

To,
Dr. Harshal Salunkhe (PI)
Ms. Shweta Dhand, Mr. Shankar Warriar, Dr. Esha Bansal (CO-PI)

12/10/2021

School of Management
Ajeenkya DY Patil University
Pune

Subject: Grant Approval for Research on Managing Change in Organizations and Resistance to Change

Dear Dr. Salunkhe,

We are pleased to inform you that your research proposal titled "**Managing Change in Organizations and Resistance to Change: Strategies for Effective Implementation**" has been accepted for funding. Your exploration of change management and how organizations can address resistance is essential for driving successful transformations in dynamic business environments.

Grant Details:

- **Grant Amount:** Rs. 9, 90,000
- **Project Duration:** 22 months

Steps for Fund Utilization:

1. **Submission of Project Plan:** Within two weeks of receiving this letter, please submit a detailed project plan that outlines your research methodology, timeline, and a comprehensive budget breakdown detailing how the funds will be allocated.
2. **Mid-Term Progress Report:** A mid-term progress report will be due on [**Specify Due Date**]. This report should summarize your findings, any challenges faced, and adjustments made to your research approach.



Sudhanshu Shekhar
Co-founder and Head of Human Resources

3. **Final Report:** Upon completion of your study, a comprehensive final report must be submitted. This report should include:
- An overview of the research objectives and outcomes.
 - Detailed findings regarding the challenges faced in managing cross-cultural teams.
 - Proposed strategies and solutions to improve cross-cultural management.
 - A summary of fund utilization.
 - Acknowledgment of the funding source in any resulting publications or presentations.

Presentation of Findings:

We encourage you to present your findings at our upcoming **Research Symposium**, which will facilitate discussions on the implications of your work for global business strategies and management practices.

If you have any questions or require assistance during your research, please do not hesitate to reach out. Your work has the potential to make a significant impact on the field of cross-cultural management and global organizational effectiveness.

Congratulations once again on your successful proposal! We look forward to seeing the positive impact of your research.



Sudhanshu Shekhar
Co-founder and Head of Human Resources

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Reg Office: K6152, Sobha Arena Apartment, Kanakpura Road, Talaghattapura, Bengaluru, Karnataka, India, PIN Code: 560062

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