

REPORT



INTERNATIONAL MANAGEMENT INSTITUTE
BHUBANESWAR
Shaping global leaders for tomorrow

EMOTIONAL INTELLIGENCE

All India Council for Technical
Education (AICTE) Atal Academy
Sponsored One week - Online
FACULTY DEVELOPMENT PROGRAM



Dates: January 18- 22, 2021



Mode: Online

ORGANIZING COMMITTEE

- ✓ Prof. Ramesh Behl – Director, IMI Bhubaneswar,
- ✓ Prof. Bindu Chhabra – Programme Coordinator
- ✓ Prof. Devesh Baid – Programme Co- Coordinator

THE PROGRAMME

The AICTE ATAL ACADEMY SPONSORED Faculty Development Programme on “EMOTIONAL INTELLIGENCE” was conducted by International Management Institute (IMI) Bhubaneswar from 18th January-22nd January 2021 in an online mode. Emotional Intelligence as a competency has a great significance in education and teaching as it helps the teachers to understand their students in a better way so as to align their pedagogy to meet the needs and aspirations of the students. Empathy, a key constituent of EI, is necessary for the teachers to understand and impart the learning in a way suited to the background and culture of the students. The social skills and motivation are useful for the teachers to achieve the ultimate objectives of the subject being taught. Emotional Intelligence can also help improve the achievements of the students and offer them skills for their personal and professional lives. Teachers and institutions which incorporate the concept of EI, not only produce happier and well-rounded students but also the ones who are better adjusted and more successful.

The speakers for the 5-day workshop on “EMOTIONAL INTELLIGENCE” were:-

PROF. BINDU CHHABRA

- **Specialization:** Communication, OB & HR
- **Designation:** Professor
- **Email:** bindu@imibh.edu.in
- **Qualification:** Ph.D., MPhil (Psychology), JRF-NET Qualified
- **Profile:** Dr. Chhabra is Professor in OB and HRM area at IMI Bhubaneswar. She holds PhD and M. Phil in Psychology with specialization in the area of stress. Before joining IMI, she was with Lal Bahadur Shastri Institute of Management, Delhi for more than 6 years. She has over 21 years of teaching, research and industry experience. Apart from her teaching and research experience, she has worked on a couple of projects with CARE and as a Counseling Psychologist with Infosys. She has undertaken various Management Development Programmes with the organizations such as SAIL, NTPC, BHEL, EIL, HPCL, Power Grid, Ministry of Social Defense and various other Government organizations. She is the member of Forum of Emotional Intelligence Learning and research supervisory with ITM, Mumbai and SOA University, Bhubaneswar. She has several publications to her credit and has presented papers in various National and International conferences. She has been a recipient of National Education Leadership Award for Best Professor in Human Resource Management.
- **Area of Interest:** Emotional Intelligence, Stress, Personality, Work attitudes, Subjective fit



PROF. ROHIT VISHAL KUMAR

- **Specialization:** Marketing, Strategy and General Management
- **Designation:** Associate Professor
- **Email:** rvkumar@imibh.edu.in
- **Qualification:** Ph.D., MBA, MA, B.Sc.
- **Profile:** Prof. Rohit Vishal Kumar did his graduation from St. Xavier's College Kolkata and then did his MA in Economics from Centre for Economic Studies and Planning (CESP) Jawaharlal Nehru University, New Delhi. He shifted focus and joined Indian Institute of Social Welfare and Business Management (IISWBM) Kolkata to do his MBA in the area of Marketing. He was picked up by Indica Research Private Limited from campus and then for



the next three years he worked in the Marketing Research Sector with various clients and organizations. He worked in ORG-MARG Research Limited, New Delhi and TNS-MODE, Kolkata and has handled clients like ITC Limited, TATA Steel, Bengal Ambuja Realty, ABP Group, Eveready Industries, Smithkline Beecham and Maruti Udyog Limited. In 2001 he joined IISWBM Kolkata as Research Associate and within one year he was promoted to Lecturer. In 2003 he registered for his Doctorate with the University of Calcutta and was awarded the degree in 2007. In 2006 he joined Xavier Institute of Social Service (XISS) Ranchi as Reader and was promoted to Associate Professor in 2009. In 2016 he joined International Management Institute (IMI) Bhubaneswar as Associate Professor in the area of Marketing. In his free time Dr. Kumar loves to play with computers and read novels. He is well versed in statistical software like R, SPSS, Systat, & Statistica; Data Mining Software like WEKA and typesetting languages like LaTeX. His technical document “Making Friends with LaTeX (MFwL)” is available at CTAN Repositories worldwide.

PROF. DEVESH BAID

- **Specialization:** Finance & Economics
- **Designation:** Associate Professor
- **Email:** devesh@imibh.edu.in
- **Qualification:** Ph.D., CMA, C. A. (Inter), FDP (16 Weeks), SLET, M.Com., B.Com (H)
- **Profile:** Dr. Devesh Baid is an Associate Professor in area of Accounting and Finance at International Management Institute (IMI), Bhubaneswar. He builds on four pillars of teaching, consulting, research and training. He is into management education and consulting for SME's for more than a decade. He writes and uses management cases for teaching. His expertise is in the areas of costing, corporate financing, fund raising, and management controls and performance management. Dr. Devesh has conducted MDP's for both private and public sector companies. He has also organized many Excel and SPSS workshops for faculties, research scholars and students. He has been holding several administrative positions since last one and a half decade.



