



Maharashtra Cosmopolitan Education Society's

**M. A. Rangoonwala Institute of Hotel Management & Research, Pune.**

Affiliated To Savitribai Phule Pune University / Institute code No. : 1042

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<b>CRITERION – 3</b>	
<b>RESEARCH, INNOVATIONS AND EXTENSION</b>	
<b>Key Indicator</b>	<b>3.3 Research Publication and Awards</b>
<b>Metric No.</b>	<b>3.3.1</b>

- **Number of research papers published per teacher in the Journals notified on UGC care list during the last five years**

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**Strategies to be followed by Human Resources Management for the Successful development of Trainees for Restaurants in Pune**

<b>Name of the Teacher</b>	<b>Associated Prof. Imran Sayyed</b>
<b>Documents Attached</b>	<ul style="list-style-type: none"><li>• <b>Certificate</b></li></ul>

**Certificate**



**Human Resource Management Practices on Food and Beverage  
'A Perspective from restaurants for the Pune City**

<b>Name of the Teacher</b>	<b>Associate Prof. Imran Sayyed</b>
<b>Documents Attached</b>	<ul style="list-style-type: none"><li>• Certificate</li><li>• Index</li><li>• Research Paper Abstract</li></ul>

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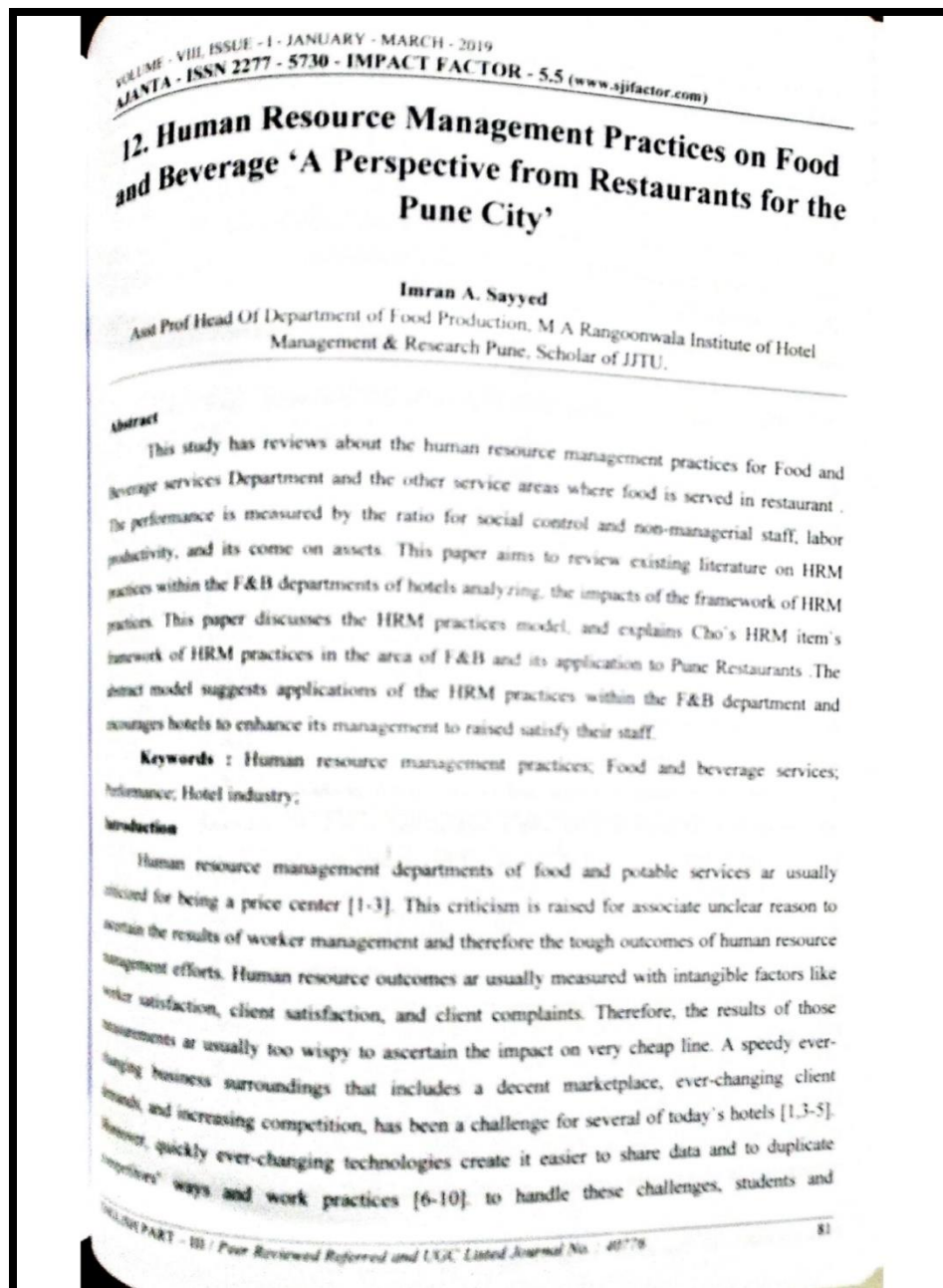
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## Research Paper Abstract



