positive thinking is Napoleon Hill. Think and Grow Rich is his greatest contribution to the world -- a beautifully written book, but all crap.

Think and grow rich... you don't have to do anything, you only have to think in absolutely positive terms and riches will start flowing towards you. If they don't come, that simply means that you have not been thinking absolutely positively. So these are beautiful games in which you cannot defeat the man who is proposing the game. He has the key in his hands. If you succeed by chance, then he succeeds because his philosophy -- think and grow



rich -- has succeeded. You have been thinking and thinking and thinking and positively thinking that dollars are showering on you -- these are not snowflakes but dollars showering on you - and suddenly your uncle dies and leaves you a big inheritance. Naturally, positive thinking works! But if you don't succeed... and ninety-nine per cent of the time you are not going to succeed -- you know perfectly well that your positive thinking is not absolutely positive; you know that there is doubt. Once in a while you open your eyes to see whether they are dollars or just snowflakes. You see they are just snowflakes, and you again close your eyes and start thinking that dollars are showering. But the doubt is there, that these really are snowflakes. Whom are you trying to be fool? All these thoughts are going on: "This is just nonsense, I shouldn't waste my time, I could be earning some dollars; this way I am losing rather than gaining."

But Napoleon Hill writes beautifully and gives examples of how people have succeeded by positive thinking. And you can find people -- this world is big enough. For everything you can find an example. Why one? -- you can find hundreds of examples if you just look around and try to find them. And all these people have been doing just that: they find examples, and they place the examples in beautiful poetic prose. And of course you want to be rich, so they exploit your ambition, your desire. They give you such a simple method -- and they don't ask anything of you in return

"You cannot create electricity with only

the positive pole"

You will need the negative pole too. Only with both the negative and the positive pole can you create electricity. Is the negative absolutely negative? It is complementary, so it is not against the positive.

"Take it positively. Don't complain."

No, find out who the criminals are and let them be punished as heavily as possible. You punish a single man if he kills somebody, and perhaps a single man was behind the whole explosion which has killed thousands of people, crippled thousands of people. But he will be left completely free to do it again, and people like him will also not feel any necessity to be more alert, to be more careful. more alert, to be more careful. When you look at both sides they fit together, they complement each other. They are just like the Chinese symbol of yin and yang. Have you seen the Chinese symbol of yin and yang? -- two fish in a circle, one fish in one half-circle, the other fish in the other half-circle; but both fish fitting together, making it a whole. Yin means the feminine; yang means the masculine. This is applicable to all polarities, positive and negative; they are just like two fish moving in such a way, so closely, that they make a circle. Then you look at existence with the eyes of a religious man. Then there is no saint, no sinner; they are all complementary to each other. They are both needed in some way. Yes, better ways can be found so that they can complement each other more lucidly, more gracefully, more beautifully.

Prof. Manisha Jadhav

Reasons for Women Becoming Entrepreneurs

The glass ceilings are shattered and women are found indulged in every line of business. The entry of women into business in India is traced out as an extension of their kitchen activities, mainly 3P's, Pickle, Powder and Pappad. But with the spread of education and passage of time, women started shifting from 3P's to modern 3E's i.e., Energy, Electronics and Engineering. Skill, knowledge and adaptability in business are the main reasons for women to emerge into business ventures. Women Entrepreneur's a person who accepts challenging role to meet her personal needs and become economically independent. A strong desire to do something positive is an inbuilt quality of entrepreneurial women, who is capable of contributing values in both family and social life. With the advent of media, women are aware of their own traits, rights and also the work situations. The challenges and opportunities provided to the women of digital era are growing rapidly that the job seekers are turning into job creators. Many women start a business due to some traumatic event, such as divorce, discrimination due to pregnancy or the corporate glass ceiling, the health of a family member, or economic reasons such as a layoff. But a new talent pool of women entrepreneurs is forming today, as more women opt to leave corporate world to chart their own destinies. They are flourishing as designers, interior decorators, exporters, publishers, garment manufacturers and still exploring new avenues of economic participation. The following flow chart shows the reasons for women becoming entrepreneurs Innovative

- Snehal Gaikwad



Teacher

*Teacher open up young minds,S
Showing them the wonders of the intellect
And miracle.....
Of being able to think for themselves.
A teacher exercises
The mental muscles of stundents
Stretching and strengthening.
So they can make challeging decisions,
Find there way in the world,
Become independent.
The best teachers care enough.
To gently push and prod styduents
To do their best
And fulfill pontential
You are one of these
Thank you.....*



- Jayshri Aware

Ego, The Enemy Of Self

Ego, in psychoanalytic theory, that portion of the human personality which is experienced as the “self” or “I” and is in contact with the external world through perception. It is said to be the part that remembers, evaluates, plans, and in other ways is responsive to and acts in the surrounding physical and social world.