PROF. MANIT MISHRA

- **Specialization:** Marketing, Strategy and General Management
- **Designation:** Associate Professor
- **Email:** manit.mishra@imibh.edu.in
- **Qualification:** Ph.D., B.Sc.
- **Profile:** Dr. Manit Mishra is Associate Professor (Marketing & Quantitative Techniques) at International Management Institute (IMI), Bhubaneswar, Odisha, India. He has completed his Ph.D. in Management from Utkal University, Bhubaneswar, Odisha, India. His teaching expertise includes Marketing Analytics, Marketing Research, Business Analytics, Consumer Behavior, and Customer Relationship Management (CRM). His areas of research interest are behavioral modelling and methodological research. He has published research papers in top journals such as Psychology & Marketing [Wiley]; Journal of Retailing and Consumer Services [Elsevier]; Journal of Purchasing and Supply Management [Elsevier]; and, Asian Case Research Journal [World Scientific], besides other publications. Overall, he has two SSCI indexed and three ABDC “A” category research publications. He is actively involved in conducting training sessions in CRM, multivariate data analysis and structural equation modelling (SEM) in IMI Bhubaneswar and at various other institutions of repute such as IMI New Delhi & IIT Kharagpur. He is also Associate Editor of the journal Global Business Review (A SCOPUS indexed journal categorized “C” as per ABDC), published by SAGE and is a member of the Editorial Board of Journal of Business Competition & Growth (An Inderscience journal). He has received funding for various research projects from ICSSR and AICTE



- **Area of Interest:** Marketing Research, Customer Analytics, Multivariate Modeling

PROF. PALLAVI PANDEY

- **Specialization:** Communication, OB & HR
- **Designation:** Assistant Professor
- **Email:** p.pandey@imibh.edu.in
- **Qualification:** Ph.D, PGDM(RM), BSc.

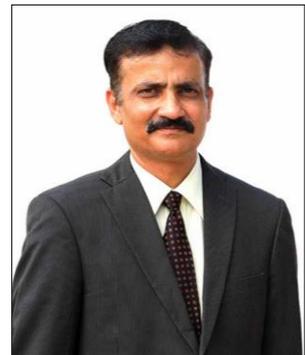
Profile: Pallavi Pandey is an Assistant Professor- HR and OB at IMI Bhubaneswar. She has a track record of 6 publications and 7 international and national conferences. Her teaching interest lies in the areas of Organizational Behavior, and Human Resource Management. She is a Ph.D. in management from IIT(ISM)-Dhanbad and holds a Post- Graduate Diploma in Retail Management from BIMTECH, Greater Noida. Her research currently spans workplace diversity, employees' discrimination and intention to quit. In addition to this, she has received several awards in sports and community work.



PROF. KAPIL PANDLA

- **Specialization:** Communication, OB & HR
- **Designation:** Associate Professor
- **Email:** kapilpandla@imibh.edu.in
- **Qualification:** Ph. D. (Organizational Behavior), MBA, BA

Profile: Dr. Kapil Pandla is an Associate Professor in HR/OB Area at IMI, Bhubaneswar. Prior to joining IMI, Bhubaneswar, he served at NIIT University, as Associate Professor and Area Director, Management. He is Ph. D. in Organizational Behavior and MBA in HR has got experience of more than 19 years. He had also worked with IFIM Business School, Bangalore, Gautam Buddha University, Greater Noida, Jaipuria Institute of Management, Noida, Aravali Institute of Management, Jodhpur. He has published research papers and case studies in Journals of International and National Repute. He has also conducted Management and Officers Development Programmes for Various Public and Private Sector Organizations. He is on the Board of Advisors for Confederation of Education Excellence.



- **Area of Interest:** High Performing Organization, Counterproductive workplace behavior, perceived organization support, Stress management

PROF. RAHUL GUPTA CHOUDHURY

- **Specialization:** Marketing, Strategy and General Management
- **Designation:** Assistant Professor
- **Email:** rahulchoudhury@imibh.edu.in
- **Qualification:** I.C.S.E., W.B.H.S., B.E., PGDM, Fulbright-CII Fellowship, Ph.D.

Profile: Dr. Rahul Gupta Choudhury is an Associate Professor of Marketing in International Management Institute (IMI), Bhubaneswar. He has fourteen years of experience in the corporate sector and another fourteen years of experience in academics. Dr. Choudhury has worked in very large corporates as well multinationals in sales and marketing as well as supply chain management. He has taught and trained MBA students as well as executives in some very reputed private business schools in the country. He has published many research papers in reputed national and international journals. He has presented papers in national and international conferences, both in India as well as abroad. His Ph.D. is in the area of marketing strategy which continues to be his major area of interest in research. He is also very keen on research related to consumer behavior as well as sales and distribution.