**The Role of Green Human Resource Management in Modern HRM Technique in making restaurant in Pune Environment Friendly & its Impact on Work Culture**

<b>Name of the Teacher</b>	<b>Associate Prof. Imran Sayyed</b>
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**COSMOS**  
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**INTERNATIONAL CONFERENCE EDITION**  
 A Compilation of Research Papers presented at the BCUD, Savitribai Phule Pune University Sponsored International Conference on the theme "VISION INDIA 2030: Strategizing through Alignment of Corporate Values towards Sustainable Development" on 18th & 19th January 2019 organized by Department of Commerce, M.C.E.Society's Abeda Inamdar Senior College of Arts, Science and Commerce.

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## Research Paper Abstract

### **The Role of Green Human Resource Management in Modern HRM Technique in Making Restaurant in Pune Environment Friendly and Its Impact on Work Culture**

**Imran A. Sayyed**  
Asst. Prof Head of Department of Food Production  
M A Rangoonwala Institute of Hotel Management & Research Pune

#### **Abstract**

*This study tried to search out the solution to the question whether or not inexperienced practices have robust effects on the image of the corporate and customers' activity intentions within the cordial reception trade. Human Resource Management's Role in company Social and Environmental property, outlines the business case for property and explains however HRM will take a number one role in each developing and implementing property strategy. The cordial reception sector has traditionally had a dramatic environmental impact through energy and water consumption, use of consumable and durable goods, and solid and hazardous waste creation. Restaurants consume energy for HVAC operations, lighting, fuel and other power needs. Water is employed for loos, F& amp; B, and laundry, as well as other general operations (irrigation, cleaning and maintenance). Waste is generated by the disposal of paper, batteries and bulbs, furniture, equipment, appliances and more. Economically, myths include the ideas that green operation is more expensive and that guests are not interested in sustainability. Recent advances in technology associated with renewable sources of energy (solar, geothermal, wind, etc.) have improved the social science of victimization these styles of different energies at the property level. On the social front, there has been a remarkable shift in recent times, as demonstrated by the introduction of corporate social responsibility (CSR) programs, as well as the green buildings for new development projects challenges for sustainability.*

**Keywords:** Green practices; Green image; Ecological behavioral intention; Green purchasing

**Behavior**

#### **Introduction**

Over the past several decades, Restaurants have turned their focus to the importance of sustainability in the hospitality industry as it relates to Restaurants development and operations, including the environmental, economic and social impact. Sustainability is one among the foremost necessary problems presently facing our world. Sustainability is commonly outlined because the "ability to fulfill wants the requirements the wants of this while not compromising the flexibility of future generations to fulfill their needs." Going beyond environmental sustainability (9), this concept currently includes every type of social and environmental impacts. As sustainability becomes a key focus for more organizations, employers must develop a new way of doing business (1). In addition to specializing in monetary profits, sustainable companies must also consider social and environmental impacts when making business decisions.

Over the past several decades, Restaurants have turned their focus to the importance of sustainability in the hospitality industry as it relates to Restaurants development and operations,

**Research on Anaerobic Digestion of Food Waste in Hotel Management Colleges in Pune Biogas Digester using Waste Food Stuffs.**

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# Research on Anaerobic Digestion of Food Waste in Hotel Management Colleges in Pune Biogas Digester using Waste Foodstuffs

**Imran Sayyed**

Assistant Professor, HODMA Rangoonwala IHMR Pune Azam Campus, Camp Pune -1.

**Puneet Basson**

### Introduction of research proposal

The growth of hotel management colleges has led to enormous increase in food waste and there is a great challenge in appropriate food waste management in order to minimize the risk to human health and environment degradation.

We at MA Rangoonwala Institute of Hotel Management and Research are Trying to developed a small biogas digester that uses starchy or sugary wastes as feedstock, including waste flour, vegetable residues, waste food, fruit peelings, rotten fruit, oil cake, rhizomes of banana, canna (a plant similar to a lily but rich in starch), and non-edible seeds.

### Objective

- To study and make use of food waste in hotel management colleges so as to access suitability of compact Biogas plant as a treatment option of organic food waste
- To see that hazard imposed on health of the operators through toxic substance produced by anaerobic process is accessed as well as risk of attracting diseases vector by the system
- To observe the daily gas production and its suitability of consumption

### Origin of Research Problem

Urban food waste management process is inadequate for food disposal in particular for the hotel management colleges and restaurants. These are serious environmental problems for hotel management colleges of developing cities. In Pune physical composition of food waste is collected and disposed in unhygienic and unsanitary manners. Inadequate management like uncontrolled dumping bears several adverse consequences, further leading to promote the breeding of flies, mosquitos and rats.