A growth in confidence in a person who is experiencing success is a very normal human response. Yet there are significant differences in the ways individuals portray confidence that can have a dramatic and lasting effect on their future opportunities. When many people hear the word “ego,” they immediately think of the know-it-all manager charging into the room and insisting that everyone bend their life and

work around his every whim. This is certainly one exhibition of ego, but there are less obvious types that we must be careful to avoid if we want to do our best creative work consistently.

They think they did all the work.

They think they did all the work.

They think they're the smartest people in the room.

They won't give up control.

They talk but don't listen.

Brilliant creative work requires a willingness to take risks, to experiment, and to venture into unproven territory in the pursuit of great ideas. When an inflated ego becomes the norm, you may become inflexible and unwilling to take the small personal risks necessary to break out of your



comfort zone and pour yourself fully into your work. Others can close to their safety zone, because they'd rather live with the perception of invulnerability than to take a risk and find that they have limits. This is obviously a recipe for underperformance, so be aware of these hidden ego-fueled dangers that can come with creative work

To Experience 'Light' We Must Know the 'Dark'

Of course we have to know darkness in order to know the Light, and it is only through conquering the darkness (fear) that we can move into the Light.

Your Ego Is Never Satisfied

Your ego always wants to re-hash and replay the past scenarios. This is a very clever trick of the ego because it makes you believe that by rethinking the pain you'll get some answers. Your ego loves to judge situations as 'right' or 'wrong' and takes matters very personally.

Your True Self 'Gets' Ultimate Reality

It understands the concept 'it is what it is', and removes all personalization and judgment from the experience.

Identifying the Difference between Ego and True Self

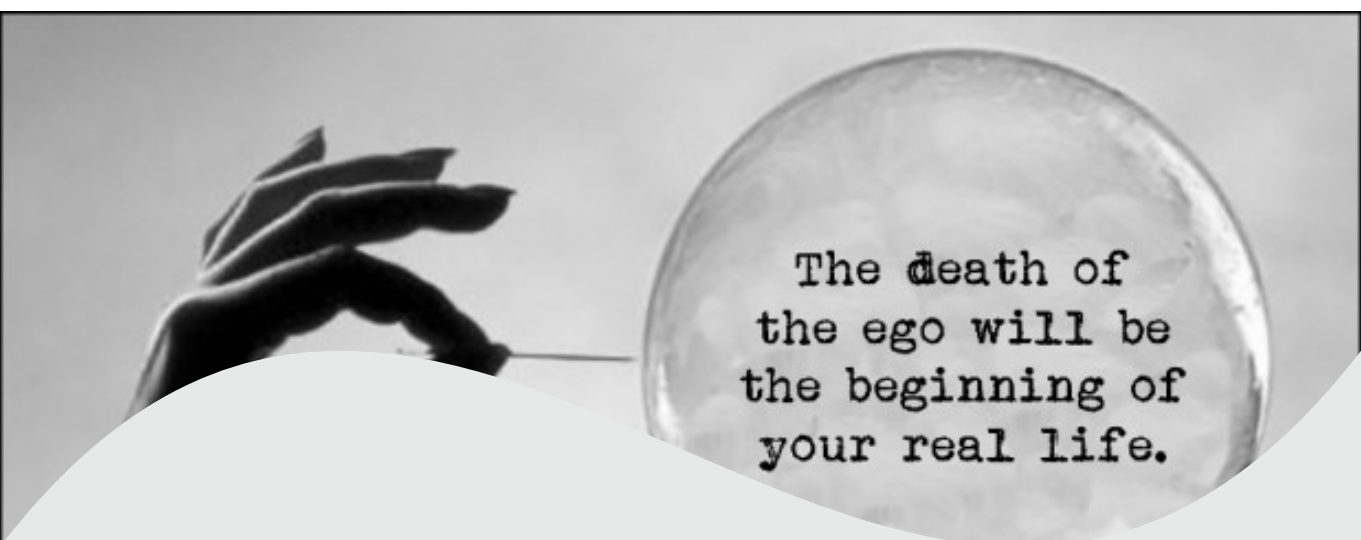
Your True Self supplies you with feelings of calm, peace, happiness and clarity. Because you are in the *Now*, you are functional, creative and expansive.

Identifying If You are Attached to Your Ego

This is the only way through to freedom - which can only occur if we work hard at *dissolving the ego*.

