



## Faculty Summery (Academic Year 2023-24)

Designation	Requirement	Filled up
Director	1	1
Professor	1	-
Associate Professor	4	-
Assistant Professor	12	17
<b>Total</b>	<b>18</b>	<b>18</b>

## Name/s of Existing Faculty

Designation	No	Name
Director	01	Prof. Sanjay Saudagar Mahadik
Professor	01	-
Associate Professor	01	-
Assistant Professor	01	Prof. Rakesh Sambhaji Katkar
	02	Dr. Vikrant Vilas Nangare
	03	Prof. Sachin Radhakistan Wadekar
	04	Prof. Deepak Balu Shirke
	05	Prof. Sayali Uday Wankhede
	06	Prof. Navin Kumar
	07	Prof. Shriram Vasudev Ugale
	08	Prof. Anup Prakash Pradhan
	09	Prof. Renuka Dewangan
	10	Prof. Jaymala Nitin Katkar
	11	Prof. Shramika Mihir Arte
	12	Prof. Akshaysingh Parihar
	13	Dr. Rahul Ravindra Wagh
	14	Prof. Mitali Karmarkar
	15	Prof. Pratiksha Dongare
	16	Prof. Bharti Gaikwad
	17	Prof. Yogesh Tandale



**Director**  
**Zeal Institute of Management  
& Computer Application**  
**Pune - 411 041.**

*S. M. Katkar*  
B.A. (Hons), LL.B.  
FOUNDER DIRECTOR



# ZEAL EDUCATION SOCIETY

Regd. No. MAH/11146/96/PUNE, Dt. 25-3-96 & F-12037 (Pune) Dt. 18-5-96  
S. No. 25/3/3, Hingane Khurd, Sinhgad Road, Pune - 411 051  
☎ : 020-2434 8071 • Tele Fax : 020-2434 5365  
E-mail : zealinstitutes@gmail.com • Website : www.zealeducation.com

Ref: ZES/NC/2613D

Date: 30/06/2021

To,  
Mr. Rakesh Katkar  
Sinhgad Road,  
Pune - 41

Subject: Appointment to the post of Assistant Professor.

Sir,

With reference to your application dated 28/06/2021 and subsequent interview on 29/06/2021 before the Staff Selection Committee for the post of Assistant Professor. The undersigned is pleased to inform you that you are hereby appointed as Assistant Professor in Zeal Institute of Management & Computer Application, Narhe, Pune with effect from 01/07/2021. Your appointment is subject to the following terms and conditions:

- 1) You will be paid basic pay Rs.15,600/- + AGP Rs. 6,000/- with PF in the scale of 15,600-39,100. You will entitle for Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time.
- 2) At the time of joining you have to sign & submit nondisclosure agreement.
- 3) Your services will be governed by the Maharashtra Public University Act, 2016, Statues Code of Conduct, ordinances and rules and regulation laid down by the Savitribai Phule Pune University, State Government and Zeal Education Society.
- 4) Your appointment is temporary for the Academic Year 2021-2022.
- 5) Your continuation of service is subject to getting approval of appointment from University of Pune.
- 6) You should produce the originals and submit certified true copies of relevant testimonials such as Birth Date Certificate, Mark-sheets, Degree Certificate, Experience Certificate, Discharge/Relieving Certificate, Last pay Certificate, Caste & Validity Certificate (if applicable), Change of Name Certificate (if any), Two passport size Photographs etc. at time of joining your duties.
- 7) You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining duties.
- 8) Your appointment is subject to the minimum number of students and the workload prescribed for the post.
- 9) You are required to give the correct mailing address as soon as you join the duties and any changes in the address given earlier should be communicated to the Principal/Director.



- 10) You will not engage yourself in any other job paid full-time, part time or otherwise, during the continuance of your service, without the permission of the competent authority/Zeal Education Society.
- 11) You will not conduct or engage yourself in any private tuitions or private coaching classes.
- 12) Your services are transferable to any other Colleges/Institution run by the ZES.
- 13) If you are found irregular and negligent of your duties; your appointment may be terminated without any notice.
- 14) If you are found absent continuously for more than thirty days without permission your service will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the Zeal Education Society.
- 15) Your appointment may be terminated, at any time, by either side/party, by giving one month's notice or one month's basic pay in lieu of notice period in case the period spent in service is more than six months, provided always that the date of expiry of such a notice shall not fall within either academic term.
- 16) You have to communicate your acceptance to the Management/College/Institution within four days from the date of receipt of this order of Appointment, failing which your appointment is liable to be cancelled.



Yours faithfully,

(Jayesh Katkar)  
Secretary

Zeal Education Society, Pune.

Copy to:

1. The Director, Zeal Institute of Management & Computer Application, Pune - 41.
2. Administrative office, Zeal Education Society Pune - 51.

## JOINING REPORT

Date: 30/06/2021

To,  
The Secretary,  
Zeal Education Society,  
Pune - 411 041

Subject: Joining Report

Ref: Your appointment order \_\_\_\_\_ Dt. \_\_\_\_\_

Respected Sir,

With reference to above, I am joining as Assistant-professor  
at Zeal Institute of Management & Computer Application, Pune-41 today i.e.  
30/06/2021 at 10:00 a.m.

Please accept the same and do the needful.

Thanking you,

Yours truly,

Name: Mr. Rakesh Kulkarni,

Signature: [Handwritten Signature]

Copy to:

Administrative office, Zeal Institute of Management & Computer Application,  
Pune-41



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# ZEAL EDUCATION SOCIETY

📍 Sr. No - 39, Narhe Dhayari Road, Narhe, Pune - 411 041( MS) India.

☎ 020 - 2434 8071 Tele Fax : (020) 2434 5365

✉ zeal@zealeducation.com 🌐 www.zealeducation.com

FOUNDER DIRECTOR : S. M. KATKAR B.A. (Hons.) L.L.B

Ref : ZES / AO / 2231

Date : 03/07/2023

**Mr. Deepak Balu Shirke**

B-2/11, Kubera Vihar, Near Sanjeevani Hospital,  
Gadital, Hadapsar, Pune - 411028  
Mobile No. :- 7350495158

**Subject: Appointment for the post of Assistant Professor (MBA Department)**

Sir / Madam,

With reference to your application dated **01/07/2023** for the post of **Assistant Professor** in **MBA Department** and subsequent interview on **01/07/2023** before the Staff Selection Committee of Zeal Education Society, Pune the undersigned is pleased to inform you that you are hereby appointed **Assistant Professor in MBA Department at Zeal Education Society's Zeal Institute of Management And Computer Application, Pune** for the **Academic year 2023-24**.

Your appointment is subjected to the following terms and conditions.

- 1) Acceptance of this offer of appointment shall make all previous (if any) communications and / or commitment null and void
- 2) You will be paid consolidated salary of INR **45000/-** per month.
- 3) Professional tax, TDS etc. employee contribution towards employee provident fund, shall be deducted from your salary as per norms
- 4) Your appointment is strictly for full time, adhoc & temporary in nature and shall be valid for the academic year 2023-24.
- 5) This appointment shall not create any right or shall not allow you to claim any right on regular vacancies for the same post in future
- 6) This offer of appointment is valid for seven calendar days from the issuance date. Within this valid period, you must report to the head of institute and join the duties, sign the 'Non-disclosure Agreement' and submit the self-attested copies of all relevant testimonials, failing which your appointment is liable to be cancelled.
- 7) Your appointment is subjected to minimum number of students and the workload prescribed for the post from time to time. In case of reduction in work load, the institution shall have authority to terminate your service immediately and you shall not claim any right for service after the said period.
- 8) You shall undergo medical examination by the approved Medical practitioner or by the Civil Surgeon at the place of your duty and submit physical and mental fitness certificate to admin office within one month from the date of joining the duties.
- 9) You are required to give the correct postal and mailing address as soon as you join the duties and any changes in the address given earlier should be communicated to the admin office of the institute.
- 10) Your appointment shall be terminated automatically on last working day of academic year 2023-24. For the same, no separate communication shall be made or required from Zeal Education Society. You must handover the documents/files related to institute and department level portfolios assigned/handled, do the necessary clearance and obtain 'No Dues Certificate' from head of institute for disbursement of your last month's salary. Violation of the said clause shall lead to non-issuance of the experience/ relieving certificate and any other dues from the institute.
- 11) You should submit the true copies of the mark sheet (s), degree certificate (s), experience certificate(s), discharge/relieving certificate, last payment certificate (LP), bank statement reflecting last six months' salary from previous employer.



- 12) You will have to execute a 'Service Agreement' to the effect that you will serve the institute for the period of your appointment in accordance with the service conditions for the employment in the institution.
- 13) Your services will be governed by the Statues Code of Conduct, Ordinances, rules and regulation laid down by competent authorities and Zeal Education Society from time to time
- 14) You will not conduct or engage yourself in any private tuition, private coaching classes, in any other job full-time or part time, during the tenure of your service without permission from competent authority.
- 15) Your daily working hours shall be as per institutes policy and you shall be required to adhere to the same. For that purpose you shall not claim any additional pay or compensation as the same shall be part of your job only.
- 16) You have to perform the aspiring students counseling activity in addition to academic duties/roles and responsibilities as per guidelines laid down by the institute and competent authority.
- 17) During the period of your service, you will not indulge directly or indirectly in any such things as are subversive to the interest of the society. All information documents etc. to which you have access during the course of your services with us, are confidential and are property of the society. You will not disclose any such information to any third party, either in the society or outside nor will you pass on or hand over any such document to anyone, who is not expected to receive /possess the same.
- 18) Your services are transferable to any other Colleges/Institution run and undertaken by the Zeal Education Society, Pune
- 19) If you are found irregular and negligent of your duties; your appointment may be terminated immediately without any notice period.
- 20) If you are found absent continuously for seven days without permission, your service will stand terminated automatically and you shall not entitle for the any other claim / dues from the institute.
- 21) If you are found guilty of violation of any terms and conditions mentioned above, you shall be liable for disciplinary action and punishment as per employee code of conduct of Zeal Education Society.
- 22) Your appointment is subjected to verification from the previous employer (s) regarding your service behavior, character and legal matter associated with you, In case you are found guilty of violation of any clause, institute shall reserve right to join or terminate your services immediately
- 23) Your appointment may be terminated, at any time, by either side/party, by giving one month's notice or one month's salary in lieu of notice period, provided always that the date of expiry of such a notice shall not fall within academic term.
- 24) Kindly Acknowledge the receipt of this order, confirm your affirmation of the said order.