- **Area of Interest:** Marketing Management, Strategy, and Consumer Behavior

PROF. AMIT SRIVASTAVA

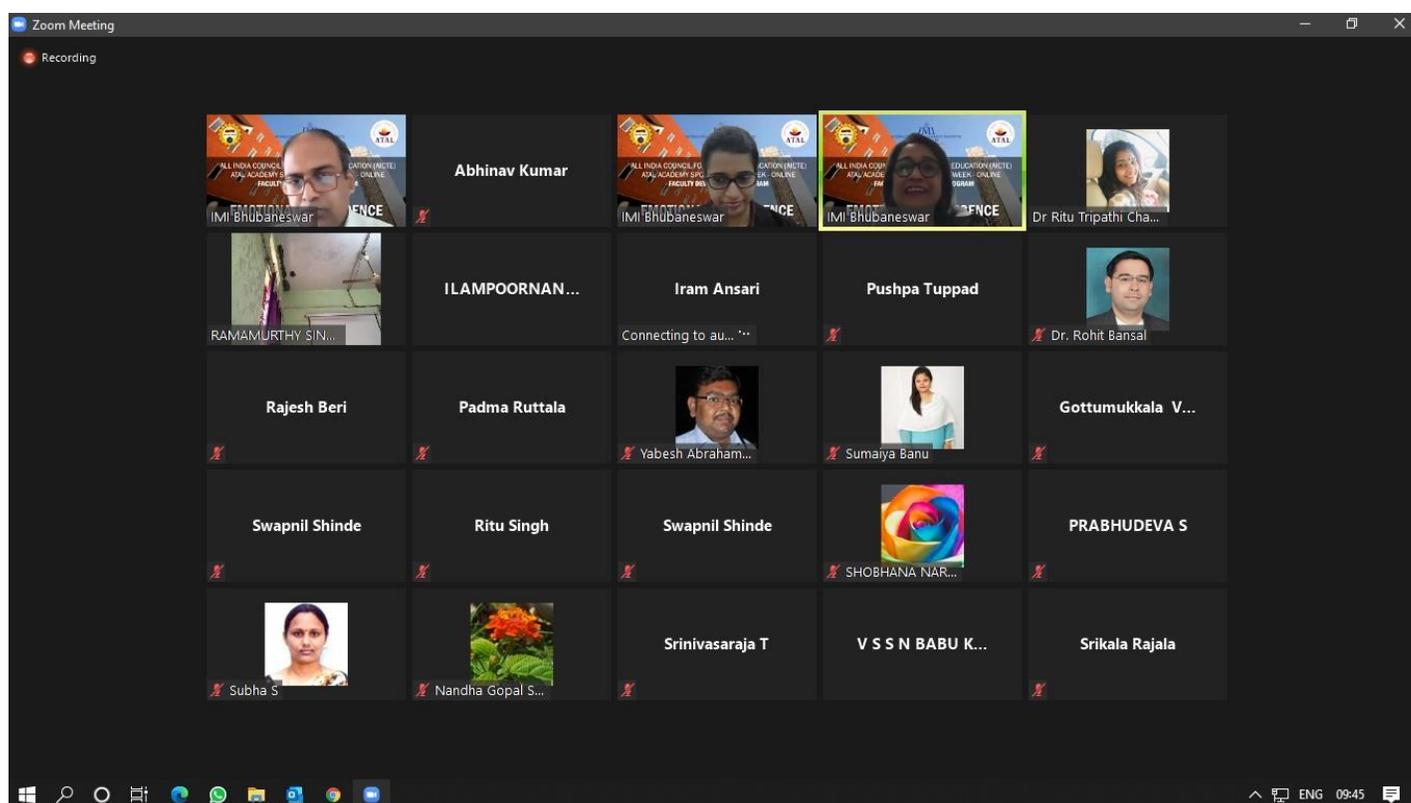
- **Specialization:** Marketing, Strategy and General Management
- **Designation:** Assistant Professor
- **Email:** amit.s@imibh.edu.in
- **Qualification:** Ph.D. – IIT(ISM), Dhanbad, PGDBM (Marketing)
- **Profile:** Dr. Shrivastava is an Assistant Professor in Marketing, Strategy and General Management area at IMI Bhubaneswar. He holds PhD in Rural Consumer Behavior. Prior joining IMI, he was with N.L. Dalmia Institute of Management Studies and Research for over three years. He has more than 22 years of industry and academic experience. Apart from teaching and research, he has been involved with conducting management development programs in Customer Relationship Management, Sales Management to Busy Infotech, Bharat Diamond Bourse, Indian Institute of Banking and Finance etc. He has taken training for Medium and Small & Medium Enterprise sector on Managing Sales Function. He has published cases in Ivey-League and other reputed case publishing house. He has published several papers and presented paper in national and international conferences.



The schedule of the workshop was as below:-

AICTE ATAL ACADEMY SPONSORED ONE WEEK ONLINE FDP ON EMOTIONAL INTELLIGENCE			
18-22 January 2021			
Date	9.30 AM - 11 AM	11.00 AM - 12.30 PM	12.30 PM - 2.00 PM
18 Jan 2021	Inauguration and Ice Breaking (prof. Bindu Chhabra & Prof. Pallavi Pandey)	Importance of Emotional Intelligence in Workplace [Prof. Bindu Chhabra]	Leading with EI [Prof. Pallavi Pandey]
19 Jan 2021	Understanding Self [Prof. Bindu Chhabra]	Managing Anger and Negative Emotions (Prof. Pallavi Pandey)	Emotional Intelligence and Neuro Linguistic Programming [Prof. Rohit Vishal Kumar]
20 Jan 2021	Effective Communication [Prof. Kapil Pandla]	Effectuation and Emotional Intelligence [Prof. Devesh Baid]	Stress Management [Guest: Mr. Vijay Nalgirkar, Sahaj Yoga Meditation]
21 Jan 2021	Role of Emotional Intelligence in Design Thinking [Prof. Devesh Baid]	Persuasive Skills [Prof. Manit Mishra]	Non-Violent Communication [Prof. Kapil Pandla]
22 Jan 2021	Time Management [Prof. Amit Srivastava]	Building Effective Teams [Prof. Rahul Gupta Choudhury]	Assessment and Feedback

The FDP saw an overwhelming response and 300 participants applied for the programme. However only about 200 participants were approved for the programme. The participants were the faculty members and research scholars from different parts of the country. The resource persons from diverse areas deliberated upon the topics such as Importance of Emotional Intelligence in Workplace, Leading with EI, Understanding Self, Managing Anger and Negative Emotions, Emotional Intelligence and Neuro Linguistic Programming, Effective Communication, Effectuation and Emotional Intelligence, Role of Emotional Intelligence in Design Thinking, Persuasive Skills, Non-Violent Communication, Time Management and Building Effective Teams. There was also a session on Stress Management which was conducted by experts from Sahaja Yoga Mediation. All the session were highly interactive, and the FDP was designed to encourage two-way communication. The programme was an unqualified success and the participants were quite impressed with the knowledge and expertise of the resource persons and extended their appreciation for all of them.