We want to matter. We want to be important. We want to have freedom and power to pursue our creative work. We want respect from our peers and recognition for our accomplishments. Not out of vanity or selfishness, but of an earnest desire to fulfill our personal potential

- Prof. S. B. Pangavhane



Farmers' Suicides in India

The farmers' suicides in India, also known as the agrarian crisis, is the phenomenon of suicides among Indian farmers from 1990 to the present. It has been exacerbated by the inability to repay growing debt, often taken from local moneylenders and microcredit banks to pay for high priced high yield seeds marketed by MNCs and the non-implementation of minimum support prices (MSP) by state governments. During the duration from 1998 to 2018, it has resulted in the suicides of 300,000 farmers in the country, often by drinking pesticides themselves

Indian government has not published data on farmer suicides since 2015. National Crime Records Bureau director Ish Kumar

said that the data is under scrutiny and the report for 2016 is likely to be published later.

India is an agrarian country with around 70% of its people depending directly or indirectly upon agriculture. Farmer suicides account for 11.2% of all suicides in India. Activists and scholars have offered a number of conflicting reasons for farmer suicides, such as monsoon failure, high debt burdens, government policies, public mental health, personal issues and family problems. There are also accusation of states manipulating the data on farmer suicides. Starting in the 1990s, agriculture in India has declined at a devastating rate. This has had a calamitous impact on the



livelihoods associated with agriculture. Symptoms of this agrarian distress, unprecedented in post-Independent India, is a high rate of suicides amongst farmers. The crisis is characterised by low institutionalised credit to small farmers.

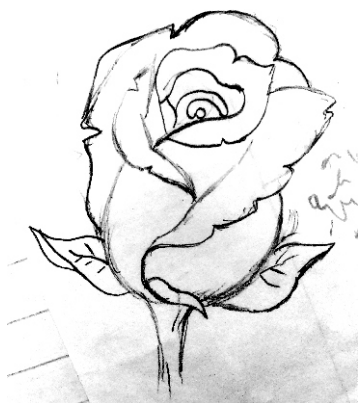
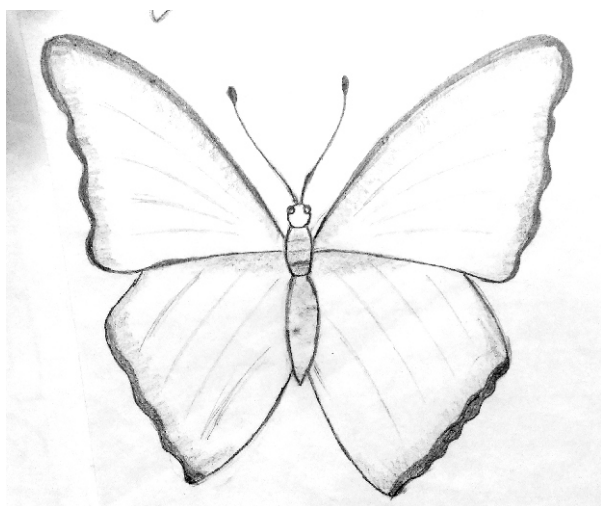
As per official government figures, between 1995 and 2014, nearly 3 lakh (296,438) farmers have committed suicide in India. Information from agriculturists in India suggest that real figures are nearly 10 times higher. On average, 3,685 farmers in Maharashtra state took their lives every year between 2004-13.

Historical records relating to frustration, revolts and high mortality rates among farmers in India, particularly cash crop farmers, date back to the 19th century. However, suicides due to the same were rare. The high land taxes of the 1870s, payable in cash regardless of the effects of frequent famines on farm output or productivity, combined with colonial protection of usury, money lenders and landowner rights, contributed to