### Interdisciplinary Relevance

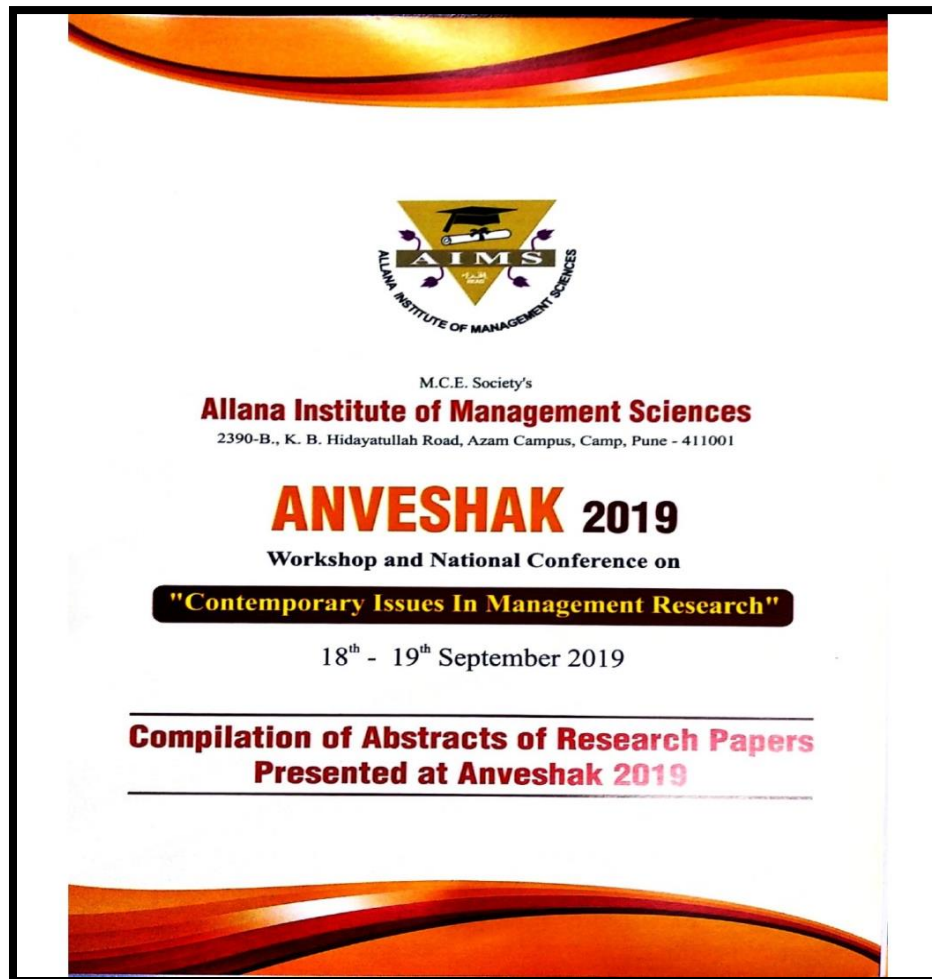
If the processing method of food waste would be successful in production of methane gas, it could be utilized for various hotel management colleges food related industries like canteen, mess and other food production units and project in Pune.



**Performance Management and Trainees Engagement in Selected Restaurants in the Pune**

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## Research Paper Abstract

### ANVESHAK 2019

Workshop and National Conference on "Contemporary Issues In Management Research"

Paper ID: ANVESHAK20191011

#### **Performance Management and Trainees' Engagement in Selected Restaurant in the Pune**

Imran. A. Sayyed

M A Rangoonwala Institute of Hotel Management & Research Pune

#### **Abstract**

Performance management began around sixty years and one of the important as a supply of financial gain justification and was accustomed verify an employee's wage supported performance. Organizations use Performance management to drive behaviors from the Trainees to get specific outcomes. In practice this worked well for certain Trainees who were solely driven by financial reward. However, where Trainees were driven by learning and development of their skills, it failed miserably. The gap between justification of pay and also the development of skills and information became an enormous downside within the use of performance management. This became evident within the late 1980s; the conclusion that a lot of comprehensive approach to manage and reward performance was required. This approach of managing performance was developed within the uk and also the us a lot of prior to it had been developed in Australia (People streme 2013). Since Trainees are the most important resources and assets of organizations as established by researchers, organizations try to figure out strategies for identifying, encouraging, measuring, evaluating, improving and rewarding their performance at work. To achieve these though task, performance management and its technique comes in handy. Hence performance management has come to play an indispensable role in helping organizations to reach their goals of increased performance through the performance of their Trainees (Stevens.&Joyce,2000).It becomes central in aiding organizations to achieve their mission statement and their vision In order to improve performance of their Trainees, Fast Food Restaurants and Fine Dining engage in annual evaluation of performance of Trainees to discover who is performing well and who is not performing well. It was however observed that Trainees seem to be in the dark as to

## Certificate

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**ANVESHAK 2019**  
Workshop and National Conference on  
**"Contemporary Issues In Management Research"**  
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Paper Presentation : 19<sup>th</sup> September 2019

**Certificate of Participation**

This is to certify that Mr. / Mrs. / Ms. / Prof. / Dr. Imran A. Sayed  
From M. A. Rangoonwala Institute Of Hotel Management & Research Pune.  
has attended the Workshop & National Conference on "Contemporary Issues in Management Research" as a delegate held on 18<sup>th</sup> & 19<sup>th</sup> September 2019.

