



RESEARCH AND SCHOLASTIC DEVELOPMENT TEAM

ANNUAL REPORT

2024-25



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INTRODUCTION

ABOUT US

The Research and Scholastic Development Team is the research and academic development cell of SIBM Pune. The team pioneers the preparation of research publications of SIBM Pune, equips students for placement processes, brings about scholastic development of students through thought-provoking events and workshops, and identifies and executes live projects that have the potential to contribute to the ever-changing landscape of business management.

VISION

To make SIBM Pune the center for building thought leadership and a research hub among the leading business schools in India.

MISSION

To create opportunities for students to acquire knowledge and apply it through industry projects under the guidance of esteemed faculty in order to nurture and promote a peer-to-peer based learning environment.

TEAM MEMBERS

Senior Team (MBA-II)	Junior Team (MBA-I)	Interim Team (MBA-I)
Deep Mohite	Arpita Padhi	Arpita Padhi
Diptarka Mukhopadhyay	Daksh Sharma	Ashutosh Nanda
Kakunuri Vamsidhar Reddy (Co-ordinator)	Dattatreya Guha	Daksh Sharma
Lakshya Gupta	Hrithik Pillai	Hrithik Pillai
Neha Shinde	Manuja Joshi	Manuja Joshi
Pranav Mahadik	Noel Vaibhav Surin	Pratik Sawant
Sakshi Pande	R Krishna	R Krishna
Saylee Lohakare	Saumya Jain	Saumya Jain
	Shruti Anand	Shruti Anand
	Srivatsa B	

SPECIALIZATION ORIENTATION SESSIONS

These sessions were designed to provide students with a comprehensive understanding of the job roles and profiles associated with each specialization, along with the expectations of these roles. The sessions were conducted by a highly proficient group of MBA-II students and featured firsthand insights and experiences that proved invaluable to the junior batch. By addressing numerous relevant queries, these sessions empowered students to make informed decisions and select the most suitable specialization for their career aspirations.

BEACON ALMANAC

This edition of Beacon Almanac presents a comprehensive analysis of the Indian economy's performance over the previous fiscal year. It examines key macroeconomic indicators and conducts in-depth trend analyses, not only focusing on the domestic economic landscape but also considering global economic influences.

This year's edition included insightful coverage on critical themes such as Demographics, Diversity, Equity and Inclusion (DEI), Fiscal and Monetary Policies, Foreign Direct and Portfolio Investments (FDI & FPI), and the evolving startup ecosystem. It also highlighted major economic developments like Taxation, fluctuations in International Relations, and sectoral policy shifts impacting the Indian economy. Designed to support students in their Summer Internship Recruitment Process (SIRP), the almanac was well-received by both first- and second-year MBA students and also served as a valuable resource during the final Campus Recruitment Process for the MBA-II batch.

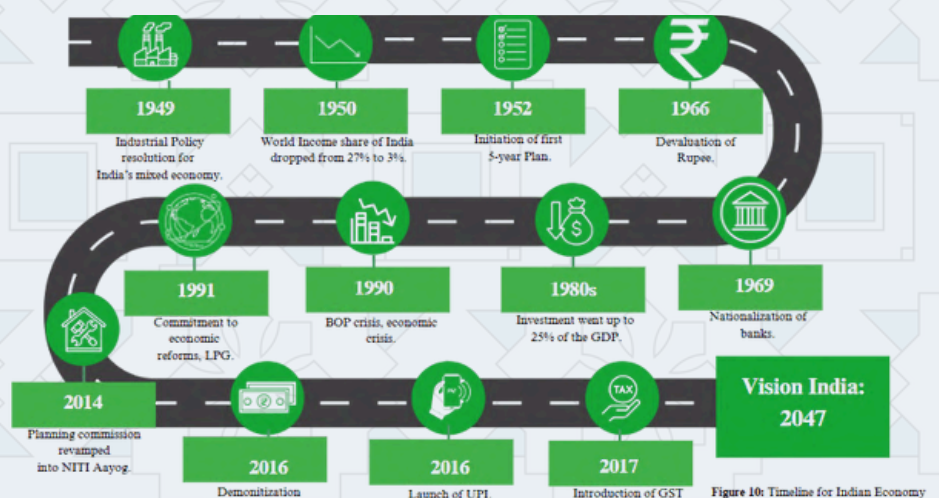
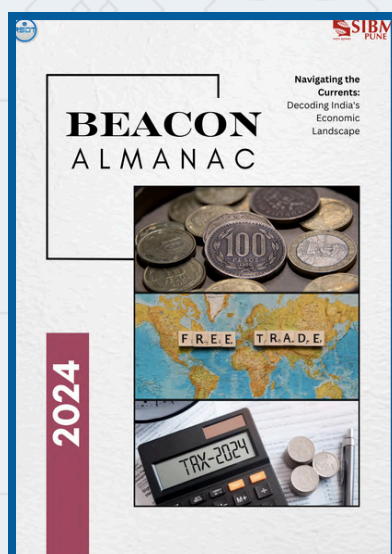