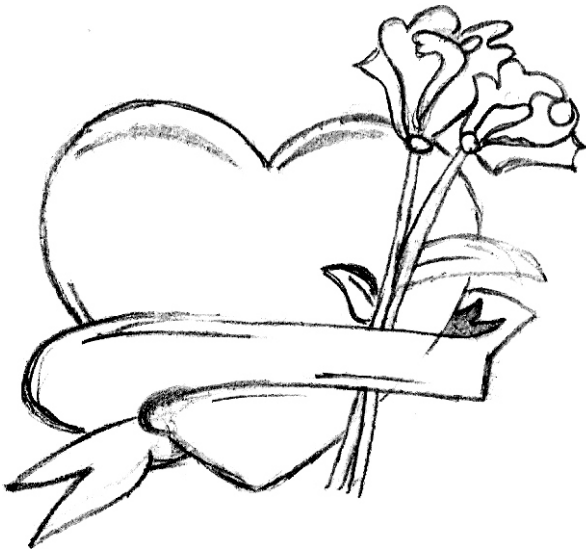
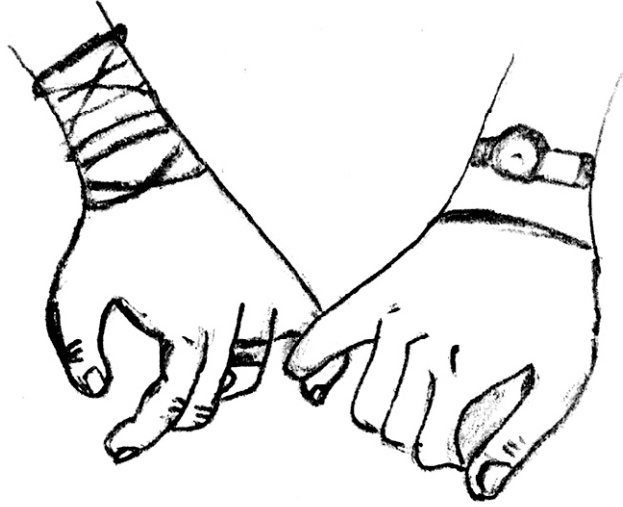
widespread penury and frustration among cotton and other farmers, ultimately leading to the Deccan Riots of 1875-1877. The British government enacted the Deccan Agriculturists' Relief Act in 1879, to limit the interest rate charged by money lenders to Deccan cotton farmers, but applied it selectively to areas that served British cotton trading interests. Rural mortality rates, in predominantly agrarian British India, were very high between 1850 and the 1940s. However, starvation related deaths far exceeded those by suicide, the latter being officially classified under "injuries". The death rate classified under "injuries", in 1897, was 79 per 100,000 people in Central Provinces of India and 37 per 100,000 people in Bombay Presidency.

- Swati Khalate





- Umesh Jawale



- Umesh Jawale

SWACHH BHARAT MISSION

Prime Minister Narendra Modi launched the Swachh Bharat Mission (SBM) on October 2nd, 2014, the 145th birth anniversary of Mahatma Gandhi. The ambitious programme aims to make the streets; roads and infrastructure across the country clean by October 02nd, 2019, the 150th birth anniversary of the Father of the Nation. It is India's biggest ever cleanliness drive.

The relevance of the Swachh Bharat Mission

Sanitation has emerged as a key issue since the 2011 Census highlighted the glaring data on lack of toilets in the country by stating that over 26 million people in India defecate in the open. Launched with an estimated cost of around Rs 62,000 crore, Swachh Bharat Mission aims to achieve the elimination of open defecation in the country. Among its other objectives are conversion of insanitary toilets to pour flush toilets, putting an end to the inhuman practice of manual scavenging and carrying out Municipal Solid Waste Management (MSWM).

Involvement of Eminent Personalities

Launching the mission, Prime Minister nominated nine famous personalities for the

campaign. They joined the campaign and nominated nine more people. Thus, the momentum had been built with people from all walks of life joining it. Eminent personalities such as Aamir Khan, Amitabh Bachchan, Kailash Kher, Priyanka Chopra and leading sportspersons like Sachin Tendulkar, Sania Mirza, Saina Nehwal and Mary Kom were part of the SBM initiative.

How far we have come

As per the government data, till November 2018, around 25 states and more than 5 lakhs villages have been declared Open Defecation Free (ODF) and 96.55% rural household have now access to toilets. There have been around 89 million toilets built since 02nd October, 2014 and the work is still in progress.

Conclusion

Though the government is putting forward its best efforts, but what matters the most is the behavioral change of its citizen which is very important to keep our country clean. There is a need of an attitudinal change on the part of all citizens to fulfill the mission of a clean India in its true spirit.

Mayuri Kakad

HEALTH & FITNESS

Being healthy and fit in simple terms means taking good care of the body. We should remember that a healthy mind resides only in a healthy body. Good health of both mind and body helps one maintain the required energy level to achieve success in life. All of us must strive to achieve wholesome health.

Protecting your body from the intake of harmful substances, doing regular exercises, having proper food and sleep are some of the important instances that define a healthy lifestyle. Being fit allows us to perform our activities without being lethargic, restless or tired.

A healthy and fit person is capable of living the life to the fullest, without any major medical or physical issues. Being healthy is not only related to the physical well-being of a person, it also involves the mental stability or the internal peace of a person.