S.No.	Name	Email	Phone	Institute
1	Mrs. MOON MOON LAHIRI	lahirimoonmoon@gmail.com	9975243272	COMPUCOM INSTITUTE OF TECHNOLOGY & MANAGEMENT, JAIPUR
2	Dr. Alamelu R	alamelu@mba.sastra.ac.in	9965455662	SASTRA Deemed To Be University
3	Dr. Iram Ansari	iramansari@sbpatilmba.com	9766203786	S.B. Patil Institute of Management
4	Dr. ELSA CHERIAN	elsa.c@saintgits.org	9884417320	SAINTGITS College of Engineering
5	Dr. V S Vakula	dr.vakulavs.jntu@gmail.com	9908725855	JNTUK University College of Engineering Vizianagaram
6	Dr. USHA S P	ushasp1@gmail.com	7760085351	Atria Institute of Technology
7	Mrs. Sarika Joshi	sarikaamitjoshi@gmail.com	9850992383	AISSMS College of Hotel Management & Catering Technology
8	Mrs. Vanaja V	vanajav.mb@hkbk.edu.in	9964657601	HKBK college of Engineering
9	Mrs. HINABAHEN NIKUNJKUMAR PATEL	hrpatel@mbict.ac.in	9979100696	MBIT
10	Mr. ANAND A HALLI	anandlatest@gmail.com	9845800705	Tontadarya College of Engineering,Gadag
11	Mrs. annpurna hanumansingh yadav	annu.patil1986@gmail.com	9579332810	P.E.S. COLLEGE OF ENGINEERING
12	Mrs. ANJALI NAIK	avnaik08@gmail.com	9545514468	JNEC, AURANGABAD
13	Mrs. B. Maragatham	maragatham.mphil@src.sastra.edu	9677258368	SASTRA
14	Miss Reena Saini	reesaini@gmail.com	9950675227	B K Birla Institute of Engineering & Technology, Pilani
15	Mrs. Jayashree N	jayash21088@gmail.com	9740516753	New Horizon College of Engineering
16	Dr. Gayathiri GR	gaya_07@src.sastra.edu	9442917189	SASTRA Deemed University
17	Dr. Satnam Ubeja	satnam_ubeja@pimrindore.ac.in	9826896226	Prestige Institute of Management and Research, Indore
18	Mrs. TAMALIKA CHAKRABORTY	tamaliika.chakraborty@gnipst.ac.in	9674932502	GURU NANAK INSTITUTE OF PHARMACEUTICAL SCIENCE AND TECHNOLOGY
19	Mrs. BHARATHI P	baarti.sarathy@gmail.com	9789001019	Anna university: MIT Campus
20	Dr. SHIVANI VIJ	svij25@yahoo.co.in	9646831294	DAV Institute of Engineering and Technology, Jalandhar
21	Mrs. SRAVANTHI M	sindhamsravanthi@gmail.com	9533270503	VAAGDEVI COLLEGE OF ENGINEERING (MCA)
22	Dr. Jyoti Vohra	drjyotivohra@gmail.com	8146822330	Lyallpur Khalsa College Jalandhar
23	Dr. Kiruthika. J	kiruthika.j.ibt@gct.ac.in	9944935597	Government College of Technology
24	Mrs. KAVITA THAPLIYAL	kthapliyal@amity.edu	9810540479	AIBS, AMITY UNIVERSITY UTTAR PRADESH INDIA
25	Miss Rajala Srikala	srikala.rajala@gmail.com	8179221947	JNTU Anantapur
26	Miss ESHA DATTA	esha@imibh.edu.in	9178159426	International Management Institute, Bhubaneswar
27	Dr. Minal Shah	28minalshah@gmail.com	9406026406	Bhilai Institute of Technology
28	Dr. Sheetal Sharma	sheetalsharma2311@gmail.com	9584457868	Bhilai Institute of Technology; Durg
29	Dr. ilampoornan M K	kumarpoornan@gmail.com	8056207101	Biher
30	Miss Priyanka Chaturvedi	Chaturvedi1605@gmail.com	6267160899	Sagar Institute of Research and Technology Bhopal
31	Dr. J. Jayachandran	jjannauniv@gmail.com	9444071178	Anna University Chennai - Viluppuram Campus
32	Dr. P.Anantha Lakshmi	sbsrikrishna@gmail.com	9908099096	R.V.R&J.C COLLEGE OF ENGINEERING
33	Dr. Kavita kharinta	Kharintakavita@gmail.com	9728833555	govt college nalwa
34	Mrs. JEENATARA BEGUM	jeenatara.begum@gnipst.ac.in	9804419735	GURU NANAK INSTITUTE OF PHARMACEUTICAL SCIENCE & TECHNOLOGY
35	Mr. Gopi Krishan Bali	gopikrishanbali@gmail.com	9801521427	3HS India
36	Mrs. Kavitha Madhuri Chimalakonda	kavithamadhuri.dpsv@gmail.com	9099038391	Freelancer
37	Mr. C.Devanathan	devanathan.c@rajalakshmi.edu.in	9789293523	Rajalakshmi Engineering College
38	Mr. T SRINIVASARAJA	tseng@kiot.ac.in	8012679670	Knowledge Institute of Technology
39	Mr. J.Masthani	masthani.dl@gmail.com	9492622881	Government Degree College For Men,B.camp, Kurnool
40	Dr. RAJESH BERI	1972rrpaa@gmail.com	9458319312	GOVT. GIRLS POLYTECHNIC JAINTI
41	Mrs. Subha	subha.ei@sairam.edu.in	9994276241	Sri Sairam engineering college
42	Dr. Prashant L. Pingale	prashantpingale@gmail.com	8329596058	GES's Sir Dr. M. S. Gosavi College of Pharmaceutical Education and Research, Nashik
43	Dr. Vaishali M.Mute	vaishalimute@gmail.com	8796583574	Rajarshi Shahu College of Pharmacy and Research,Tathawade,Pune