Figure 10: Timeline for Indian Economy

BEACON SECTOR SPECIAL

The 'Beacon Sector Special 2024' provided an in-depth review of:

- Automobile
- BFSI
- Consulting
- E-commerce
- Energy
- FMCG-FMCD
- Infrastructure and Logistics
- IT-ITES
- Manufacturing
- Pharmaceutical
- Internet and Telecom

Each sector report was meticulously curated, blending thorough secondary research with relevant industry insights to present sector-wise trends, challenges, and opportunities.

Additionally, a dedicated repository of sales terminologies was provided separately, offering a comprehensive reference for professionals across industries.

The reports served as a valuable preparatory tool for both summer internship interviews and final placements.



SUMMER INTERNSHIP EFFECTIVENESS AND EFFICIENCY DEVELOPMENT PROGRAM (SEED)

As part of its continued commitment to supporting students in their Summer Internship Recruitment Process (SIRP), RSDT spearheaded the Summer Internship Effectiveness and Efficiency Development (SEED) initiative for the year 2024-25. The program served as a platform for structured preparation and capacity building, conducted in close collaboration with the Placement Advisory Team (PAT).

Under the umbrella of the Student Mentorship Program 2024, a series of targeted preparatory lectures and interactive sessions were organized to help first-year MBA students navigate the challenges of SIRP.

A key extension of this initiative was the CV and HR Blanks Mentorship, wherein MBA-II mentors were assigned to rigorously review and fine-tune the CVs of MBA-I students. This peer-driven mentorship ensured personalized feedback and alignment with industry expectations. In parallel, RSDT curated a repository of HR blanks – a comprehensive set of frequently asked HR questions encountered during interviews. This resource, coupled with personalized mentorship, enabled first-year students to be better equipped for the behavioral and HR aspects of the recruitment process.



BEACON SUMMERS 2024

To support the junior batch in navigating the summer internship placement process, RSDT launched the 'Beacon Summers 2024,' a comprehensive document capturing detailed insights into the summer internship recruitment journey and experiences of second-year (MBA-II) students. This initiative brings together firsthand accounts from the senior batch, who have shared their internship experiences across various domains. The document highlights the nature of the work they were engaged in, the challenges they encountered, and the key learnings they derived during their internships. By offering a deep dive into the kind of roles and responsibilities associated with each specialization, Beacon Summers 2024 aims to equip MBA-I students with relevant, experience-based knowledge. The objective is to help them better understand the expectations of different roles and make informed decisions, enabling them to maximize the value of their summer internship opportunities.



BUDGET SYMPOSIUM 2025

The Research and Scholastic Development Team (RSDT) of SIBM hosted its annual flagship event, the Budget Symposium, on February 19, 2025, under the evocative theme "Balancing Growth and Equity: Charting India's Fiscal Roadmap."

Eminent scholars from both the corporate sector and academia graced the symposium, lending their expertise and engaging in a thought-provoking panel discussion on the intricacies of the Indian budget.

The event was dynamic and interactive, beginning with quizzes and engagement activities that set an energetic tone before transitioning into more formal deliberations. Adding to the robust agenda, a parliamentary debate was conducted, further enriching the discourse on fiscal policies and economic strategies.