  
Dr. Roshan Kazi  
HOD, MBA, AIMS

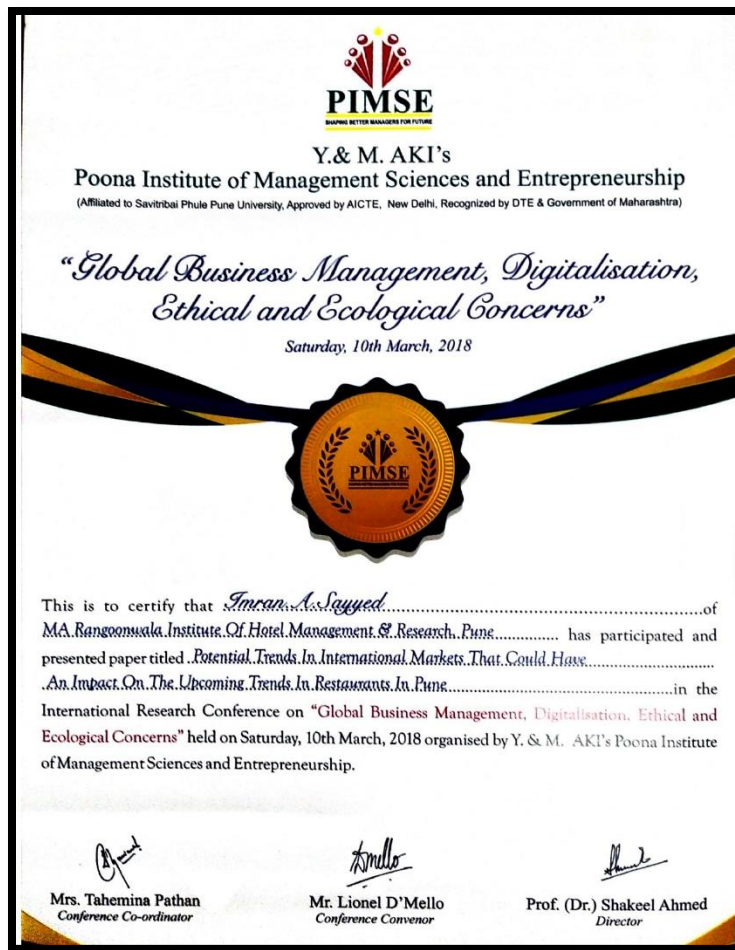
  
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Vice President, M.C.E. Society