Generally, a healthy diet consists of taking a proper and healthy food which includes eating green and fresh vegetables, fruits, having milk, eggs, minerals, proteins and vitamins essential for a human's lifestyle. Practicing Yoga including regular exercises in your daily routine also help you maintain your desired fitness, blood sugar and immunity level.

Healthy habits improve your physical appearance, mental stability, ability to perform activities in a better way, which help you lead a stress-free lifestyle, maintaining happy moods, high energy levels, etc. Each individual should take of one's health on a priority; no single day should be skipped for making efforts on maintaining physical and mental fitness. Being happy is directly related to boosting your mental strength and health, so happiness can be considered as the result as well as the part of a healthy and fit lifestyle.

Health is the most important thing that a person should take care of. Leading a healthy lifestyle leads to happiness, success and achievements.



Dr.MiteshNikam

MOTHER-ABELOVED GOD

Mom, you're a wonderful mother,
So gentle, yet so strong.
The many ways you show you care
always make me feel I belong.

You're patient when I'm foolish;
You give guidance when I ask;
It seems you can do most anything;
You're the master of every task.

You're a dependable source of comfort;
You're my cushion when I fall.
You help in times of trouble;
You support me whenever I call.

I love you more than you know;
You have my total respect.
If I had my choice of mothers,
You'd be the one I'd select!

Sukanya Jorvekar

श्री छत्रपती शिवाजी महाराज

झनझविला भगव्याच्या समान तुम्ही
जागविले मरगळलेले मर्द मावळे तुम्ही
घडविले श्री चे स्वराज्य तुम्ही
ऐसे श्रीमंत योगी अखंड महाराष्ट्राचे कुलदैवत
श्री राजा शिवछत्रपती तुम्ही.....!!

लखलख चमचम तळपत होती
शिवबाची तलवार,
महाराष्ट्राला घडविणारे तेंच खरे शिल्पकार
“श्री राजा शिवछत्रपती”
यांच्या चरणी मानाचा त्रिवार मुजरा
जय शिवराय, जय महाराष्ट्र.....!!!!

Mr. Ravindra Datir

कन्या-एक रत्न

बर झालं देवा ,दिली एक कन्या
तिच्यामुळे मला ,कळली ही दुनिया

तुरुतुरु चालताना ,बोलायचे पैजण
शोभा आली घरा, तिने फुलवले अंगण

बोवडे तिचे बोल, तीचे केस भुरभुर
बाबा आनंदून म्हणती,किती लाड करू

वाढू लागली लेक, झाली माझी आई
काढू लागली चुका, म्हणे "तुला कळत नाही”

घरभर फिरत असते, खूप तिची बडबड
“मदत करते तूला” म्हणत करते किती गडबड

येताजाता घरात मला, मारत असते मिठी
सदानकदा नाव तिचेच असते माझ्या ओठी

खरच ही लेक ,कधी जाईल का मला सोडून
नुसत्या कल्पनेने येतो कंठ दाटून.....

Jagannath Rahatal



7 GOOD REASONS TO DO AN MBA

1. Develop priceless management skills

Studying a Master of Business Administration forces you to get out of your comfort zone. You'll encounter the latest International Business trends, apply the newest management techniques, and keep challenging yourself.

2. Get free access to a large business network

As an MBA student, you have great networking opportunities. You'll get to interact with colleagues, professors and teaching staff (business people with great management experience). And this context will accentuate your business management capabilities. Finally, you gain access to the extensive alumni network of that particular MBA programme. Your connections will give you a great overview of the business world.

3. Better chances and a higher salary for working professionals

The average salary for an MBA graduate is much higher than an employee's with a regular Master's. You can expect to earn twice as much as what you would expect from a regular university degree.

4. Start your own company from scratch

Many students choose an MBA because they want to become entrepreneurs and learn how to run a business. They have a big dream and want to know how to turn it into

reality. An MBA will help you acquire business practices needed to start a new business or help existing ones grow.

5. Open the door to thriving career opportunities

Graduates of part-time or full-time MBA programs have higher chances of holding a high-level management position. Over 50% of MBA graduates worldwide are senior managers or board directors. This type of position brings a higher salary, but also greater responsibilities.

6. Experience a new place and culture

You can find companies that you want to work for and arrange meetings with potential employers. Who knows, you might end up staying and working in that country after graduation. This will broaden your cultural horizon and your business career prospects.

7. More Career Avenues

MBA graduates can enjoy better career options. Some of them include Finance, Marketing, Operations, Human Resource, International Business, and IT. There are several popular job roles available for MBA graduates such as Business Manager, Human Resource Specialist, Accounts Executive, and Public Relations Specialists.

Roshan Katkade