Yours faithfully,

*Pr*

*J. S. Katkar*  
Shri. J. S. Katkar  
Secretary  
Zeal Education Society, Pune.

#### ACCEPTANCE

I hereby acknowledge receipt of this order and accepted the terms and conditions mentioned above

Name: Mr. Deepak Balu Shirke  
Address: B-2/11, Kubera Vihar,  
Near Sanjeevani Hospital,  
Gadital, Hadapsar, Pune - 411028  
Mob. No.: 7350495158

Signature:

Date:

**JOINING REPORT**

Date: 18/04/22

To,  
The Secretary,  
Zeal Education Society,  
Pune-411 041

Subject: Joining Report

Ref: Your appointment order on mail. DL 9/04/22

Respected Sir,

With reference to above, I am joining as Assistant Professor  
at Zeal Institute of Management & Computer Application, Pune-41 today i.e.  
18<sup>th</sup> April 2022 at 10:00 a.m.

Please accept the same and do the needful.

Thanking you,

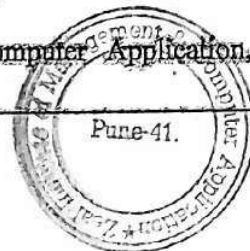
Yours truly,

Name: Prof. Deepak Shirke

Signature: 

Copy to:

Administrative office, Zeal Institute of Management & Computer Application,  
Pune-41







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# ZEAL EDUCATION SOCIETY

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FOUNDER DIRECTOR : S. M. KATKAR B.A. (Hons.) L.L.B

Ref : ZES / AO / 2230

Date : 03/07/2023

To,

**Ms. Sayali Uday Wankhade**

502, Chintamani Riverview Apartment,

Karve nagar, Pune - 411052

Mobile No.: - 7972187156

**Subject: Appointment for the post of Assistant Professor (MBA Department)**

Sir / Madam,

With reference to your application dated **01/07/2023** for the post of **Assistant Professor** in **MBA Department** and subsequent interview on **01/07/2023** before the Staff Selection Committee of Zeal Education Society, Pune the undersigned is pleased to inform you that you are hereby appointed Assistant Professor in **MBA Department** at **Zeal Education Society's Zeal Institute of Management And Computer Application, Pune** for the **Academic year 2023-24**.

Your appointment is subjected to the following terms and conditions.

- 1) Acceptance of this offer of appointment shall make all previous (if any) communications and / or commitment null and void.
- 2) You will be paid consolidated salary of INR **35000/-** per month.
- 3) Professional tax, TDS etc. employee contribution towards employee provident fund, shall be deducted from your salary as per norms.
- 4) Your appointment is strictly for full time, adhoc & temporary in nature and shall be valid for the academic year 2023-24.
- 5) This appointment shall not create any right or shall not allow you to claim any right on regular vacancies for the same post in future.
- 6) This offer of appointment is valid for seven calendar days from the issuance date. Within this valid period, you must report to the head of institute and join the duties, sign the 'Non-disclosure Agreement' and submit the self-attested copies of all relevant testimonials, failing which your appointment is liable to be cancelled.
- 7) Your appointment is subjected to minimum number of students and the workload prescribed for the post from time to time. In case of reduction in work load, the institution shall have authority to terminate your service immediately and you shall not claim any right for service after the said period.
- 8) You shall undergo medical examination by the approved Medical practitioner or by the Civil Surgeon at the place of your duty and submit physical and mental fitness certificate to admin office within one month from the date of joining the duties.
- 9) You are required to give the correct postal and mailing address as soon as you join the duties and any changes in the address given earlier should be communicated to the admin office of the institute.
- 10) Your appointment shall be terminated automatically on last working day of academic year 2023-24. For the same, no separate communication shall be made or required from Zeal Education Society. You must handover the documents/files related to institute and department level portfolios assigned/handled, do the necessary clearance and obtain 'No Dues Certificate' from head of institute for disbursement of your last month's salary. Violation of the said clause shall lead to non-issuance of the experience/ relieving certificate and any other dues from the institute.
- 11) You should submit the true copies of the mark sheet (s), degree certificate (s), experience certificate(s), discharge/relieving certificate, last payment certificate (LP), bank statement reflecting last six months' salary from previous employer.



## JOINING REPORT

Date: 8/Feb/2023

To,  
The Secretary,  
Zeal Education Society,  
Pune - 411 041

Subject: Joining Report

Ref: Your appointment order \_\_\_\_\_ Dt. \_\_\_\_\_

Respected Sir,

With reference to above, I am joining as Assistant Professor  
at Zeal Institute of Management & Computer Application, Pune-41 today i.e.  
8/Feb/2023 at 8 a.m.

Please accept the same and do the needful.

Thanking you,

Yours truly,

Name: Ms. Sayli Wankhade

Signature: Sayli Wankhade

Copy to:

Administrative office, Zeal Institute of Management & Computer Application.  
Pune-41



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# ZEAL EDUCATION SOCIETY

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FOUNDER DIRECTOR : S. M. KATKAR B.A. (Hons.) LL.B

Ref: ZES/AO/2228

Date: 03/07/2023

To,  
**Mr. Navin Kumar**  
Flat no 1102, Aarya Residency,  
Preyaja City Road, Pune - 411041  
Mobile No. :- 7499470100

**Subject: Appointment for the post of Assistant Professor (MBA Department)**

Sir / Madam,

With reference to your application dated 01/07/2023 for the post of **Assistant Professor** in **MBA Department** and subsequent interview on 01/07/2023 before the Staff Selection Committee of Zeal Education Society, Pune the undersigned is pleased to inform you that you are hereby appointed **Assistant Professor in MBA Department at Zeal Education Society's Zeal Institute of Management And Computer Application, Pune for the Academic year 2023-24.**

Your appointment is subjected to the following terms and conditions.

- 1) Acceptance of this offer of appointment shall make all previous (if any) communications and / or commitment null and void.
- 2) You will be paid consolidated salary of INR 50000/- per month.
- 3) Professional tax, TDS etc employee contribution towards employee provident fund, shall be deducted from your salary as per norms
- 4) Your appointment is strictly for full time, adhoc & temporary in nature and shall be valid for the academic year 2023-24.
- 5) This appointment shall not create any right or shall not allow you to claim any right on regular vacancies for the same post in future.
- 6) This offer of appointment is valid for seven calendar days from the issuance date. Within this valid period, you must report to the head of institute and join the duties, sign the 'Non-disclosure Agreement' and submit the self-attested copies of all relevant testimonials, failing which your appointment is liable to be cancelled.
- 7) Your appointment is subjected to minimum number of students and the workload prescribed for the post from time to time. In case of reduction in work load, the institution shall have authority to terminate your service immediately and you shall not claim any right for service after the said period.
- 8) You shall undergo medical examination by the approved Medical practitioner or by the Civil Surgeon at the place of your duty and submit physical and mental fitness certificate to admin office within one month from the date of joining the duties.
- 9) You are required to give the correct postal and mailing address as soon as you join the duties and any changes in the address given earlier should be communicated to the admin office of the institute.
- 10) Your appointment shall be terminated automatically on last working day of academic year 2023-24. For the same, no separate communication shall be made or required from Zeal Education Society. You must handover the documents/files related to institute and department level portfolios assigned/handled, do the necessary clearance and obtain 'No Dues Certificate' from head of institute for disbursement of your last month's salary. Violation of the said clause shall lead to non-issuance of the experience/ relieving certificate and any other dues from the institute.
- 11) You should submit the true copies of the mark sheet (s), degree certificate (s), experience certificate(s), discharge/relieving certificate, last payment certificate (LP), bank statement reflecting last six months' salary from previous employer.

- 12) You will have to execute a 'Service Agreement' to the effect that you will serve the institute for the period of your appointment in accordance with the service conditions for the employment in the institution.
- 13) Your services will be governed by the Statues Code of Conduct, Ordinances, rules and regulation laid down by competent authorities and Zeal Education Society from time to time.
- 14) You will not conduct or engage yourself in any private tuition, private coaching classes, in any other job full-time or part time, during the tenure of your service without permission from competent authority.
- 15) Your daily working hours shall be as per institutes policy and you shall be required to adhere to the same. For that purpose you shall not claim any additional pay or compensation as the same shall be part of your job only.
- 16) You have to perform the aspiring students counseling activity in addition to academic duties/roles and responsibilities as per guidelines laid down by the institute and competent authority.
- 17) During the period of your service, you will not indulge directly or indirectly in any such things as are subversive to the interest of the society. All information documents etc. to which you have access during the course of your services with us, are confidential and are property of the society. You will not disclose any such information to any third party, either in the society or outside nor will you pass on or hand over any such document to anyone, who is not expected to receive /possess the same.
- 18) Your services are transferable to any other Colleges/Institution run and undertaken by the Zeal Education Society, Pune.
- 19) If you are found irregular and negligent of your duties: your appointment may be terminated immediately without any notice period.
- 20) If you are found absent continuously for seven days without permission, your service will stand terminated automatically and you shall not entitle for the any other claim / dues from the institute.
- 21) If you are found guilty of violation of any terms and conditions mentioned above, you shall be liable for disciplinary action and punishment as per employee code of conduct of Zeal Education Society.
- 22) Your appointment is subjected to verification from the previous employer (s) regarding your service behavior, character and legal matter associated with you. In case you are found guilty of violation of any clause, institute shall reserve right to join or terminate your services immediately
- 23) Your appointment may be terminated, at any time, by either side/party, by giving one month's notice or one month s salary in lieu of notice period, provided always that the date of expiry of such a notice shall not fall within academic term.
- 24) Kindly Acknowledge the receipt of this order, confirm your affirmation of the said order.

Yours faithfully,

*[Signature]*  
Shri. U. S. Katkar  
Secretary

Zeal Education Society, Pune.

