

# Feligrat Global Solutions Pvt. Ltd.

603, Sterling Tower, Plot No. 232, Sector-21, Kamothe,

Navi Mumbai – 410209, Maharashtra - India

Contact: +91 89286 34351 Email: [info@feligrat.com](mailto:info@feligrat.com)

04/09/2019

To,

PI - Prof. Shahbaz Khan

CO-PI- Ms. Manjiri Jamkhindikar, Mr. Yugantar Ballal, Dr. Vijay Kulkarni

School of Management

Ajeenkya DY Patil University

Pune

---

## Subject: Grant Approval for Research on The Influence of Cross-Cultural Training on Expatriate Success

Dear Prof. Khan,

We are pleased to inform you that your research proposal titled "**The Influence of Cross-Cultural Training on Expatriate Success: Examining Effective Methods for Global Assignments**" has been accepted for funding. Your dedication to exploring how cross-cultural training impacts the success of expatriates in international assignments is both timely and crucial for enhancing global workforce effectiveness.

### Grant Details:

- **Grant Amount:** Rs. 14,50,000
- **Project Duration:** 20 months
- **Disbursement Schedule:** The grant will be disbursed in three installments:
  1. **First Installment:** Rs. 5,70,000 will be released upon submission and approval of your detailed project plan.
  2. **Second Installment:** Rs. 5,70,000 will be released after the submission of your mid-term progress report.
  3. **Final Installment:** Rs. 3,10,000 will be released upon receipt of your final report and budget reconciliation.

### Suggested Budget Allocation:

To ensure efficient use of the grant, we recommend the following allocation:

- **Researcher Expenses:** Rs. 645,000
- **Cross-Cultural Engagement Activities:** Rs. 350,000
- **Personnel and Administrative Costs:** Rs. 345,000
- **Workshops and Awareness Campaigns:** Rs. 70,000
- **Data Analysis and Reporting:** Rs. 40,000

Please adjust these allocations as necessary in your project plan.

# Feligrat Global Solutions Pvt. Ltd.

603, Sterling Tower, Plot No. 232, Sector-21, Kamothe,  
Navi Mumbai – 410209, Maharashtra - India  
Contact: +91 89286 34351 Email: [info@feligrat.com](mailto:info@feligrat.com)

## 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:** This report should summarize your findings, any challenges faced, and adjustments made to your research approach.
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.

Best regards,

*Devang Thakur*