44	Mrs. Pratibha Arya	pratibha854@gmail.com	8171388738	G P Bazpur
45	Miss Punam Dilip Bagad	punambagad@gmail.com	7030644696	GES's Sir Dr. M. S.Gosavi College of Pharmaceutical Education & Research, Nashik-05
46	Mrs. Vipulata Rohit Yeole	vipulatayeole@gmail.com	9850641417	GES's Sir Dr.M.S. Gosavi College of Pharmaceutical Education and Research, Nashik
47	Miss Sneha Dhamne	ninny4907@gmail.com	9584440421	Sir Dr. M.S. Gosavi Collage of Pharmaceutical Education and Research
48	Dr. Anjali Samuel	anjali.nirma@gmail.com	9930050492	D J Sanghvi College of Engineering
49	Mr. V S S N BABU KOTIPALLI	vssnbabukotipalli@gmail.com	9951013625	SMVM POLYTECHNIC
50	Mr. Muhammed Nizamudheen MP	nizammbamba@gmail.com	7025688996	Maulana Azad National Urdu University
51	Mr. PRADEEP KUMAR	pk.kumar9760@gmail.com	7900727250	GOVT POLYTECHNIC GAIRSAIN CHAMOLI
52	Mr. Swapnil Sanjay Shinde	ssshinde_p18@me.vjti.ac.in	8669031505	Veer mata Jijabai Technological Institute, Mumbai
53	Mr. Shailendra Joshi	shailendrajoshee@gmail.com	9410589396	Government Polytechnic Barechhena
54	Dr. Samrudhi Ashwin Navale	samrudhi14b@gmail.com	9011560337	MIT World Peace University
55	Mrs. ERA RAWAT	erarat1@gmail.com	9917322544	GOVERNMENT POLYTECHNIC PANTNAGAR
56	Dr. Alpna Asnani	ajasnani7@gmail.com	9823048952	Priyadarshini J. L. College of Pharmacy
57	Mr. Kumar Pratyush	kumar.pratyush29@gmail.com	7709714926	Priyadarshini J. L. College of Pharmacy, Nagpur
58	Dr. Shrutimita Mehta	Shrutimitamehta@ncuindia.edu	9810261716	The NorthCap University
59	Mr. Ramprasad Kumawat	r_p_kumawat@yahoo.com	9329713599	Mandsaur University
60	Mrs. Padma Ruttala	Sunisubb123@gmail.com	9908012337	S.M.V.M POLITECHNIC
61	Mr. PRABHAKAR SINGH	prabhakarsingh1234@gmail.com	9411373962	GOVERNMENT RURAL POLYTECHNIC THALNADI
62	Dr. Triveni P.	triveni@msrim.org	9845090480	M S Ramaiah Institute of Management
63	Dr. Sachin Sinha	sachinsinha1972@gmail.com	8130666480	CHRIST (Deemed to be University), Delhi-NCR
64	Mrs. GIRIJA ANIL DHARMADHIKARI	giriway0707@gmail.com	8087910707	K T PATIL COLLEGE OF MBA OSMANABAD
65	Mr. VIVEK KUMAR	vivekhod@gmail.com	9412944295	GOVERNMENT POLYTECHNIC BHIMTAL
66	Mrs. Gita Joshi	poly_geetajoshi@rediffmail.com	9997733292	Government Polytechnic Narendra Nagar
67	Mrs. Ketaki Ghodinde	ssk.instru@coep.ac.in	9372115504	college of Engineering Pune
68	Dr. Bibhu Prasad Dash	bpdash@cet.edu.in	8917435913	CET, Bhubaneswar
69	Mrs. Karuna Jadhav	Karuna1323@rediffmail.com	9823438978	Neville Wadia Institute of Management Studies and Research, Pune
70	Mr. M Thangavel	thangavelmurugan7689@gmail.com	9566786247	Institute of Technical Education & Research, Siksha 'O' Anusandhan (Deemed to be University),
71	Mr. Anil S Apuru	apuruaniil@gmail.com	8978232441	Sphoorty Engineering College
72	Mrs. Khushbu syed	khushbu.syed27@gmail.com	9893673710	Nift
73	Miss Padmini Shukla	padminishukla44@gmail.com	7905915877	Jagran college of Arts science and commerce
74	Dr. SUNIL KULKARNI	sunilmalharkulkarni@gmail.com	9595277434	BUDU, PUNE COLLEGE OF NURSING SANGLI MAHARASHTRA
75	Dr. Pushpa Tuppad	ptuppad@jssstuniv.in	9591083451	JSS Science and Technology University
76	Miss Sumaiya Banu	sumaiyab.mb@hkbk.edu.in	9844048699	HKBK COLLEGE OF ENGINEERING
77	Mr. R.VENUGOPAL	rangakamalamvenu@gmail.com	9841242405	chinmaya vidyalaya
78	Dr. Karuna Pandit	karunapandit@nitte.edu.in	9964071440	NMAMIT,Nitte
79	Mr. RAM JANM SINGH	rjsinghdecember@gmail.com	7060739019	Government Polytechnic sult
80	Dr. Uppu. Ravi Kumar	ravisagarprof@gmail.com	9701172533	T.J.P.S. College
81	Dr. Susila M	susilam@srmist.edu.in	9444347574	SRM Institute of Science and Technology
82	Mrs. Deeksha Singh	ds09vns@gmail.com	9340375134	Vns group of institutions Bhopal
83	Mr. Dasari Prasad	prasad.dasari1126@gmail.com	7659884696	GITAM University