*[Handwritten mark]*

#### ACCEPTANCE

I hereby acknowledge receipt of this order and accepted the terms and conditions mentioned above

Name: Mr. Navin Kumar  
Address: Flat no.1102, Arya Residency,  
Preyaja City Road, Pune - 411041  
Mobile No.:- 7499470100

Date:

Signature:

To,  
Mrs. Tejashree Arjun Soni

## JOINING REPORT

Date: 13/04/2023

To,  
The Secretary,  
Zeal Education Society,  
Pune - 411 041

Subject: Joining Report

Ref: Your appointment order \_\_\_\_\_ Dt. \_\_\_\_\_

Respected Sir,

With reference to above, I am joining as Assistant Professor  
at Zeal Institute of Management & Computer Application, Pune-41 today i.e.  
13/04/2023 at 4 pm a.m.

Please accept the same and do the needful.

Thanking you,

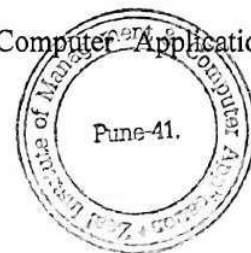
Yours truly,

Name: NAVIN KUMAR

Signature: Navin Kumar

Copy to:

Administrative office, Zeal Institute of Management & Computer Application,  
Pune-41





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FOUNDER DIRECTOR : S. M. KATKAR B.A. (Hons.) L.L.B

Ref : ZES / AO / 2229

Date : 03/07/2023

To,  
**Mr. Shriram Vasudeo Ugale**  
At Post. Dhanora (Moha),  
Tal. Jalgaon (Jamod)  
Dist - Buldhana - 443403  
Mobile No.:- 8805969937

**Subject: Appointment for the post of Assistant Professor (MBA Department)**

Sir / Madam,


With reference to your application dated 01/07/2023 for the post of **Assistant Professor in MBA Department** and subsequent interview on 01/07/2023 before the Staff Selection Committee of Zeal Education Society, Pune the undersigned is pleased to inform you that you are hereby appointed **Assistant Professor in MBA Department at Zeal Education Society's Zeal Institute of Management And Computer Application, Pune for the Academic year 2023-24.**

Your appointment is subjected to the following terms and conditions.

- 1) Acceptance of this offer of appointment shall make all previous (if any) communications and / or commitment null and void.
- 2) You will be paid consolidated salary of INR 38000/- per month.
- 3) Professional tax, TDS etc. employee contribution towards employee provident fund, shall be deducted from your salary as per norms.
- 4) Your appointment is strictly for full time, adhoc & temporary in nature and shall be valid for the academic year 2023-24.
- 5) This appointment shall not create any right or shall not allow you to claim any right on regular vacancies for the same post in future.
- 6) This offer of appointment is valid for seven calendar days from the issuance date. Within the valid period, you must report to the head of institute and join the duties, sign the 'Non-disclosure Agreement' and submit the self-attested copies of all relevant testimonials, failing which your appointment is liable to be cancelled.
- 7) Your appointment is subjected to minimum number of students and the workload prescribed for the post from time to time. In case of reduction in work load, the institution shall have authority to terminate your service immediately and you shall not claim any right for service after the said period.
- 8) You shall undergo medical examination by the approved Medical practitioner or by B-0 (MBBS) Surgeon at the place of your duty and submit physical and mental fitness certificate to admin office within one month from the date of joining the duties.
- 9) You are required to give the correct postal and mailing address as soon as you join the duties and any changes in the address given earlier should be communicated to the admin office of institute.
- 10) Your appointment shall be terminated automatically on last working day of academic year-2023-24. For the same, no separate communication shall be made or required from Zeal Education Society. You must handover the documents/files related to institute and department, if portfolios assigned/handled, do the necessary clearance and obtain 'No Dues Certificate' from head of institute for disbursement of your last month's salary. Violation of the said clause will lead to non-issuance of the experience/ relieving certificate and any other dues from institute.
- 11) You should submit the true copies of the mark sheet (s), degree certificate (s), experience certificate(s), discharge/relieving certificate, last payment certificate (LP), bank statement reflecting last six months' salary from previous employer.

- 12) You will have to execute a 'Service Agreement' to the effect that you will serve the institute for the period of your appointment in accordance with the service conditions for the employment in the institution
- 13) Your services will be governed by the Statutes Code of Conduct, Ordinances, rules and regulation laid down by competent authorities and Zeal Education Society from time to time
- 14) You will not conduct or engage yourself in any private tuition, private coaching classes, in any other job full-time or part time, during the tenure of your service without permission from competent authority.
- 15) Your daily working hours shall be as per institutes policy and you shall be required to adhere to the same. For that purpose you shall not claim any additional pay or compensation as the same shall be part of your job only
- 16) You have to perform the aspiring students counseling activity in addition to academic duties/roles and responsibilities as per guidelines laid down by the institute and competent authority
- 17) During the period of your service, you will not indulge directly or indirectly in any such things as are subversive to the interest of the society. All information documents etc. to which you have access during the course of your services with us, are confidential and are property of the society. You will not disclose any such information to any third party, either in the society or outside nor will you pass on or hand over any such document to anyone, who is not expected to receive /possess the same
- 18) Your services are transferable to any other Colleges/Institution run and undertaken by the Zeal Education Society, Pune
- 19) If you are found irregular and negligent of your duties, your appointment may be terminated immediately without any notice period
- 20) If you are found absent continuously for seven days without permission, your service will stand terminated automatically and you shall not entitle for the any other claim / dues from the institute.
- 21) If you are found guilty of violation of any terms and conditions mentioned above, you shall be liable for disciplinary action and punishment as per employee code of conduct of Zeal Education Society.
- 22) Your appointment is subjected to verification from the previous employer (s) regarding your service behavior, character and legal matter associated with you. In case you are found guilty of violation of any clause, institute shall reserve right to join or terminate your services immediately.
- 23) Your appointment may be terminated, at any time, by either side/party, by giving one month's notice or one month's salary in lieu of notice period, provided always that the date of expiry of such a notice shall not fall within academic term.
- 24) Kindly Acknowledge the receipt of this order, confirm your affirmation of the said order.

Yours faithfully,

  
Shri. V. S. Katkar  
Secretary  
Zeal Education Society, Pune.

#### ACCEPTANCE

I hereby acknowledge receipt of this order and accepted the terms and conditions mentioned above

Name Mr. Shriram Vasudeo Ugale  
Address At Post Dhanora (Moha),  
Tal. Jalgaon (Jamod)  
Dist - Buldhana - 443403  
Mobile No - 8805969937

Signature:

Date:



## JOINING REPORT

Date: 04/04/2023

To,  
The Secretary,  
Zeal Education Society,  
Pune - 411 041

Subject: Joining Report

Ref: Your appointment order \_\_\_\_\_ Dt. \_\_\_\_\_

Respected Sir,

With reference to above, I am joining as Assistant Professor  
at Zeal Institute of Management & Computer Application, Pune-41 today i.e.  
04/04/2023 at \_\_\_\_\_ a.m.

Please accept the same and do the needful.

Thanking you,

Yours truly,

Name: Shyam Vasudeo Yate

Signature: SS

Copy to:

Administrative office, Zeal Institute of Management & Computer Application,  
Pune-41



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FOUNDER DIRECTOR : S. M. KATKAR B.A. (Hons.) L.L.B

Ref: ZES/ 4324

Date: 01/07/2023

To,  
**Mr. Anup Pradhan**  
546/ Rajendranagar,  
Kolhapur - 416004  
Mobile No.: - 9766921546

**Subject: Appointment for the post of Assistant Professor (MBA Department)**

Sir / Madam,

With reference to your application dated 19/06/2023 for the post of **Assistant Professor** in **MBA Department** and subsequent interview on 19/06/2023 before the Staff Selection Committee of Zeal Education Society, Pune the undersigned is pleased to inform you that you are hereby appointed **Assistant Professor in MBA Department at Zeal Education Society's Zeal Institute of Management And Computer Application, Pune** for the **Academic year 2023-24**.

Your appointment is subjected to the following terms and conditions.

- 1) Acceptance of this offer of appointment shall make all previous (if any) communications and / or commitment null and void.
- 2) You will be paid consolidated salary of **INR 66000/-** per month.
- 3) Professional tax, TDS etc. employee contribution towards employee provident fund, shall be deducted from your salary as per norms.
- 4) Your appointment is strictly for full time, adhoc & temporary in nature and shall be valid for the academic year 2023-24.
- 5) This appointment shall not create any right or shall not allow you to claim any right on regular vacancies for the same post in future.
- 6) This offer of appointment is valid for seven calendar days from the issuance date. Within this valid period, you must report to the head of institute and join the duties, sign the 'Non-discloser Agreement' and submit the self-attested copies of all relevant testimonials, failing which your appointment is liable to be cancelled.
- 7) Your appointment is subjected to minimum number of students and the workload prescribed for the post from time to time. In case of reduction in work load, the institution shall have authority to terminate your service immediately and you shall not claim any right for service after the said period.
- 8) You shall undergo medical examination by the approved Medical practitioner or by the Civil Surgeon at the place of your duty and submit physical and mental fitness certificate to admin office within one month from the date of joining the duties.
- 9) You are required to give the correct postal and mailing address as soon as you join the duties and any changes in the address given earlier should be communicated to the admin office of the institute.
- 10) Your appointment shall be terminated automatically on last working day of academic year 2023-24. For the same, no separate communication shall be made or required from Zeal Education Society. You must handover the documents/files related to institute and department level portfolios assigned/handled, do the necessary clearance and obtain 'No Dues Certificate' from head of institute for disbursement of your last month's salary. Violation of the said clause shall lead to non-issuance of the experience/ relieving certificate and any other dues from the institute.
- 11) You should submit the true copies of the mark sheet (s), degree certificate (s), experience certificate(s), discharge/relieving certificate, last payment certificate (LP), bank statement reflecting last six months' salary from previous employer.