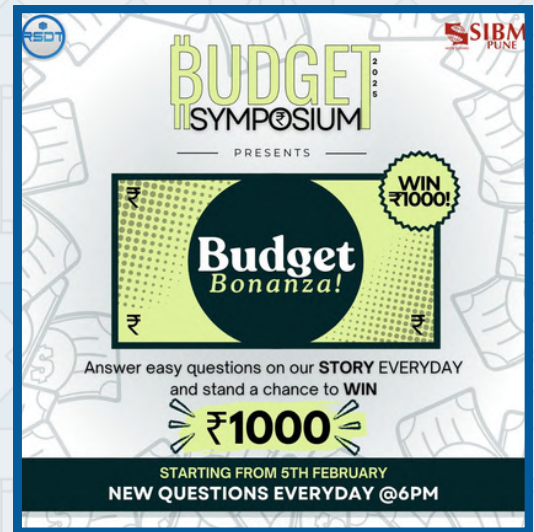
The objective of Budget Symposium 2025 was to build a general awareness of the Indian budget, building a general understanding of the Indian budget and its components, and creating awareness about financial needs in specific industry areas, all aimed at fostering strategic thinking pertaining to prioritizing initiatives, cost analysis, and resource management for the future.

The panel discussion provided comprehensive insights into the key elements of the theme "Balancing Growth and Equity: Charting India's Fiscal Roadmap." The day commenced with a formal discussion, where esteemed guests, including Mr. Adish Verma, Associate Director (Senior Economist), CRISIL Limited; Mr. Sushant Hede, Economist (Manager), National Stock Exchange of India (NSE India); and Mrs. Srejita Nandy, Manager (Research and Analysis Group), Export-Import Bank of India, enriched the conversation by exploring how the budget influences diverse industries and companies.

Their dialogue shed light on policies shaping today's economic landscape, addressing issues of national and global significance, and offering valuable insights into the decision-making processes of corporate giants, SMEs, and startups. The session also examined the impacts of digital literacy and financial inclusion on various sectors.

Following this engaging discussion, a spirited parliamentary debate ensued between the government and opposition panels, where students took part in a healthy debate, further deepening the analysis with thoughtful exchanges and wisdom.

The event concluded with the announcement of quiz winners and the victorious debate panel, while the interactive discussions between students and dignitaries left a lasting impression of knowledge and insight.



RESEARCH CONCLAVE 2024

Research Conclave (RC) is one of the flagship initiatives of RSDT at SIBM Pune, designed to foster a strong research culture and equip students with the tools needed for their professional journeys. For the 2024 edition, the focus was on preparing first-year MBA students for their Summer Internship Projects (SIPs) through a structured series of engaging and impactful events.

This year's theme was "Data Intelligence: Unveiling Insights and Exploring the Future of Information." The conclave was graced by Prof. Dr. Deepika Pandita, who beautifully emphasized the indispensable role of data in today's industries by stating, "Data is the new oil."

The main event took place on 21st December 2024, with a Keynote Address by Mr. Rahul Pandey, Global Data Science and Applied AI Practice Leader, C5i. A Panel Discussion followed, featuring eminent speakers:

- Mr. Kausav Sil – Chief Financial Officer, Rieter
- Mr. Vikas Gautam – Architect (Data and AI), Microsoft
- Mr. Gurudutt Deshpande – Associate Director - Supply Chain Platforms, Accenture

These speakers brought in diverse industry perspectives and shared actionable insights from their professional journeys. The event saw a footfall of 120+ students and also included a briefing on Beacon Management Review (BMR) – SIBM Pune's flagship research magazine.



The 2024 edition also featured a lineup of impactful pre-events:

1. Summer Internship Project Simulation (SIPS) - 11th December 2024

A simulated business case competition where 4 business cases were presented and submissions were received from all specializations. Students were evaluated by faculty and alumni, receiving personalized feedback.

2. Data Discourse - 14th December 2024

A session titled "Navigating the Research Journey: Tools and Tips," conducted by Mr. Sayantan Das (SIBM Pune Alumnus, Batch of 2024), was attended by over 100 students.