**Potential Trends in International Markets that could have an Impact on the upcoming Trends in Restaurants in Pune**

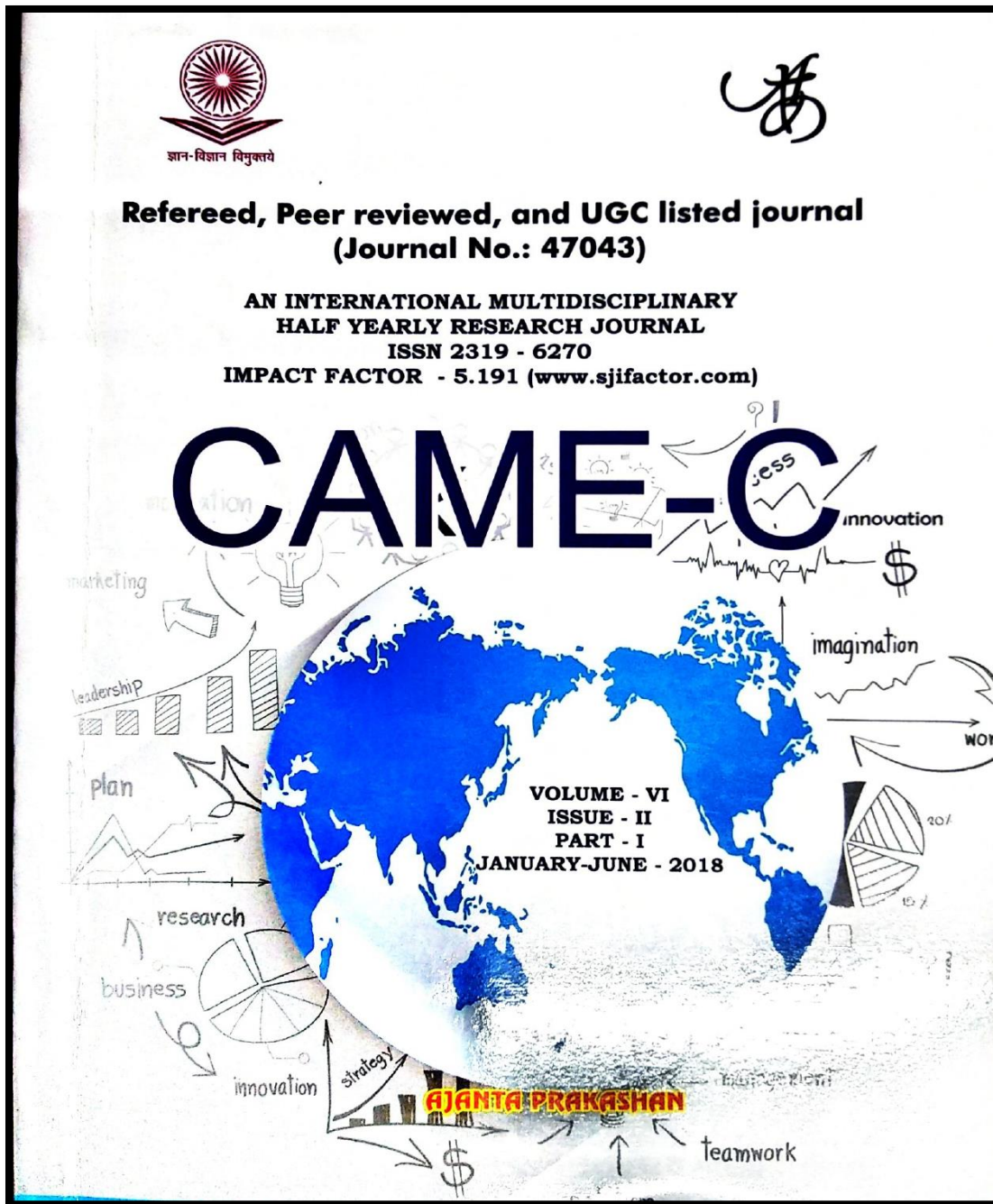
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### **7. Potential Trends in International Markets that could have an Impact on the Upcoming Trends in Restaurants in Pune**

**Imran A. Sayyed**

Assistant Prof., Head of Department of Food Production MA Rangoon wala Institute of Hotel Management & Research, Azam Campus Pune.

#### **Gluten-free baking**

Gluten-free products are finding an increased demand since the incidence of celiac disease or other gluten-associated allergies. The replacement of gluten becomes a necessity to avoid the occurrence of any such disorder. Eliminating gluten however appears in the face of a technological challenge as it aims to minimize the prevalence of any disease causing condition on the one hand, and gives rise to products with compromised quality on the other hand. Attempts are thus made to adopt methods that could produce cereal based gluten-free products with technological properties comparable to their gluten containing counterparts and minimum compromises with quality.

Cricket flour, also known as cricket powder, is a type of "flour" made from ground up crickets. Cricket flour differs from true flours made from grains by being composed mainly of protein rather than starches and dietary fiber.

According to Google's 2016 Food Trend report, sourdough bread is on the up and up, and we believe it's only going to become more mainstream in 2017. While that may seem odd given the synchronized rise gluten-free diets, it actually makes a lot of sense. For those who classify themselves as "gluten sensitive" (as opposed to those with genuine gluten intolerance) sourdough is one of the best breads to consume. "If [sensitive folks] ate bread that's undergone long sourdough fermentation, they wouldn't have any problems," nutrition expert and New York Times bestselling author Michael Pollan, recently said in an interview. "[The] tradition of fermenting flour with sourdough breaks down the peptides in gluten that give people trouble," Pollan explains. He also notes that commercial bread companies tend to speed up the bread-making process, which is where the issues arise, "I've heard from lots of people that when they eat properly fermented bread, they can tolerate it."

PART - I

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**Pilot Study of the Research topic: The Study of Generic Skills of Human Resources in Selected Hospitality Organization**

<b>Name of the Teacher</b>	<b>Prof. Anita Frantz</b>
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## Research Paper Abstract

GENIUS - VOLUME - VI ISSUE – II-ISSN 2279-0489 (I.F.-4.954) FEBRUARY-JULY – 2018

### 4. Pilot Study of the Research Topic: The Study of Generic Skills of Human Resources in Selected Hospitality Organization

**Prof. Anita Frantz**

Ph.D. Research Student, Savitribai Phule Pune University, Pune.

**Dr. Ashutosh Misal**

Research Guide, Savitribai Phule Pune University, Pune.

#### Abstract

The hospitality industry is grappled with problems of attrition, lack of skill sets and poor performance of employees. There is a desperate need to attend to these problems which are intricately linked with each other. The research aims to understand whether generic skills gap exists in the hospitality industry specially hotels. The research also assesses whether training packages give sufficient focus to the attainment of generic skills in select hospitality organizations and whether training imparted to human resources in generic skills help in staff retention. The research enumerates the problems faced by select hospitality organizations with regard to training human resources in generic skills development. Based on the literature review, the research identifies the essential generic skills required in hospitality industry A pilot study is carried out to test the validity and reliability of the research instrument.