- 12) You will have to execute a 'Service Agreement' to the effect that you will serve the institute for the period of your appointment in accordance with the service conditions for the employment in the institution
- 13) Your services will be governed by the Statues Code of Conduct, Ordinances, rules and regulation laid down by competent authorities and Zeal Education Society from time to time.
- 14) You will not conduct or engage yourself in any private tuition, private coaching classes, in any other job full-time or part time, during the tenure of your service without permission from competent authority.
- 15) Your daily working hours shall be as per institutes policy and you shall be required to adhere to the same. For that purpose you shall not claim any additional pay or compensation as the same shall be part of your job only.
- 16) You have to perform the aspiring students counseling activity in addition to academic duties/roles and responsibilities as per guidelines laid down by the institute and competent authority.
- 17) During the period of your service, you will not indulge directly or indirectly in any such things as are subversive to the interest of the society. All information documents etc. to which you have access during the course of your services with us, are confidential and are property of the society. You will not disclose any such information to any third party, either in the society or outside nor will you pass on or hand over any such document to anyone, who is not expected to receive /possess the same.
- 18) Your services are transferable to any other Colleges/Institution run and undertaken by the Zeal Education Society, Pune.
- 19) If you are found irregular and negligent of your duties, your appointment may be terminated immediately without any notice period.
- 20) If you are found absent continuously for seven days without permission, your service will stand terminated automatically and you shall not entitle for the any other claim / dues from the institute.
- 21) If you are found guilty of violation of any terms and conditions mentioned above, you shall be liable for disciplinary action and punishment as per employee code of conduct of Zeal Education Society.
- 22) Your appointment is subjected to verification from the previous employer (s) regarding your service behavior, character and legal matter associated with you. In case you are found guilty of violation of any clause, institute shall reserve right to join or terminate your services immediately.
- 23) Your appointment may be terminated, at any time, by either side/party, by giving one month's notice or one month's salary in lieu of notice period, provided always that the date of expiry of such a notice shall not fall within academic term.
- 24) Kindly Acknowledge the receipt of this order, confirm your affirmation of the said order.

Yours faithfully,




Shri. J. S. Katkar  
Secretary  
Zeal Education Society, Pune.

	Name	Designation	Signature	Date
Prepared by	Mr. Dhiraj Yadav	Admin Asst.	<u>D. S. Yadav</u>	
Verified by	Prof. Sanjay Mahadik	Director		

ACCEPTANCE

I hereby acknowledge receipt of this order and accepted the terms and conditions mentioned above

Name: Mr. Anup Pradhan  
Address: 546, Rajendranagar  
Kolhapur - 416004  
Mobile No. -9766921546

Signature: 

Date: 24.07.2023.

## JOINING REPORT

Date: 24-07-2023  
11.11.2023

To,  
The Secretary,  
Zeal Education Society,  
Pune - 411 041

Subject: Joining Report

Ref: Your appointment order 2ES/4324 Dt. 01/07/2023

Respected Sir,

With reference to above, I am joining as Training and Placement officer  
at Zeal Institute of Management & Computer Application, Pune-41 today i.e.  
24 July, 2023 at 10:00 a.m.

Please accept the same and do the needful.

Thanking you,

Yours truly,

Name: Ashwini Prakash Prudhvi

Signature: Ashwini Prudhvi  
24 July 2023.

Copy to:

Administrative office, Zeal Institute of Management & Computer Application,  
Pune-41



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FOUNDER DIRECTOR : S. M. KATKAR B.A. (Hons.) L.L.B

Ref: ZES / 4320

Date: 01/07/2023

To,

**Ms. Renuka Dewangan**  
Flat no. 1002, B-12, Mangal  
Bhairav Society, Nanded City,  
Pune - 411041  
Mobile No.: - 8459017093

**Subject: Appointment for the post of Assistant Professor (MBA Department)**

Sir / Madam,


With reference to your application dated 21/06/2023 for the post of **Assistant Professor in MBA Department** and subsequent interview on 21/06/2023 before the Staff Selection Committee of Zeal Education Society, Pune the undersigned is pleased to inform you that you are hereby appointed **Assistant Professor in MBA Department at Zeal Education Society's Zeal Institute of Management And Computer Application, Pune** for the **Academic year 2023-24**.

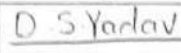

Your appointment is subjected to the following terms and conditions.

- 1) Acceptance of this offer of appointment shall make all previous (if any) communications and / or commitment null and void.
- 2) You will be paid consolidated salary of INR 40000/- per month.
- 3) Professional tax, TDS etc. employee contribution towards employee provident fund, shall be deducted from your salary as per norms.
- 4) Your appointment is strictly for full time, adhoc & temporary in nature and shall be valid for the academic year 2023-24.
- 5) This appointment shall not create any right or shall not allow you to claim any right on regular vacancies for the same post in future.
- 6) This offer of appointment is valid for seven calendar days from the issuance date. Within this valid period, you must report to the head of institute and join the duties, sign the 'Non-disclosure Agreement' and submit the self-attested copies of all relevant testimonials, failing which your appointment is liable to be cancelled.
- 7) Your appointment is subjected to minimum number of students and the workload prescribed for the post from time to time. In case of reduction in work load, the institution shall have authority to terminate your service immediately and you shall not claim any right for service after the said period.
- 8) You shall undergo medical examination by the approved Medical practitioner or by the Civil Surgeon at the place of your duty and submit physical and mental fitness certificate to admin office within one month from the date of joining the duties.
- 9) You are required to give the correct postal and mailing address as soon as you join the duties and any changes in the address given earlier should be communicated to the admin office of the institute.
- 10) Your appointment shall be terminated automatically on last working day of academic year 2023-24. For the same, no separate communication shall be made or required from Zeal Education Society. You must handover the documents/files related to institute and department level portfolios assigned/handled, do the necessary clearance and obtain 'No Dues Certificate' from head of institute for disbursement of your last month's salary. Violation of the said clause shall lead to non-issuance of the experience/ relieving certificate and any other dues from the institute.
- 11) You should submit the true copies of the mark sheet (s), degree certificate (s), experience certificate(s), discharge/relieving certificate, last payment certificate (LP), bank statement reflecting last six months' salary from previous employer.

- 12) You will have to execute a 'Service Agreement' to the effect that you will serve the institute for the period of your appointment in accordance with the service conditions for the employment in the institution.
- 13) Your services will be governed by the Statues Code of Conduct, Ordinances, rules and regulation laid down by competent authorities and Zeal Education Society from time to time.
- 14) You will not conduct or engage yourself in any private tuition, private coaching classes, in any other job full-time or part time, during the tenure of your service without permission from competent authority.
- 15) Your daily working hours shall be as per institutes policy and you shall be required to adhere to the same. For that purpose you shall not claim any additional pay or compensation as the same shall be part of your job only.
- 16) You have to perform the aspiring students counseling activity in addition to academic duties/roles and responsibilities as per guidelines laid down by the institute and competent authority.
- 17) During the period of your service, you will not indulge directly or indirectly in any such things as are subversive to the interest of the society. All information documents etc. to which you have access during the course of your services with us, are confidential and are property of the society. You will not disclose any such information to any third party, either in the society or outside nor will you pass on or hand over any such document to anyone, who is not expected to receive /possess the same.
- 18) Your services are transferable to any other Colleges/Institution run and undertaken by the Zeal Education Society, Pune.
- 19) If you are found irregular and negligent of your duties; your appointment may be terminated immediately without any notice period.
- 20) If you are found absent continuously for seven days without permission, your service will stand terminated automatically and you shall not entitle for the any other claim / dues from the institute.
- 21) If you are found guilty of violation of any terms and conditions mentioned above, you shall be liable for disciplinary action and punishment as per employee code of conduct of Zeal Education Society.
- 22) Your appointment is subjected to verification from the previous employer (s) regarding your service behavior, character and legal matter associated with you. In case you are found guilty of violation of any clause, institute shall reserve right to join or terminate your services immediately.
- 23) Your appointment may be terminated, at any time, by either side/party, by giving one month's notice or one month's salary in lieu of notice period, provided always that the date of expiry of such a notice shall not fall within academic term.
- 24) Kindly Acknowledge the receipt of this order, confirm your affirmation of the said order.

Yours faithfully,

  
Shri J. S. Katkar  
Secretary  
Zeal Education Society, Pune

	Name	Designation	Signature	Date
Prepared by	Mr. Dhiraj Yadav	Admin Asst.		
Verified by	Prof. Sanjay Mahadik	Director		

#### ACCEPTANCE

I hereby acknowledge receipt of this order and accepted the terms and conditions mentioned above

Name: Ms. Renuka Dewangan  
Address: Flat no 1002, B-12 Mangal  
Bhairav Society, Nanded City,  
Pune - 411041  
Mobile No. :- 8459017093

Signature: 

Date: 26/7/2023



## JOINING REPORT

Date: 01/07/2023

To,  
The Secretary,  
Zeal Education Society,  
Pune - 411 041

Subject: Joining Report

Ref: Your appointment order ZES/4330 Dt. 1/7/23

Respected Sir,

With reference to above, I am joining as Assitant Professor  
at Zeal Institute of Management & Computer Application, Pune-41 today i.e.  
01/07/2023 at 9.30 a.m.

Please accept the same and do the needful.

Thanking you,

Yours truly,

Name: Renuka Dewangan

Signature: Renuka Dewangan

Copy to:

Administrative office, Zeal Institute of Management & Computer Application,  
Pune-41



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FOUNDER DIRECTOR : S. M. KATKAR B.A. (Hons.) L.L.B

Ref: ZES / 4322

Date: 05/07/2023

To,

**Ms. Jaymala Nitin Katkar**

H-207, Prestine Pacific Phase -II,

Dalvi Nagar, Ambegaon Bk.,

Pune - 411046

Mobile No. - 9421176154

**Subject: Appointment for the post of Assistant Professor (MBA Department)**

Sir / Madam,


With reference to your application dated 16/06/2023 for the post of Assistant Professor in MBA Department and subsequent interview on 16/06/2023 before the Staff Selection Committee of Zeal Education Society, Pune the undersigned is pleased to inform you that you are hereby appointed Assistant Professor in MBA Department at Zeal Education Society's Zeal Institute of Management And Computer Application, Pune for the Academic year 2023-24.

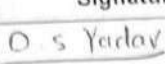

Your appointment is subjected to the following terms and conditions.