3. SIP Chronicles - 19th-20th December 2024

12 2nd-year students shared their internship experiences, benchmarking them against SIP expectations. The session engaged active participation with 150+ students, followed by open-floor Q&A.

ROAD TO BMR

Road to BMR" is the opening event of the 'Road to Research Paper' series, which marks the beginning of Research Month at SIBM Pune. The series aims to introduce students to the basics of research and guide them through the process of developing and presenting their ideas. Inviting abstract submissions encourages young business minds to think critically and creatively, helping them explore innovative solutions that can contribute to real-world business improvements.

As part of this novel and impactful series, a session titled "Navigating the Research Journey: Tools and Tips" was conducted under Data Discourse, led by Mr. Sayantan Das, an alumnus of SIBM Pune (Batch of 2024). The session introduced students to essential tools and techniques for academic research that provided valuable guidance on approaching research systematically. This session equipped students with practical tips to enhance their research papers and prepare more effectively for corporate case competitions.

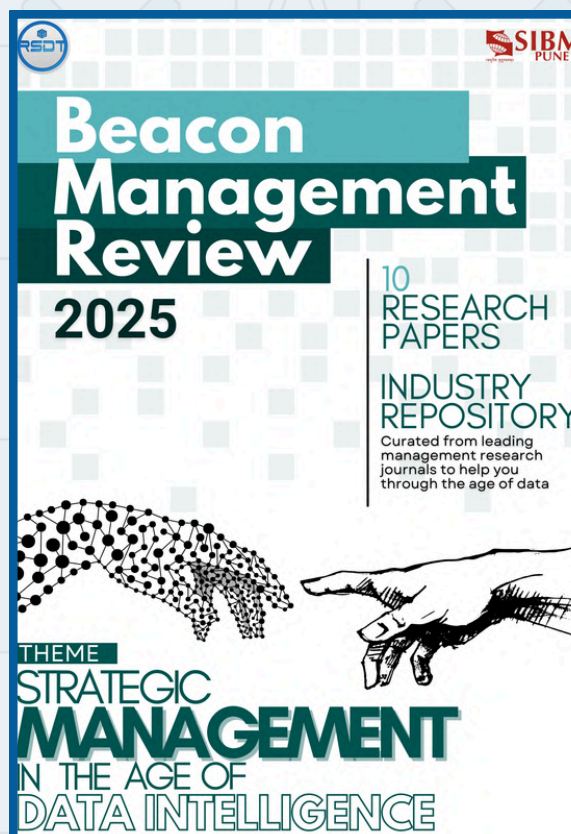


BEACON MANAGEMENT REVIEW 2025

RSDT proudly presented the 13th volume of the Annual Research Journal of SIBM Pune - 'Beacon Management Review' (BMR). This journal has been conceptualized as a platform to highlight the students' research capabilities at SIBM Pune, addressing pressing management and global issues that matter in today's fast-evolving corporate world. The theme for this year's issue was "Strategic Management in the Age of Data Intelligence," underscoring how critical data-driven insights have become for management professionals.

This edition features a collection of research articles that examine emerging trends and innovative strategies shaping the future of management, prepared through the commendable efforts of student scholars and the guidance of faculty members. In addition to student research, the journal also includes insights from faculty members, bridging academia and industry through research, and a curated collection of research papers from leading management research journals in the Industry Repository.

The journal was released on the Annual Management Day 2025 in a digital version by the honorable Chancellor, Prof. Dr. S. B. Mujumdar Sir.



LUMIÈRE

Lumière is a flagship series of guest lectures that brings together distinguished alumni and renowned corporate leaders to enrich the academic experience of students. With a vision to go beyond conventional classroom learning, Lumière aims to bridge the gap between theoretical concepts and real-world applications, offering valuable insights into current industry practices and emerging trends.

The sessions serve as a dynamic platform for students across all specializations—Marketing, Finance, HR, and Operations—to engage with experts through interactive discussions, thought-provoking lectures, and practical case studies. These engagements are thoughtfully curated to enhance the intellectual capital of the student community and foster a deeper understanding of the ever-evolving business landscape.