84	Dr. Amruta Sachin Deshpande	asd.instru@coep.ac.in	9767593662	College of Engineering Pune
85	Mr. GAJANAN BONSALE	gpbonsale@bvucoep.edu.in	7841866975	Bharati Vidyapeeth (Deemed to be University) College of Engineering, Pune
86	Dr. Ritu Singh	ritu.singh@imibh.edu.in	8181004141	International Management Institute Bhubaneswar
87	Mrs. ARCHANA PATIL	archanapatilsiom@gmail.com	9527355182	Sinhgad Institute of management
88	Dr. T NAGA NIRMALA RANI	nirmala_333@yahoo.com	9440757356	TELLAKULA JALAYYA POLISETTY SOMASUNDARAM COLLEGE
89	Dr. Shabnam Sayyad	ssshaikh@aissmscoe.com	9422777597	AISSMSCOE
90	Mrs. Dumpala Nirmala Devi	dumpalanirmaladevi@gmail.com	9701157846	MallaReddy College of Engineering for Women
91	Mrs. SRILATHA.KONERU	srilatha.k@bvrit.ac.in	9848593835	B V RAJU INSTITUTE OF TECHNOLOGY
92	Miss POONAM SINGH	poonamsinghjadaun6@gmail.com	9818141783	Mangalmay Institute of Management & Technology
93	Miss R.Rathna	rathna.manager@gmail.com	9842668407	Nadar Saraswathi College of Arts and Science, Theni.
94	Miss Bulasara Neeraja Satya	bnsatya@rguoktsklm.ac.in	7981380287	Rajiv Gandhi University of Knowledge Technologies - Srikakulam
95	Mr. BISWAJIT SARKAR	sarkar.biswajit308@gmail.com	9933142097	DEPARTMENT OF EDUCATION, UNIVERSITY OF CALCUTTA
96	Dr. J.Malarvizhi	drjmalarvizhi@gmail.com	9994123129	Nadar saraswathi college of arts and science
97	Mr. ANKIT KUMAR SHARMA	ankit.sharma@miet.ac.in	8979727980	MIET
98	Mr. G V K Mohan	gvkmohan15@gmail.com	7204116522	None
99	Mr. TERALA BHANUPRAKASH	teralabhanu2001@gmail.com	9533334254	PALLAVI ENGINEERING COLLEGE
100	Mr. SUNIT KUMAR	akelasunit@gmail.com	9873934852	SBV ROHINI SECTOR-20 DELHI
101	Dr. Rohit Bansal	rohitbansal.mba@gmail.com	9896034734	Vaish College of Engineering, Rohtak
102	Dr. SHWETA SINGH	ucem.shweta@gmail.com	9450628015	UNITED COLLEGE OF ENGINEERING AND MANAGEMENT
103	Mr. Taranjeet Singh	tarusinghiit2014@gmail.com	8299129651	Ashoka Institute Of Technology And Management Vns
104	Miss Geeta Pujari	geetapujari165@gmail.com	7208604162	Seva Sadan's College of Education, Ulhasnagar- 03
105	Mrs. SHIPRA SINGHAL	shipra12singhal@gmail.com	9456086527	KIET Group of Institutions Ghaziabad
106	Mrs. Divya Bhatt	divyabhatt0801@gmail.com	9997149617	Government Polytechnic Munakot
107	Dr. ASHISH UNNARKAT	ashish.unnarkat@gmail.com	9913178309	Pandit Deendayal Petroleum University
108	Mr. Anant G. Nagpure	nagasanant@gmail.com	9421494437	KGCE, Karjat
109	Mr. SINGURURAMAMURTHY	singururama.murthy@gmail.com	9440609815	Govt.Polytechnic, Srikakulam
110	Miss Darshana Dongre	dongred23@gmail.com	8600229746	GWCET,NAGPUR
111	Dr. silvy mathew	silvy@rajagiritech.edu.in	9961614500	Rajagiri School of Engineering & Technology
112	Mrs. KIRAN ASWAL	aswalkiran5@gmail.com	8171121750	Government Polytechnic kashipur
113	Mr. LAXMIKANTA MANNA	laxmimanna.mid@gmail.com	9734835225	RANIOR KHUDIRAM VIDYAPITH(H.S)
114	Miss Sheetal S. Pandya	sheetal.pandya@rku.ac.in	9924013902	RK University
115	Mr. Atanu Ganguly	atanugngy@gmail.com	9433312257	Calcutta Business School
116	Miss Ashima Arora	ashimaarora.nift@gmail.com	8587888746	Banasthali Vidyapith
117	Miss Jasdeep kaur	jsdpboparai@gmail.com	9814557473	Acet Amritsar
118	Dr. M.Kousalyadevi	kousalyadevi.m@hicas.ac.in	8248450945	Hindusthan college of arts and science
119	Mr. I Yabesh Abraham Durairaj	yabesh.abraham@gmail.com	9840092232	Panimalar Engineering College
120	Mr. Kapildev Naina	kapildev.naina@rku.ac.in	9033097040	RK University
121	Mr. Bhavesh Rameshbhai Akbari	bhavesh.akbari@rku.ac.in	9925350060	RK University
122	Mr. MAHANISH PANDA	mahanishpanda@gmail.com	6371391908	NIT HAMIRPUR
123	Mr. S.N.DINESH	dineshns117@gmail.com	8675276444	KPR Institute of Engineering and Technology