- 1) Acceptance of this offer of appointment shall make all previous (if any) communications and / or commitment null and void.
- 2) You will be paid consolidated salary of INR 45000/- per month.
- 3) Professional tax, TDS etc. employee contribution towards employee provident fund, shall be deducted from your salary as per norms.
- 4) Your appointment is strictly for full time, adhoc & temporary in nature and shall be valid for the academic year 2023-24.
- 5) This appointment shall not create any right or shall not allow you to claim any right on regular vacancies for the same post in future.
- 6) This offer of appointment is valid for seven calendar days from the issuance date. Within this valid period, you must report to the head of institute and join the duties, sign the 'Non-disclosure Agreement' and submit the self-attested copies of all relevant testimonials, failing which your appointment is liable to be cancelled.
- 7) Your appointment is subjected to minimum number of students and the workload prescribed for the post from time to time. In case of reduction in work load, the institution shall have authority to terminate your service immediately and you shall not claim any right for service after the said period.
- 8) You shall undergo medical examination by the approved Medical practitioner or by the Civil Surgeon at the place of your duty and submit physical and mental fitness certificate to admin office within one month from the date of joining the duties.
- 9) You are required to give the correct postal and mailing address as soon as you join the duties and any changes in the address given earlier should be communicated to the admin office of the institute.
- 10) Your appointment shall be terminated automatically on last working day of academic year 2023-24. For the same, no separate communication shall be made or required from Zeal Education Society. You must handover the documents/files related to institute and department level portfolios assigned/handled, do the necessary clearance and obtain 'No Dues Certificate' from head of institute for disbursement of your last month's salary. Violation of the said clause shall lead to non-issuance of the experience/ relieving certificate and any other dues from the institute.
- 11) You should submit the true copies of the mark sheet (s), degree certificate (s), experience certificate(s), discharge/relieving certificate, last payment certificate (LP), bank statement reflecting last six months' salary from previous employer.

- 12) You will have to execute a 'Service Agreement' to the effect that you will serve the institute for the period of your appointment in accordance with the service conditions for the employment in the institution
- 13) Your services will be governed by the Statues Code of Conduct, Ordinances, rules and regulation laid down by competent authorities and Zeal Education Society from time to time.
- 14) You will not conduct or engage yourself in any private tuition, private coaching classes, in any other job full-time or part time, during the tenure of your service without permission from competent authority.
- 15) Your daily working hours shall be as per institutes policy and you shall be required to adhere to the same. For that purpose you shall not claim any additional pay or compensation as the same shall be part of your job only
- 16) You have to perform the aspiring students counseling activity in addition to academic duties/roles and responsibilities as per guidelines laid down by the institute and competent authority.
- 17) During the period of your service, you will not indulge directly or indirectly in any such things as are subversive to the interest of the society. All information documents etc. to which you have access during the course of your services with us, are confidential and are property of the society. You will not disclose any such information to any third party, either in the society or outside nor will you pass on or hand over any such document to anyone, who is not expected to receive /possess the same.
- 18) Your services are transferable to any other Colleges/Institution run and undertaken by the Zeal Education Society, Pune.
- 19) If you are found irregular and negligent of your duties: your appointment may be terminated immediately without any notice period.
- 20) If you are found absent continuously for seven days without permission, your service will stand terminated automatically and you shall not entitle for the any other claim / dues from the institute.
- 21) If you are found guilty of violation of any terms and conditions mentioned above, you shall be liable for disciplinary action and punishment as per employee code of conduct of Zeal Education Society.
- 22) Your appointment is subjected to verification from the previous employer (s) regarding your service behavior, character and legal matter associated with you, in case you are found guilty of violation of any clause, institute shall reserve right to join or terminate your services immediately.
- 23) Your appointment may be terminated, at any time, by either side/party, by giving one month's notice or one month's salary in lieu of notice period, provided always that the date of expiry of such a notice shall not fall within academic term.
- 24) Kindly Acknowledge the receipt of this order, confirm your affirmation of the said order.

Yours faithfully,


  
Shri J. S. Katkar  
Secretary  
Zeal Education Society, Pune.

	Name	Designation	Signature	Date
Prepared by	Mr. Dhiraj Yadav	Admin Asst.		
Verified by	Prof. Sanjay Mahadik	Director		

ACCEPTANCE

I hereby acknowledge receipt of this order and accepted the terms and conditions mentioned above

Name: Ms. Jaymala Nitin Katkar  
Address: H-207, Prestine Pacific, Phase II,  
Dalvi Nagar, Ambegaon Bk., Pune - 411046  
Mobile No.:- 9421176154

Signature: 

Date: 25/07/2023

## JOINING REPORT

Date: 01-07-2023

To,  
The Secretary,  
Zeal Education Society,  
Pune - 411 041

Subject: Joining Report

Ref: Your appointment order ZES / 4322 Dt. 01-07-2023

Respected Sir,

With reference to above, I am joining as Assistant Prof.  
at Zeal Institute of Management & Computer Application, Pune-41 today i.e.  
01-07-2023 at 9:00 a.m.

Please accept the same and do the needful.

Thanking you,

Yours truly,

Name: Prof. Jaymala Nitin Katkar

Signature: Jaymala

Copy to:

Administrative office, Zeal Institute of Management & Computer Application,  
Pune-41



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FOUNDER DIRECTOR : S. M. KATKAR B.A. (Hons.) L.L.B

Ref : ZES / 4330

Date : 29/6/2023

To,

**Ms. Shramika Mihir Arte**

Address: Shrambharti Charnalaya,  
At Post Devrukh, Tal. - Sangmeshwar,  
Dist. - Ratnagiri - 415804  
Mobile No. :- 9404766314


**Subject: Appointment for the post of Assistant Professor (MBA Department)**  
Sir / Madam,

With reference to your application dated 25/06/2023 for the post of **Assistant Professor in MBA Department** and subsequent interview on 25/06/2023 before the Staff Selection Committee of Zeal Education Society, Pune the undersigned is pleased to inform you that you are hereby appointed Assistant Professor in **MBA Department at Zeal Education Society's Zeal Institute of Business Administration Computer Application And Research, Pune** with effect from 01/07/2023.

- Your appointment is subjected to the following terms and conditions.
1. Acceptance of this offer of appointment shall make all previous (if any) communications and / or commitment null and void.
  2. You will be paid consolidated salary of INR 30000/- per month.
  3. Professional tax, TDS etc. employee contribution towards employee provident fund, shall be deducted from your salary as per norms.
  4. Your appointment is strictly for full time, Regular in nature.
  5. This appointment shall not create any right or shall not allow you to claim any right on regular vacancies for the same post in future.
  6. This offer of appointment is valid for seven calendar days from the issuance date. Within this valid period, you must report to the head of institute and join the duties, sign the 'Non-discloser Agreement' and submit the self-attested copies of all relevant testimonials, failing which your appointment is liable to be cancelled.
  7. Your appointment is subjected to minimum number of students and the workload prescribed for the post from time to time. In case of reduction in work load, the institution shall have authority to terminate your service immediately and you shall not claim any right for service after the said period.
  8. You shall undergo medical examination by the approved Medical practitioner or by the institution within one month from the date of joining the duties.
  9. You are required to give the correct and genuine information regarding your educational and professional changes in the past.

11. You will have to execute a 'Service Agreement' to the effect that you will serve the institute for the period of your appointment in accordance with the service conditions for the employment in the institution
12. Your services will be governed by the Statues Code of Conduct, Ordinances, rules and regulation laid down by competent authorities and Zeal Education Society from time to time
13. You will not conduct or engage yourself in any private tuition, private coaching classes in any other job full-time or part time, during the tenure of your service without permission from competent authority
14. Your daily working hours shall be as per institutes policy and you shall be required to adhere to the same. For that purpose you shall not claim any additional pay or compensation as the same shall be part of your job only.
15. You have to perform the aspiring students counseling activity in addition to academic duties/responsibilities and responsibilities as per guidelines laid down by the institute and competent authority
16. During the period of your service, you will not indulge directly or indirectly in any such things as are subversive to the interest of the society. All information documents etc. to which you have access during the course of your services with us, are confidential and are property of the society. You will not disclose any such information to any third party, either in the society or outside nor will you pass on or hand over any such document to anyone, who is not expected to receive /possess the same.
17. Your services are transferable to any other Colleges/Institution run and undertaken by the Zeal Education Society, Pune.
18. If you are found irregular and negligent of your duties, your appointment may be terminated immediately without any notice period.
19. If you are found absent continuously for seven days without permission, your service will stand terminated automatically and you shall not entitle for the any other claim / dues from the institute
20. If you are found guilty of violation of any terms and conditions mentioned above, you shall be liable for disciplinary action and punishment as per employee code of conduct of Zeal Education Society
21. Your appointment is subjected to verification from the previous employer (s) regarding your service behavior, character and legal matter associated with you. In case you are found guilty of violation of any clause, institute shall reserve right to join or terminate your services immediately
22. Your appointment may be terminated, at any time, by either side/party, by giving one month's notice or one month's salary in lieu of notice period, provided always that the date of expiry of such a notice shall not fall within academic term.
23. Kindly Acknowledge the receipt of this order, confirm your affirmation of the said order.

Yours faithfully,

  
Shri J. S. Katkar  
Secretary


Zeal Education Society, Pune



ACCEPTANCE

I hereby acknowledge receipt of this order and accepted the terms and conditions mentioned above

Name: Mrs. Shramika Mihir Arte  
Address Shrambharti Charmalaya,  
At Post Devrukh, Tal - Sangmeshwar,  
Dist. - Ratnagiri - 415804  
Mobile No - 9404766314

Signature: 

Date: 01/17/2023



## JOINING REPORT

Date: 01/07/2023

To,  
The Secretary,  
Zeal Education Society,  
Pune - 411 041

Subject: Joining Report

Ref: Your appointment order ZES/4330. Dt. 01/07/2023

Respected Sir,

With reference to above, I am joining as Assistant Professor  
at Zeal Institute of Management & Computer Application, Pune-41 today i.e.  
01/07/2023 at 9:30 a.m.

Please accept the same and do the needful.

Thanking you,

Yours truly,

Name: Ms. Shramika Mihir Apte

Signature: SmApte

Copy to:

Administrative office, Zeal Institute of Management & Computer Application,  
Pune-41



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FOUNDER DIRECTOR : S. M. KATKAR B.A. (Hons.) L.L.B

Ref: ZES/NC/AO/2023-24/052-A

Date: 17/08/2023

To,

**Mr. Akshay Singh Parihar**

Shiv Sharvati, Sr.No.246/2A/2, Kalwod,  
Khandove Ngr., Nr. Peru Baug,  
Behind Pune International Airport,  
Lohgaon, Pune - 411032  
Mobile No.:- 9623056649

**Subject: Appointment for the post of Teaching Assistant (MBA Department)**

Sir / Madam,

With reference to your application dated 02/08/2023 for the post of **Teaching Assistant** in **MBA Department** and subsequent interview on 02/08/2023 before the Staff Selection Committee of Zeal Education Society, Pune the undersigned is pleased to inform you that you are hereby appointed **Teaching Assistant in MBA Department at Zeal Education Society's Zeal Institute of Management And Computer Application, Pune** for the **Academic year 2023-24**.