Each lecture is an opportunity to gain firsthand knowledge from professionals who have navigated the complexities of the corporate world. The diverse topics covered reflect the changing paradigms in business, preparing students to be agile, informed, and industry-ready.

From dissecting strategic marketing frameworks to exploring digital transformations in operations, from unraveling financial modelling techniques to understanding the human side of organizations, Lumière empowers students to think critically, adapt proactively, and lead confidently.



Some of the guest lecturers and topics covered are as follows:

- Retail Marketing: Modern Trade by Ms. Aditi Shrivastava
- Changing Business Practices under the Influence of Present Business Landscape by Mr. Swapnil Mhaske
- Working Capital Management by Ms. Karismaa Agarwal
- Leadership in a Hybrid World: Adapting to the Future of Work and Technology by Mr. Tarun Girdhar
- Trends in E-Commerce Marketing by Ms. Jigyasa Jain
- Dividend Policy by Ms. Rujuta Arondekar
- Network Optimisation in Logistics by Mr. Rajiv Pandit
- Organisational Culture and Change by Ms. Sunita Raman Rupavataram
- An Overview of the Hyderabad Metro Project by Mr. Vivek Bhaskar Gadgil
- Employee Benefits and the Benefit Determination Process by Ms. Amneet Kaur
- Services and Information Technology by Mr. Nilesh Miskin
- Future-Proofing Talent - Integrating Workforce Planning, Performance Management and Succession Strategies by Ms. Rucha Khatal



CAMPUS RECRUITMENT PROGRAM (CRP) PREPARATORY KIT

As part of our efforts to support the final placements of our senior batch, RSDT created a comprehensive Campus Recruitment Program (CRP) Preparatory Kit. Designed to ensure a smooth and well-prepared placement season, the kit offered essential resources such as sector insights, recruiter company information, and focused preparation material. This initiative aimed to equip students with the right guidance and knowledge to approach their recruitment journey with confidence.

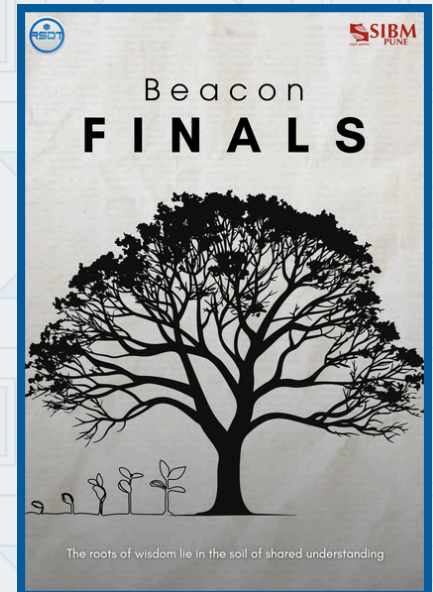
VALUE ADDED COURSE

To ensure first-year students were well-equipped for their summer internships, RSDT conducted a comprehensive workshop covering Excel, Tableau, and Power BI. The sessions focused on building practical, hands-on skills in data handling, visualization, and analysis—tools that are increasingly essential across industries. This initiative aimed to bridge the gap between classroom learning and real-world application, enabling students to contribute effectively during their internships.

LIVE PROJECTS

The academic year 2024–25 witnessed a significant rise in students working on live projects facilitated by RSDT, with 12 students securing opportunities across diverse sectors. This marks a fourfold increase from the previous year, highlighting the growing impact of RSDT's corporate outreach and student enablement efforts. The live projects this year spanned across a variety of industries, including real estate, consumer healthcare, e-commerce, consulting, and emerging domains like generative AI and data analytics.

These projects provided students with real-time exposure to industry challenges and enabled them to apply classroom learning to practical business scenarios. The initiative not only enhanced experiential learning but also prepared students for their summer internships by developing critical skills in research, problem-solving, and stakeholder communication. Looking ahead, RSDT aims to further scale this initiative and strengthen collaborations that enrich the professional journey of the student community.



SYMBIOSIS INSTITUTE OF BUSINESS MANAGEMENT, PUNE

Constituent of Symbiosis International University

Accredited by NAAC by 'A++' Grade



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