124	Dr. SUGANYA DEVI	mvsuganyadevi@gmail.com	9944080767	Saranathan College of Engineering
125	Mr. Madan Mohan Tamta	principal.didihat@gmail.com	8057400281	Government Polytechnic Didihat
126	Mr. Mahendra Pratap Swain	mahendrapratapswain1994@gmail.com	9778999990	Birla Institute of Technology, Mesra, Ranchi
127	Mr. N.SIVAKUMAR	sivakumarneethivel@gmail.com	9942875079	Kamaraj College of Engineering and Technology
128	Dr. SHILPA AJAY	shilpa.ajay@nmit.ac.in	9900447462	NMIT
129	Mr. Abhinav Sahay	aabhinav.sahay@gmail.com	9117506246	Amity University Patna
130	Dr. Praveena K	praveena@scmsgroup.org	9947022927	SCMS School of Technology & Management
131	Mr. Kamlesh Prabhakar Kurankar	kpkurankar@gmail.com	9763163007	R C Patel Institute of Pharmaceutical Education and Research
132	Dr. S.Vijayalakshmi	vijayalakshmi-eee@saranathan.ac.in	9842138779	Saranathan College of Engineering
133	Mrs. Shilpa	shilps1314@gmail.com	9411151398	Government Polytechnic Narendranagar, Tehri Garhwal
134	Dr. subhash Shravan Sonune	ssonune@gmail.com	9552033892	Yashwantrao Chavan Maharashtra Open University Nashik
135	Mrs. MEGHA SHARMA	megha.sharma896@gmail.com	9410578476	GOV POLYTECHNIC CHINYALISUR UTTARKASHI
136	Dr. ARINDAM DUTTA	arindamsir@gmail.com	9883060512	INDIAN INSTITUTE OF SOCIAL WELFARE BUSINESS MANAGEMENT(IISWBM)
137	Mrs. vandana Thapliyal	vandana06thapliyal@gmail.com	9536925967	Government polytechnic Aamwala Dehradun
138	Dr. ZENAMABIBI KADARI	jenamakadri@gujaratvidyapith.org	8141393046	GUJARAT VIDYAPITH
139	Mr. Prabhat Singh	broadcaststeps@gmail.com	8174077650	KNIT Sultanpur UP
140	Mrs. DR SWATI YEOLE	swatik_songirkar@rediffmail.com	9518546058	Lexicon Management Institute of Leadership & Excellence
141	Mrs. R Malarkodi	r.malarkodi26@gmail.com	9486304743	St Joseph's college of Engineering and technology thanjavur
142	Mr. Nandha Gopal	nandhagopal@sathyabama.ac.in	9789370522	Sathyabama Institute of Science and Technology
143	Mr. PRAKASH M	prakashmmba@kiot.ac.in	9787648950	Knowledge Institute of Technology
144	Mr. VIMAL KUMAR PARLE	vimal_parle@yahoo.com	9997257688	GOVERNMENT POLYTECHNIC GAIRSAIN CHAMOLI
145	Mr. BASKAR D	baskarhicet@gmail.com	9976817273	Hindusthan College of Engineering and Technology
146	Miss yedupati shamini	yshamini956@gmail.com	9703237727	Anil Neerukonda institute of technology and sciences
147	Mrs. Neetu Prasad Arya	neetu.prasad.arya@gmail.com	9927135777	Government Polytechnic Khatima
148	Mrs. Yamini Nimonkar	ynimonkar@piemr.edu.in	9926809787	PIEMR,Indore
149	Dr. Bhanu Prakash Arakareddy	prakash.abp.bhanu@gmail.com	9463873063	Bharat School of Pharmacy
150	Mrs. Sadhna Thapliyal	sadhna.thp@gmail.com	9675785959	Government polytechnic Chinyalisaur
151	Dr. A BABIYOLA	babianand2002@gmail.com	9444464806	MEENAKSHI SUNDARARAJAN ENGINEERING COLLEGE
152	Miss Sangeetha Veerachi	sangeetha.v@srec.ac.in	9629327467	Sri Ramakrishna Engineering College
153	Mrs. E.SHANTHINI	shanthini.e@srec.ac.in	7904214756	SRI RAMAKRISHNA ENGINEERING COLLEGE
154	Dr. S Renugadevi	renu.s.devis@gmail.com	9789086589	CEG, ANNA UNIVERSITY, CHENNAI-600025
155	Mrs. PRITI ARYA	preeta12@gmail.com	8057191680	GOVERNMENT POLYTECHNIC KASHIPUR
156	Mrs. Savita Pandey	savitpharma@gmail.com	9411579104	Govt. Polytechnic Kashipur
157	Mr. Janmejey Shukla	janmejey6200@gmail.com	9511813363	G H Raison College of Engineering, Nagur
158	Mr. Sanjeev Dubey	Sanjeev.dubey999@gmail.com	9826099660	S.R. Government Polytechnic College Sagar M.P.
159	Dr. SHOBHANA NARAYANAN	rajesh.shobhana@gmail.com	7092996144	SASTRA UNIVERSITY
160	Mrs. K. Gomathi	K.Gomathi@kgcas.com	8870856581	KG College of Arts and Science