Your appointment is subjected to the following terms and conditions.

- 1) Acceptance of this offer of appointment shall make all previous (if any) communications and / or commitment null and void.
- 2) You will be paid consolidated salary of INR 30000/- per month.
- 3) Professional tax, TDS etc. employee contribution towards employee provident fund, shall be deducted from your salary as per norms.
- 4) Your appointment is strictly for full time, adhoc & temporary in nature and shall be valid for the academic year 2023-24.
- 5) This appointment shall not create any right or shall not allow you to claim any right on regular vacancies for the same post in future.
- 6) This offer of appointment is valid for seven calendar days from the issuance date. Within this valid period, you must report to the head of institute and join the duties, sign the 'Non-disclosure Agreement' and submit the self-attested copies of all relevant testimonials, failing which your appointment is liable to be cancelled.
- 7) Your appointment is subjected to minimum number of students and the workload prescribed for the post from time to time. In case of reduction in work load, the institution shall have authority to terminate your service immediately and you shall not claim any right for service after the said period.
- 8) You shall undergo medical examination by the approved Medical practitioner or by the Civil Surgeon at the place of your duty and submit physical and mental fitness certificate to admin office within one month from the date of joining the duties.
- 9) You are required to give the correct postal and mailing address as soon as you join the duties and any changes in the address given earlier should be communicated to the admin office of the institute.
- 10) Your appointment shall be terminated automatically on last working day of academic year 2023-24. For the same, no separate communication shall be made or required from Zeal Education Society. You must handover the documents/files related to institute and department level portfolios assigned/handled, do the necessary clearance and obtain 'No Dues Certificate' from head of institute for disbursement of your last month's salary. Violation of the said clause shall lead to non-issuance of the experience/ relieving certificate and any other dues from the institute.
- 11) You should submit the true copies of the mark sheet (s), degree certificate (s), experience certificate(s), discharge/relieving certificate, last payment certificate (LP), bank statement reflecting last six months' salary from previous employer.

Date of Application :  
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Name : AKShai  
 Religion : Hind  
 Languages Know  
 Hobbies : Cran  
 Email : aksh  
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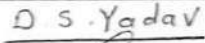
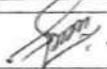
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- 12) You will have to execute a 'Service Agreement' to the effect that you will serve the institute for the period of your appointment in accordance with the service conditions for the employment in the institution.
- 13) Your services will be governed by the Statues Code of Conduct, Ordinances, rules and regulation laid down by competent authorities and Zeal Education Society from time to time
- 14) You will not conduct or engage yourself in any private tuition, private coaching classes, in any other job full-time or part time, during the tenure of your service without permission from competent authority
- 15) Your daily working hours shall be as per institutes policy and you shall be required to adhere to the same. For that purpose you shall not claim any additional pay or compensation as the same shall be part of your job only
- 16) You have to perform the aspiring students counseling activity in addition to academic duties/roles and responsibilities as per guidelines laid down by the institute and competent authority
- 17) During the period of your service, you will not indulge directly or indirectly in any such things as are subversive to the interest of the society. All information documents etc. to which you have access during the course of your services with us, are confidential and are property of the society. You will not disclose any such information to any third party, either in the society or outside nor will you pass on or hand over any such document to anyone, who is not expected to receive /possess the same
- 18) Your services are transferable to any other Colleges/Institution run and undertaken by the Zeal Education Society, Pune
- 19) If you are found irregular and negligent of your duties: your appointment may be terminated immediately without any notice period
- 20) If you are found absent continuously for seven days without permission, your service will stand terminated automatically and you shall not entitle for the any other claim / dues from the institute.
- 21) If you are found guilty of violation of any terms and conditions mentioned above, you shall be liable for disciplinary action and punishment as per employee code of conduct of Zeal Education Society.
- 22) Your appointment is subjected to verification from the previous employer (s) regarding your service behavior, character and legal matter associated with you. In case you are found guilty of violation of any clause, institute shall reserve right to join or terminate your services immediately.
- 23) Your appointment may be terminated, at any time, by either side/party, by giving one month's notice or one month's salary in lieu of notice period, provided always that the date of expiry of such a notice shall not fall within academic term.
- 24) Kindly Acknowledge the receipt of this order, confirm your affirmation of the said order.

Yours faithfully,

  
 Shri. J. S. Katkar  
 Secretary  
 Zeal Education Society, Pune.

	Name	Designation	Signature	Date
Prepared by	Mr. Dhiraj Yadav	Admin Asst.		
Verified by	Prof. Sanjay Mahadik	Director		

ACCEPTANCE

I hereby acknowledge receipt of this order and accepted the terms and conditions mentioned above

Name: Mr. Akshay Singh Parihar  
 Address: Shiv Sharvati, Sr.No.246/2A/2,  
 Kalwad, Khandove Ngr., Nr. Peru Baug,  
 Behind Pune International Airport,  
 Longaon, Pune - 411032  
 Mobile No. - 9623056649

Signature:

Date :



Sr.

# JOINING REPORT

Date: 17/08/2023

To,  
The Secretary,  
Zeal Education Society,  
Pune - 411 041

Subject: Joining Report

Ref: Your appointment order \_\_\_\_\_ Dt. \_\_\_\_\_

Respected Sir,

With reference to above, I am joining as Assistant Professor  
at Zeal Institute of Management & Computer Application, Pune-41 today i.e.  
17/08/2023 at 12:15 p.m.

Please accept the same and do the needful.

Thanking you,

Yours truly,

Name: AKSHAY SINGH PARIHAR

Signature: AKSHAY PARIHAR

Copy to:

Administrative office, Zeal Institute of Management & Computer Application,  
Pune-41



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# ZEAL EDUCATION SOCIETY

Sc. No - 39, Narhe Dhayari Road, Narhe, Pune - 411 041 (MS) India.

020 - 2434 8071 Tele Fax : (020) 2434 5365

zeal@zealeducation.com www.zealeducation.com

FOUNDER DIRECTOR : S. M. KATKAR B.A. (Hons.) LL.B

Ref: ZES/ 5856

Date: 01/01/2024

**Mr. Rahul Wagh**

Shanti Niketan, Shastri Nagar,

Chalisgaon, Dist - Jalgaon- 424101

Mobile No - 7588053522

**Subject: Appointment for the post of Assistant Professor (MBA Department)**

Sir / Madam,


With reference to your application dated 09/12/2023 for the post of Assistant Professor in MBA Department and subsequent interview on 09/12/2023 before the Staff Selection Committee of Zeal Education Society, Pune the undersigned is pleased to inform you that you are hereby appointed Assistant Professor in MBA Department at Zeal Education Society's Zeal Institute of Management And Computer Application, Pune for the Academic year 2023-24.

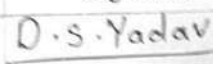

Your appointment is subjected to the following terms and conditions.

1. Acceptance of this offer of appointment shall make all previous (if any) communications and / or commitment null and void
2. You will be paid consolidated salary of INR 70000/- per month.
3. Professional tax, TDS etc. employee contribution towards employee provident fund, shall be deducted from your salary as per norms
4. Your appointment is strictly for full time, adhoc & temporary in nature and shall be valid for the academic year 2023-24.
5. This appointment shall not create any right or shall not allow you to claim any right on regular vacancies for the same post in future.
6. This offer of appointment is valid for seven calendar days from the issuance date. Within this valid period, you must report to the head of institute and join the duties, sign the 'Non-disclosure Agreement' and submit the self-attested copies of all relevant testimonials, failing which your appointment is liable to be cancelled
7. Your appointment is subjected to minimum number of students and the workload prescribed for the post from time to time. In case of reduction in work load, the institution shall have authority to terminate your service immediately and you shall not claim any right for service after the said period.
8. You shall undergo medical examination by the approved Medical practitioner or by the Civil Surgeon at the place of your duty and submit physical and mental fitness certificate to admin office within one month from the date of joining the duties.
9. You are required to give the correct postal and mailing address as soon as you join the duties and any changes in the address given earlier should be communicated to the admin office of the institute.
10. Your appointment shall be terminated automatically on last working day of academic year 2023-24. For the same, no separate communication shall be made or required from Zeal Education Society. You must handover the documents/files related to institute and department level portfolios assigned/handled, do the necessary clearance and obtain 'No Dues Certificate' from head of institute for disbursement of your last month's salary. Violation of the said clause shall lead to non-issuance of the experience/ relieving certificate and any other dues from the institute.
11. You should submit the true copies of the mark sheet (s), degree certificate (s), experience certificate(s), discharge/relieving certificate, last payment certificate (LP), bank statement reflecting last six months' salary from previous employer

12. You will have to execute a 'Service Agreement' to the effect that you will serve the institute for the period of your appointment in accordance with the service conditions for the employment in the institution.
13. Your services will be governed by the Statutes Code of Conduct, Ordinances, rules and regulation laid down by competent authorities and Zeal Education Society from time to time.
14. You will not conduct or engage yourself in any private tuition, private coaching classes, in any other job full-time or part time, during the tenure of your service without permission from competent authority.
15. Your daily working hours shall be as per institutes policy and you shall be required to adhere to the same. For that purpose you shall not claim any additional pay or compensation as the same shall be part of your job only.
16. You have to perform the aspiring students counseling activity in addition to academic duties/roles and responsibilities as per guidelines laid down by the institute and competent authority.
17. During the period of your service, you will not indulge directly or indirectly in any such things as are subversive to the interest of the society. All information documents etc. to which you have access during the course of your services with us, are confidential and are property of the society. You will not disclose any such information to any third party, either in the society or outside nor will you pass on or hand over any such document to anyone, who is not expected to receive / possess the same.
18. Your services are transferable to any other Colleges/Institution run and undertaken by the Zeal Education Society, Pune.
19. If you are found irregular and negligent of your duties, your appointment may be terminated immediately without any notice period.
20. If you are found absent continuously for seven days without permission, your service will stand terminated automatically and you shall not entitle for the any other claim / dues from the institute.
21. If you are found guilty of violation of any terms and conditions mentioned above, you shall be liable for disciplinary action and punishment as per employee code of conduct of Zeal Education Society.
22. Your appointment is subjected to verification from the previous employer (s) regarding your service behavior, character and legal matter associated with you. In case you are found guilty of violation of any clause, institute shall reserve right to join or terminate your services immediately.
23. Your appointment may be terminated, at any time, by either side/party, by giving one month's notice or one month's salary in lieu of notice period, provided always that the date of expiry of such a notice shall not fall within academic term.
24. Kindly Acknowledge the receipt of this order, confirm your affirmation of the said order.

