

5/05/2019

Mr. Atul Ramesh Kadam (PI)

Co-PI- Mr. Shahbaz Khan

School of Management

Ajeenkya DY Patil University

Pune

Subject: Grant Approval for Research on Performance Management Systems and Their Effectiveness

Dear Dr. Mishra,

We are pleased to inform you that your research proposal titled "**Performance Management Systems and Their Effectiveness: Analyzing Organizational Impact and Best Practices**" has been accepted for funding. Your study on the efficiency and impact of performance management systems is vital for understanding how organizations can optimize employee performance and engagement.

Grant Details:

- **Grant Amount:** Rs. 8,50,000
- **Project Duration:** 14 months
- **Disbursement Schedule:** The grant will be disbursed in three installments:
 1. **First Installment:** Rs. 283,333 will be released upon submission and approval of your detailed project plan.
 2. **Second Installment:** Rs. 283,333 will be released after the submission of your mid-term progress report.
 3. **Final Installment:** Rs. 283,333 will be released upon receipt of your final report and budget reconciliation.

Suggested Budget Allocation:

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

- **Researcher Expenses:** Rs. 270,000
- **Employee Surveys and Data Collection:** Rs. 260,000
- **Personnel and Administrative Costs:** Rs. 270,000
- **Workshops and Focus Groups:** Rs. 35,000
- **Final Reporting and Presentation:** Rs. 15,000

Please adjust these allocations as necessary in your project plan.



Sudhanshu Shekhar

Co-founder and Head of Human Resources

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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.
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,




Sudhanshu Shekhar
Co-founder and Head of Human Resources