161	Mrs. Megha S Chiwande	mschiwande@aissmscoe.com	9860136868	AISSMS COE Pune
162	Mr. Sarfaraz Alam	goodalam123@gmail.com	7579200658	Government Girls Polytechnic
163	Dr. Dr. Ritu Tripathi Chakravarty	rituchakravarty@gmail.com	9415666965	Amity University Uttar Pradesh
164	Mr. H UMESH PRABHU	prabhuumesh2013@gmail.com	8838079677	St.JOSEPH'S COLLEGE OF ENGINEERING
165	Miss Anu Swedha Ananthan	bioinformaticsanu@gmail.com	9841985386	Justice Basheer Ahmed Sayeed College for Women chennai
166	Mr. Kishor Kumar Deka	kk.deka@gmail.com	9425245487	BHILAI INSTITUTE OF TECHNOLOGY
167	Dr. KUNAL RAWAL	kunalrawal02@gmail.com	9713942150	SGT University
168	Mrs. Sakshi Manish Wani	sakshiwani1211@gmail.com	9730203910	PVG'S College of Engineering and Shrikrishna Sadashiv Dhamankar Institute of Management Nashik
169	Mr. sukh sagar	sukhsagar491@yahoo.com	8894068120	sgn khalsa pg college shri ganganagar
170	Mrs. Arti Kunwar	arti.kunwar2010@gmail.com	9410722558	Government Polytechnic Rudraprayag
171	Mrs. Pooja Sharma	pooja512005@gmail.com	9837117542	IIMT University
172	Mr. Lalit Tiwari	l.tiwari15@yahoo.co.in	9536534061	government girls polytechnic almora
173	Mrs. SHASHI NAUTIYAL	shashi.nautiyal2@gmail.com	7827324861	govt polytechnic narendra nagar
174	Mr. VEERAPPA M HANAGODI	tanmay302@gmail.com	9989123222	S T J Polytechnic harapanahalli
175	Mr. VAGEESH C	stjpvag@gmail.com	9343026140	Stj polytechnic
176	Mr. THAMBRAHALLI CHANDRAPPA	chandru201@gmail.com	8296882775	STJ Polytechnic (aided) Harapanahalli
177	Mrs. INDIRA SHAH	indirashahmba@gmail.com	9822844677	JHULELAL INSTITUTE OF TECHNOLOGY
178	Mr. Sandeep Negi	sandeep2010negi@gmail.com	7579031314	G. P. Gauchar
179	Mrs. Sangameswara K N	kavanaks1971@gmail.com	9036533658	STJ Polytechnic Harapanahalli
180	Mrs. Lokendra Singh rawat	lokendrasinghrawat1@gmail.com	9634431797	GOVERNMENT POLYTICNIC GAUCHAR
181	Mr. Rakesh parsad purohit	rppurohit66@gmail.com	9412118226	Govt polytechnic gauchar
182	Mrs. SHUBHA POKHARIA	myownid2711@gmail.com	7011040619	GOVT. GIRLS POLYTECHNIC ALMORA
183	Mr. SHEKHAR PRAKASH PATWA	shekharprakash89@gmail.com	9411399794	GOVERNMENT POLYTECHNIC NARENDRA NAGAR
184	Mrs. Sonika Vikas Kumar	sonikamar27@gmail.com	9819993429	Govt. Polytechnic, Ganai Gangoli
185	Dr. M.Beulah Viji Christiana	beulah_christiana@yahoo.co.in	9444803362	Panimalar Engineering College
186	Dr. Jyotsna Gawai	jyotsna12.gawai@gmail.com	9423634733	K. D. K. College of Engineering, Nagpur
187	Miss Surbhi Kumari	gsubhi1996@gmail.com	8287712627	Mahatma Gandhi central university motihari bihar
188	Mrs. T.Bhuvanewari	Buvcivil@gmail.com	9994961305	Kings College of Engineering
189	Mrs. Dharti Parikh	dharti005@gmail.com	7573025810	Dharmsinh Desai University
190	Mr. R. SUNDHARAM	suncivil12@gmail.com	8248923922	KINGS COLLEGE OF ENGINEERING
191	Mr. K.Ranjith	kranjith324@gmail.com	9524514091	KIngs College of Engineering
192	Mrs. THAMARASELVI.A	thamaraiselvi.a@siims.ac.in	9942479335	sakthi Institute of information and Management Studies
193	Miss preethi kattupalli	preethiniperm@gmail.com	8121299448	vignan pharmacy college
194	Mrs. Aruna Pundlik Kharat	kharatap.28@gmail.com	9665822366	P.E.S College of engineering Aurangabad
195	Mr. PRABHUDEVA S	Prabhudeva.s2010@gmail.com	9449932630	Sri Taralabalu Jagadguru Polytechnic Harapanahalli
196	Mrs. Ambika ghalwan	ambikaghalwan91@gmail.com	9411523603	Govt polytechnic narendranagar
197	Mrs. G.Vijaya Sudha	nagasudhaplc@gmail.com	9963233782	Aurora's Legal Sciences Academy
198	Mrs. Sukhvinder Kaur	nilerdlibrary@gmail.com	7292023020	NILERD
199	Dr. R.Manjula	reddivarimanjula@gmail.com	8500261730	JNTUA College of Engineering

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