Yours faithfully,


  
Shri. J.S. Katkar  
Secretary  
Zeal Education Society, Pune

	Name	Designation	Signature	Date
Prepared by	Mr. Dhiraj Yadav	Admin. Asst.		
Verified by	Prof. Sanjay Mahadik	Director		

ACCEPTANCE

I hereby acknowledge receipt of this order and accepted the terms and conditions mentioned above.

Name: Mr. Rahul Wagh  
Address: Shanti Niketan, Shastri Nagar,  
Chaklagaon, Dist - Jalgaon - 424101.  
Mobile No - 7588053522

Signature: 

Date: 26.03.2024



## JOINING REPORT

Date: 01.01.2024

To,  
The Secretary,  
Zeal Education Society,  
Pune - 411 041

Subject: Joining Report

Ref: Your appointment order \_\_\_\_\_ Dt. \_\_\_\_\_

Respected Sir,

With reference to above, I am joining as ASSISTANT PROFESSOR  
at Zeal Institute of Management & Computer Application, Pune-41 today i.e.  
01.01.2024 at 10:45 a.m.

Please accept the same and do the needful.

Thanking you,

Yours truly,

Name: Dr. Rahul Wagh

Signature: [Signature] 01.01.24

Copy to:

Administrative office, Zeal Institute of Management & Computer Application,  
Pune-41



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# ZEAL EDUCATION SOCIETY

📍 Sr. No - 39, Narhe Dhayari Road, Narhe, Pune - 411 041 ( MS) India.

☎ 020 - 2434 8071 Tele Fax : (020) 2434 5365

✉ zeal@zealeducation.com 🌐 www.zealeducation.com

FOUNDER DIRECTOR : S. M. KATKAR B.A. (Hons.) L.L.B

Ref : ZES / 4338

Date : 24/07/2023

To,

**Ms. Mitali Mayur Karmarkar**

Vaishnavi Vihar, 307, Shriram Nagar,

1 Lane, Katraj, Pune - 411046

Mobile No.:- 9689784359

**Subject: Appointment for the post of Assistant Professor (MBA Department)**

Sir / Madam,


With reference to your application dated **20/07/2023** for the post of **Assistant Professor** in **MBA Department** and subsequent interview on **20/07/2023** before the Staff Selection Committee of Zeal Education Society, Pune the undersigned is pleased to inform you that you are hereby appointed **Assistant Professor in MBA Department at Zeal Education Society's Zeal Institute of Management And Computer Application, Pune** for the **Academic year 2023-24**.


Your appointment is subjected to the following terms and conditions.

- 1) Acceptance of this offer of appointment shall make all previous (if any) communications and / or commitment null and void.
- 2) You will be paid consolidated salary of INR 22000/- per month.
- 3) Professional tax, TDS etc. employee contribution towards employee provident fund, shall be deducted from your salary as per norms.
- 4) Your appointment is strictly for full time, adhoc & temporary in nature and shall be valid for the academic year 2022-23.
- 5) This appointment shall not create any right or shall not allow you to claim any right on regular vacancies for the same post in future.
- 6) This offer of appointment is valid for seven calendar days from the issuance date. Within this valid period, you must report to the head of institute and join the duties, sign the 'Non-disclosure Agreement' and submit the self-attested copies of all relevant testimonials, failing which your appointment is liable to be cancelled.
- 7) Your appointment is subjected to minimum number of students and the workload prescribed for the post from time to time. In case of reduction in work load, the institution shall have authority to terminate your service immediately and you shall not claim any right for service after the said period.
- 8) You shall undergo medical examination by the approved Medical practitioner or by the Civil Surgeon at the place of your duty and submit physical and mental fitness certificate to admin office within one month from the date of joining the duties.
- 9) You are required to give the correct postal and mailing address as soon as you join the duties and any changes in the address given earlier should be communicated to the admin office of the institute.
- 10) Your appointment shall be terminated automatically on last working day of academic year 2022-23. For the same, no separate communication shall be made or required from Zeal Education Society. You must handover the documents/files related to institute and department level portfolios assigned/handled, do the necessary clearance and obtain 'No Dues Certificate' from head of institute for disbursement of your last month's salary. Violation of the said clause shall lead to non-issuance of the experience/ relieving certificate and any other dues from the institute.
- 11) You should submit the true copies of the mark sheet (s), degree certificate (s), experience certificate(s), discharge/relieving certificate, last payment certificate (LP), bank statement reflecting last six months' salary from previous employer.

- 12) You will have to execute a 'Service Agreement' to the effect that you will serve the institute for the period of your appointment in accordance with the service conditions for the employment in the institution.
- 13) Your services will be governed by the Statues Code of Conduct, Ordinances, rules and regulation laid down by competent authorities and Zeal Education Society from time to time.
- 14) You will not conduct or engage yourself in any private tuition, private coaching classes, in any other job full-time or part time, during the tenure of your service without permission from competent authority.
- 15) Your daily working hours shall be as per institutes policy and you shall be required to adhere to the same. For that purpose you shall not claim any additional pay or compensation as the same shall be part of your job only.
- 16) You have to perform the aspiring students counseling activity in addition to academic duties/roles and responsibilities as per guidelines laid down by the institute and competent authority.
- 17) During the period of your service, you will not indulge directly or indirectly in any such things as are subversive to the interest of the society. All information documents etc. to which you have access during the course of your services with us, are confidential and are property of the society. You will not disclose any such information to any third party, either in the society or outside nor will you pass on or hand over any such document to anyone, who is not expected to receive /possess the same.
- 18) Your services are transferable to any other Colleges/Institution run and undertaken by the Zeal Education Society, Pune.
- 19) If you are found irregular and negligent of your duties; your appointment may be terminated immediately without any notice period.
- 20) If you are found absent continuously for seven days without permission, your service will stand terminated automatically and you shall not entitle for the any other claim / dues from the institute.
- 21) If you are found guilty of violation of any terms and conditions mentioned above, you shall be liable for disciplinary action and punishment as per employee code of conduct of Zeal Education Society.
- 22) Your appointment is subjected to verification from the previous employer (s) regarding your service behavior, character and legal matter associated with you. In case you are found guilty of violation of any clause, institute shall reserve right to join or terminate your services immediately.
- 23) Your appointment may be terminated, at any time, by either side/party, by giving one month's notice or one month's salary in lieu of notice period, provided always that the date of expiry of such a notice shall not fall within academic term.
- 24) Kindly Acknowledge the receipt of this order, confirm your affirmation of the said order.

Yours faithfully,

  
Shri. J. S. Katkar  
Secretary  
Zeal Education Society, Pune.

	Name	Designation	Signature	Date
Prepared by	Mr. Dhiraj Yadav	Admin Asst.	<u>D.S. Yadav</u>	
Verified by	Prof. Sanjay Mahadik	Director		

#### ACCEPTANCE

I hereby acknowledge receipt of this order and accepted the terms and conditions mentioned above

Name: Ms. Mitali Mayur Karmarkar  
Address: Vaishnavi Vihar, 307, Shriram Nagar,  
1 Lane, Katraj, Pune - 411046  
Mobile No - 9689784359

Date: 24-07-2023

Signature: 

## JOINING REPORT

Date: ~~01-07-2023~~ 01-07-2023

To,  
The Secretary,  
Zeal Education Society,  
Pune - 411 041

Subject: Joining Report

Ref: Your appointment order \_\_\_\_\_ Dt. \_\_\_\_\_

Respected Sir,

With reference to above, I am joining as Asst. prof.  
at Zeal Institute of Management & Computer Application, Pune-41 today i.e.  
01-07-2023 at 9.30 a.m.

Please accept the same and do the needful.

Thanking you,

Yours truly,

Name: Mitali Mayur karmarkar

Signature: Mitali

Copy to:

Administrative office, Zeal Institute of Management & Computer Application,  
Pune-41



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# ZEAL EDUCATION SOCIETY

☎ Sr. No - 39, Narhe Dhayari Road, Narhe, Pune - 411 041 (MS) India.

☎ 020 - 2434 8071 Tele Fax : (020) 2434 5365

✉ zeal@zealeducation.com 🌐 www.zealeducation.com

FOUNDER DIRECTOR : S. M. KATKAR B.A. (Hons.) L.L.B

Ref : ZES/4339

Date : 25/6/2023

To,

**Mrs. Pratiksha Akshay Dongare**

Address: At post Devrukh Ratnagiri,

Tal. Sangmeshwar - 415804

Mobile No.: - 7588671767

**Subject: Appointment for the post of Assistant Professor (MBA Department)**

Sir / Madam,

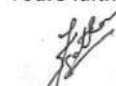
With reference to your application dated 25/06/2023 for the post of **Assistant Professor in MBA Department** and subsequent interview on 25/06/2023 before the Staff Selection Committee of Zeal Education Society, Pune the undersigned is pleased to inform you that you are hereby appointed Assistant Professor in MBA Department at Zeal Education Society's Zeal Institute of Business Administration Computer Application And Research, Pune with effect from 01/07/2023.

Your appointment is subjected to the following terms and conditions.