**Key words:** Hospitality, attrition, generic skills, staff retention, validity, reliability, research instrument.

#### Introduction

The hospitality industry in Pune faces a serious problem of shortage of skilled staff and attrition. It is thus a challenge to the hospitality industry to consistently deliver high performance to the satisfaction of the guest and anticipate repeat business. Research in training the employees in generic skill development would help the hospitality industry in dealing with the problem of substandard performance and attrition.

The topic and related literature was researched in research journals, books, thesis, dissertations, government report on district wise skill gap analysis, magazines and newspapers. Communication with professionals in hospitality revealed that, there is a need to research the selected topic in Pune.

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Liberal Learning Experience for Engineering Students

Name of the Teacher	Mrs. Chanda Supekar
Documents Attached	<ul style="list-style-type: none"><li>• Cover Page</li><li>• Front Page</li><li>• Index</li><li>• Research Paper Abstract</li></ul>


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## Research Paper Abstract

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FEBRUARY-JULY – 2018

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# Liberal Learning Experience for Engineering Students

**Chanda N. Supekar**

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Nanded

**Amogh S. Lokhande**

Librarian, Institute of Chemical Technology, Nathalal Parekh Marg, Matunga, Mumbai

### Abstract

This article presents results of a survey that attempts to understand the interest among the students after they were exposed to 'liberal learning' at an engineering college. The subject areas such as Photography, Painting / Drawing, Music, Drama, Marathi Literature, English Literature, Public Administration and History were offered to the students as a part of the liberal learning exercise. The results of the survey showed that Liberal learning exercise proved to be a well-received learning experience.

### Introduction

Education is an essential achievement in life. It is earned consciously and sub-consciously. It is a continuous process. Man keeps getting educated knowingly or unknowingly. Learning leads to education.

Likewise, liberal learning has been practiced since many centuries. Waychal and Sahasrabuddhe (2013) define liberal learning as 'self-learning in self-chosen liberal areas with self-defined scope'. While The American Association for the Advancement of Science describes a liberal education as: "Ideally, a liberal education produces persons who are open-minded and free from provincialism, dogma, preconception, and ideology; conscious of their opinions and judgments; reflective of their actions; and aware of their place in the social and natural worlds" (1990).

An educational institute wants its students to be world citizens having sound knowledge of at least one subject while also having social awareness so that they put their subject knowledge to societal use. Liberal learning is a way to achieve or impart the social dimension to

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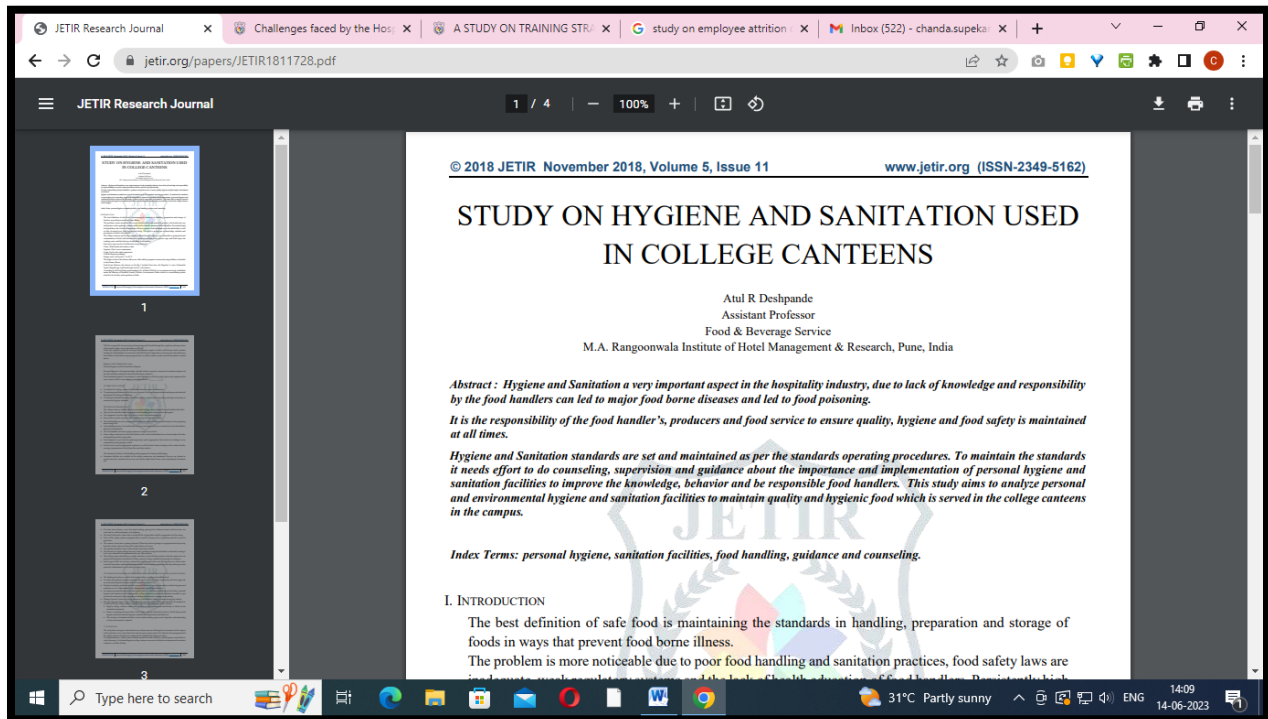
**Study on Hygiene & Sanitation used in College Canteens**

