



WINSPARK INNOVATIONS LEARNING PVT LTD.
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<http://www.planetspark.in>

Date: 06/08/2018

To,
Prof. Altaf Shah (PI)
Ms. Sadhana Jadhav Tilekar, Dr. Manjiri Sharma (CO-PI)

School of Management
Ajeenkya DY Patil University
Pune

Subject: Grant Approval for Research on The Impact of Remote Work and Flexible Work Arrangements

Dear Prof. Shah,

We are pleased to inform you that your research proposal titled "**Impact of Remote Work and Flexible Work Arrangements: Analyzing Employee Performance and Organizational Culture**" has been accepted for funding. Your commitment to exploring the effects of remote work and flexible arrangements on employee outcomes and company dynamics is essential in the current context of evolving workplace practices.

Grant Details:

- **Grant Amount:** Rs. 11,50,000
- **Project Duration:** 24 months
- **Disbursement Schedule:** The grant will be disbursed in three installments:
 1. **First Installment:** Rs. 366,666 will be released upon submission and approval of your detailed project plan.
 2. **Second Installment:** Rs. 366,666 will be released after the submission of your mid-term progress report.
 3. **Final Installment:** Rs. 366,666 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. 290,000
- **Surveys and Data Collection:** Rs. 410,000
- **Personnel and Administrative Costs:** Rs. 300,000
- **Workshops and Focus Groups:** Rs. 80,000
- **Data Analysis and Reporting:** Rs. 70,000

Please adjust these allocations as necessary in your project plan.

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:
 - o An overview of the research objectives and outcomes.
 - o Detailed findings regarding the challenges faced in managing cross-cultural teams.
 - o Proposed strategies and solutions to improve cross-cultural management.
 - o A summary of fund utilization.
 - o 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,



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