1. Acceptance of this offer of appointment shall make all previous (if any) communications and / or commitment null and void.
2. You will be paid consolidated salary of INR 30000/- per month.
3. Professional tax, TDS etc. employee contribution towards employee provident fund, shall be deducted from your salary as per norms.
4. Your appointment is strictly for full time, Regular in nature.
5. This appointment shall not create any right or shall not allow you to claim any right on regular vacancies for the same post in future.
6. This offer of appointment is valid for seven calendar days from the issuance date. Within this valid period, you must report to the head of institute and join the duties, sign the 'Non-discloser Agreement' and submit the self-attested copies of all relevant testimonials, failing which your appointment is liable to be cancelled.
7. Your appointment is subjected to minimum number of students and the workload prescribed for the post from time to time. In case of reduction in work load, the institution shall have authority to terminate your service immediately and you shall not claim any right for service after the said period.
8. You shall undergo medical examination by the approved Medical practitioner or by the Civil Surgeon at the place of your duty and submit physical and mental fitness certificate to admin office within one month from the date of joining the duties.
9. You are required to give the correct postal and mailing address as soon as you join the duties and any changes in the address given earlier should be communicated to the admin office of the institute.
10. You should submit the true copies of the mark sheet (s), degree certificate (s), experience certificate(s), discharge/relieving certificate, last payment certificate (LP), bank statement reflecting last six months' salary from previous employer.

11. You will have to execute a 'Service Agreement' to the effect that you will serve the institute for the period of your appointment in accordance with the service conditions for the employment in the institution.
12. Your services will be governed by the Statues Code of Conduct, Ordinances, rules and regulation laid down by competent authorities and Zeal Education Society from time to time
13. You will not conduct or engage yourself in any private tuition, private coaching classes, in any other job, full-time or part time, during the tenure of your service without permission from competent authority
14. Your daily working hours shall be as per institutes policy and you shall be required to adhere to the same. For that purpose you shall not claim any additional pay or compensation as the same shall be part of your job only.
15. You have to perform the aspiring students counseling activity in addition to academic duties along with responsibilities as per guidelines laid down by the institute and competent authority.
16. During the period of your service, you will not indulge directly or indirectly in any such things as are subversive to the interest of the society. All information documents etc. to which you have access during the course of your services with us, are confidential and are property of the society. You will not disclose any such information to any third party, either in the society or outside nor will you pass on or hand over any such document to anyone, who is not expected to receive /possess the same.
17. Your services are transferable to any other Colleges/Institution run and undertaken by the Zeal Education Society, Pune.
18. If you are found irregular and negligent of your duties; your appointment may be terminated immediately without any notice period.
19. If you are found absent continuously for seven days without permission, your service will stand terminated automatically and you shall not entitle for the any other claim / dues from the institute
20. If you are found guilty of violation of any terms and conditions mentioned above, you shall be liable for disciplinary action and punishment as per employee code of conduct of Zeal Education Society.
21. Your appointment is subjected to verification from the previous employer (s) regarding your service, behavior, character and legal matter associated with you. In case you are found guilty of violation of any clause, institute shall reserve right to join or terminate your services immediately.
22. Your appointment may be terminated, at any time, by either side/party, by giving one month's notice or one month's salary in lieu of notice period, provided always that the date of expiry of such a notice shall not fall within academic term.
23. Kindly Acknowledge the receipt of this order, confirm your affirmation of the said order.


Yours faithfully,

  
Shri. J. S. Katkar  
Secretary  
Zeal Education Society, Pune

ACCEPTANCE

I hereby acknowledge receipt of this order and accepted the terms and conditions mentioned above

Name: Mrs. Pratiksha Akshay Dongare  
Address At post Devrukh Ratnagiri,  
Tal. Sangmeshwar - 415804  
Mobile No. :- 7588671767

Signature: 

Date: 01/07/2023

# JOINING REPORT

Date: 01/07/23

To,  
The Secretary,  
Zeal Education Society,  
Pune - 411 041

Subject: Joining Report

Ref: Your appointment order \_\_\_\_\_ Dt. 01/07/23

Respected Sir,

With reference to above, I am joining as Assistant Professor  
at Zeal Institute of Management & Computer Application, Pune-41 today i.e.  
01/07/23 at 9.30 a.m.

Please accept the same and do the needful.

Thanking you,

Yours truly,

Name: Dongare Pratiksha Akshay.

Signature: Pongar

Copy to:

Administrative office, Zeal Institute of Management & Computer Application,  
Pune-41





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# ZEAL EDUCATION SOCIETY

☑ Sr. No - 39, Narhe Dhayari Road, Narhe, Pune - 411 041 ( MS ) India.

☎ 020 - 2434 8071 Tele Fax : (020) 2434 5365

✉ zeal@zealeducation.com 🌐 www.zealeducation.com

FOUNDER DIRECTOR : S. M. KATKAR B.A. (Hons.) L.L.B

Ref : ZES / AO / 2226

Date : 03/07/2023

To,

**Ms. Bharti Anand Gaikwad**

House no.3, Sai Homes, Aditya Nagar,

Near New RTO, Solapur - 413004

Mobile No. :- 8421986941

**Subject: Appointment for the post of Assistant Professor (MBA Department)**

Sir / Madam,

With reference to your application dated **01/07/2023** for the post of **Assistant Professor in MBA Department** and subsequent interview on **01/07/2023** before the Staff Selection Committee of Zeal Education Society, Pune the undersigned is pleased to inform you that you are hereby appointed **Assistant Professor in MBA Department at Zeal Education Society's Zeal Institute of Business Administration Computer Application & Research, Pune** for the **Academic year 2023-24**.

Your appointment is subjected to the following terms and conditions.



- 1) Acceptance of this offer of appointment shall make all previous (if any) communications and / or commitment null and void.
- 2) You will be paid consolidated salary of INR **30000/-** per month.
- 3) Professional tax, TDS etc. employee contribution towards employee provident fund, shall be deducted from your salary as per norms.
- 4) Your appointment is strictly for full time, adhoc & temporary in nature and shall be valid for the academic year 2023-24.
- 5) This appointment shall not create any right or shall not allow you to claim any right on regular vacancies for the same post in future.
- 6) This offer of appointment is valid for seven calendar days from the issuance date. Within this valid period, you must report to the head of institute and join the duties, sign the 'Non-discloser Agreement' and submit the self-attested copies of all relevant testimonials, failing which your appointment is liable to be cancelled.
- 7) Your appointment is subjected to minimum number of students and the workload prescribed for the post from time to time. In case of reduction in work load, the institution shall have authority to terminate your service immediately and you shall not claim any right for service after the said period.
- 8) You shall undergo medical examination by the approved Medical practitioner or by the Civil Surgeon at the place of your duty and submit physical and mental fitness certificate to admin office within one month from the date of joining the duties.
- 9) You are required to give the correct postal and mailing address as soon as you join the duties and any changes in the address given earlier should be communicated to the admin office of the institute.
- 10) Your appointment shall be terminated automatically on last working day of academic year 2023-24. For the same, no separate communication shall be made or required from Zeal Education Society. You must handover the documents/files related to institute and department level portfolios assigned/handled, do the necessary clearance and obtain 'No Dues Certificate' from head of institute for disbursement of your last month's salary. Violation of the said clause shall lead to non-issuance of the experience/ relieving certificate and any other dues from the institute.
- 11) You should submit the true copies of the mark sheet (s), degree certificate (s), experience certificate(s), discharge/relieving certificate, last payment certificate (LP), bank statement reflecting last six months salary from previous employer.

- 12) You will have to execute a 'Service Agreement' to the effect that you will serve the institute for the period of your appointment in accordance with the service conditions for the employment in the institution.
- 13) Your services will be governed by the Statutes Code of Conduct, Ordinances, rules and regulation laid down by competent authorities and Zeal Education Society from time to time.
- 14) You will not conduct or engage yourself in any private tuition, private coaching classes, in any other job full-time or part time, during the tenure of your service without permission from competent authority.
- 15) Your daily working hours shall be as per institutes policy and you shall be required to adhere to the same. For that purpose you shall not claim any additional pay or compensation as the same shall be part of your job only.
- 16) You have to perform the aspiring students counseling activity in addition to academic duties/rolls and responsibilities as per guidelines laid down by the institute and competent authority.
- 17) During the period of your service, you will not indulge directly or indirectly in any such things as are subversive to the interest of the society. All information documents etc. to which you have access during the course of your services with us, are confidential and are property of the society. You will not disclose any such information to any third party, either in the society or outside nor will you pass on or hand over any such document to anyone, who is not expected to receive /possess the same.
- 18) Your services are transferable to any other Colleges/Institution run and undertaken by the Zeal Education Society, Pune.
- 19) If you are found irregular and negligent of your duties; your appointment may be terminated immediately without any notice period.
- 20) If you are found absent continuously for seven days without permission, your service will stand terminated automatically and you shall not entitle for the any other claim / dues from the institute.
- 21) If you are found guilty of violation of any terms and conditions mentioned above, you shall be liable for disciplinary action and punishment as per employee code of conduct of Zeal Education Society.
- 22) Your appointment is subjected to verification from the previous employer (s) regarding your service behavior, character and legal matter associated with you, In case you are found guilty of violation of any clause, institute shall reserve right to join or terminate your services immediately.
- 23) Your appointment may be terminated, at any time, by either side/party, by giving one month's notice or one month's salary in lieu of notice period, provided always that the date of expiry of such a notice shall not fall within academic term.
- 24) Kindly Acknowledge the receipt of this order, confirm your affirmation of the said order.

Yours faithfully,



Shri. J. S. Katkar  
Secretary  
Zeal Education Society, Pune.

	Name	Designation	Signature	Date
Prepared by	Mrs. Snehal Palsande	Clerk		
Verified by	Prof. Pandurang Patil	Director		

#### ACCEPTANCE

I hereby acknowledge receipt of this order and accepted the terms and conditions mentioned above

Name: Ms. Bharti Anand Gaikwad  
Address: House no.3, Sai Homes,  
Aditya Nagar, Near New RTO,  
Solapur - 413004  
Mobile No. :- 8421986941

Signature:

Date:

## JOINING REPORT

Date: 03<sup>rd</sup> July 2023

To,  
The Secretary,  
Zeal Education Society,  
Pune - 411 041

Subject: Joining Report

Ref: Your appointment order Assistant Professor Dt. 03<sup>rd</sup> July 2023

Respected Sir,

With reference to above, I am joining as Assistant Professor  
at Zeal Institute of Business Administration Computer Application and Research,  
Pune today i.e. 03<sup>rd</sup> July 2023 at 8:00 AM a.m.

Please accept the same and do the needful.

Thanking you,

Yours truly,

Name: Miss. Bharti Anand Gaikwad

Signature: Bharti

Copy to:

Administrative office, Zeal Institute of Business Administration Computer  
Application and Research, Pune-41