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Challenges faced by the Hospitality Industry in Recruitment in Pune

**Authors**  
Vincent

**Abstract**  
In recent days, recruitment has become an important issue and a point of concern in the hospitality industry. The human resource department is finding it difficult to find the appropriate candidate for the appropriate work position. With the increase in competition in the market, the employee turnover has tremendously peaked to the higher levels. Retention, training and development, employee welfare, compensation etc. have become the biggest challenges for the human resource department in dealing with the recruitment of employees. This study identifies the problems faced by the hospitality industry in recruitment, which is

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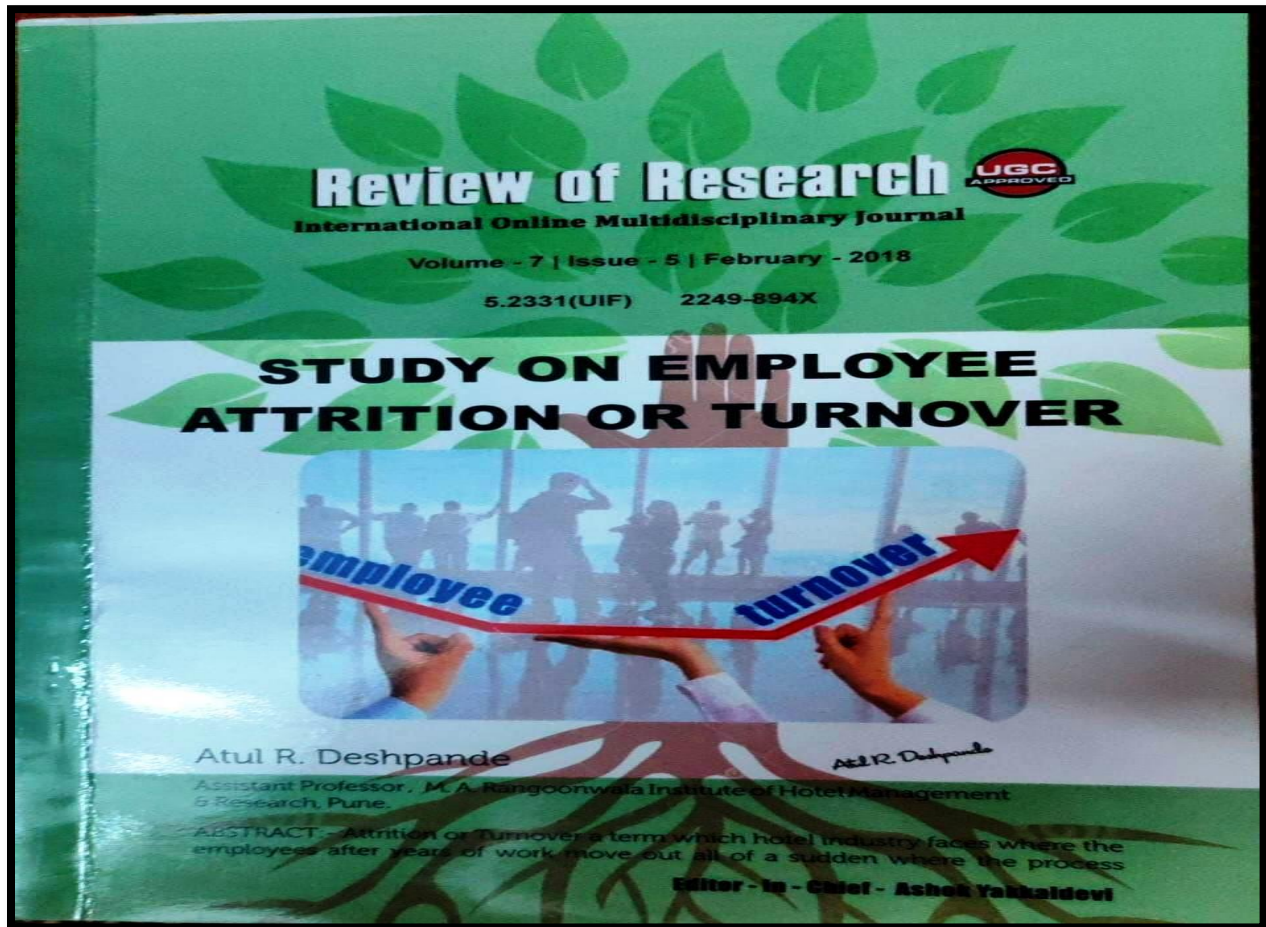
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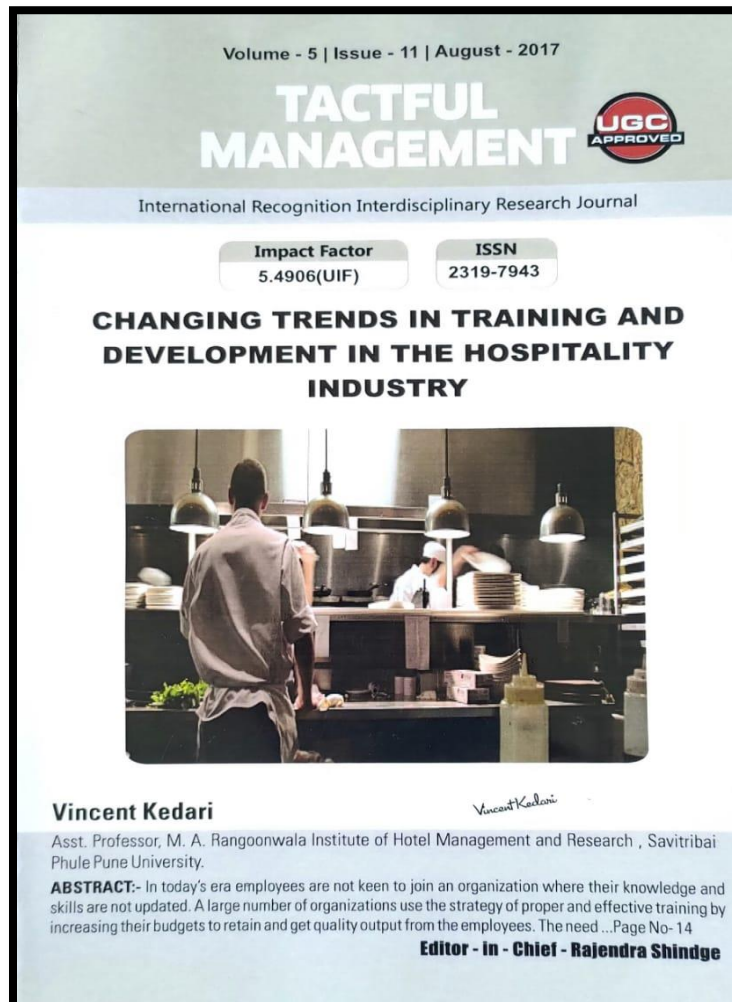
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## Changing Trends in Training & Development in the Hospitality Industry


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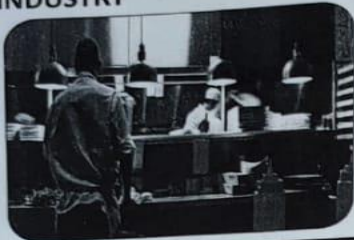
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**TACTFUL MANAGEMENT RESEARCH JOURNAL**

**CHANGING TRENDS IN TRAINING AND DEVELOPMENT IN THE HOSPITALITY INDUSTRY**



Vincent Kedari  
Asst. Professor, M. A. Rangoonwala Institute of Hotel  
Management and Research , Savitribai Phule Pune University.

**ABSTRACT :**  
*In today's era employees are not keen to join an organization where their knowledge and skills are not updated. A large number of organizations use the strategy of proper and effective training by increasing their budgets to retain and get quality output from the employees. The need to learn for acquiring new knowledge and skills have become an ongoing aspect of each individual's working life. With the rise of competition, new technologies and higher customer satisfaction the demand of training and development has transformed. This research traces the evolution of training and development and discusses the current technological trends in training.*

**KEYWORDS :** *Training, development, technology, competition, customer satisfaction.*

**INTRODUCTION**  
Many companies are beginning to use training to help meet sustainability goals. This relates to an increased emphasis on performance analysis and learning for business enhancement, one of the future training trends. As per the study the changing trends are likely to influence the future of training and development and the future of a trainer. The trends by which the future of the training will be affected are –

1. Increased use of new technologies for training delivery.
2. Increased demand for training for virtual work arrangements.
3. Increased emphasis on speed in design, focus in content and use of multiple delivery method.
4. Increased emphasis on capturing and sharing intellectual capital.
5. Increased use of true performance support.
6. Increased emphasis on performance analysis and learning for business enhancement.
7. Increased use of training partnerships and outsourced planning.
8. A change model perspective to training and development.

Source: Based on International Journal of Scientific and Research Publications, March 2015.  
With the rise in technology, the methods of training delivery have changed as a result of which there has been demand for computer based training such as simulation or virtual training techniques. The advantages and disadvantages of these training techniques are mentioned below: -

**ADVANTAGES**

- Self-paced
- Provides variable training goals.

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