

To

Dr. NIHARIKA SUNIL BAJEJA  
"YOGI KRUPA", RAJ BUNGLOWS,  
AFRICA COLONY ST NO. - 6,  
OPP. RAIYA TELEPHONE EXCHANGE,  
RAJKOT - 360007  
M :- 9898065625

**16 April 2018**

Sub: Your Appointment as ASSISTANT PROFESSOR (Dept. of MBA)

**Dear Dr. NIHARIKA SUNIL BAJEJA**

We are delighted to offer you an association with our institution as ASSISTANT PROFESSOR (Dept. of MBA) with effect from 16 April 2018

**Nature of Appointment:**

**Probationary: 16 April 2018 to 15 April 2019**

An employee with high character and competence usually gets confirmed at the end of one year of continuous association

**Primary Role:**

- To teach/assist as assigned to you
- To carry out all associated tasks pertaining to your role, department and organization
- To serve as mentor and advisor to the assigned group (Students/juniors/new joinee)
- To carry out all administrative tasks as assigned
- To actively participate in events and functions related to organization. You may be required to keep odd hours for the same
- To attend various training programs as identified by the organization for mutual growth
- To carry out all tasks as considered necessary and appropriate for educational institution

**Compensation:**

Monthly compensation: INR41636 CTC

Pay scale: , Basic: 21600/- .

You will be entitled for other benefits and allowances applicable to you as decided by the organization

**Other Benefits\* : (As per prevailing organization policy)**

- INR500/- per month towards laptop allowance
- INR5000/- per year towards professional body membership
- Child Education Subsidy if studying in the organization
- Subsidized/free bus transport if using organization buses at their normal timings
- Seed grant for the robust proposal on approval
- Subsidized and safe housing for outstation employees as per availability
- Subsidized Gym facility if using beyond office hours

**Working Terms & Conditions:**

- Staying back and late nights for extra and co-curricular activities and extended days for trips are inevitable to education. You may be required to attend to these demands
- Organization holds the right to Intellectual Property created/used by you for the purpose of teaching and learning in the University
- Organization reserves the right to seize /search/retrieve any of your personal device/gadgets if doubted to be used against the goodwill of organization
- Organization will not be responsible for any loss of life/personal property/physical damage

**Exit process:**

You may seek to terminate your appointment with Organization or vice versa, without giving any reason thereof at any time during your tenure. The party initiating termination will be required to give 2 months' notice or pay there in lieu of. This is applicable to probationary and confirmed employees equally.

It is understood that all the incomplete tasks will be attended to prior to leaving.

If the organization initiates termination (details are mentioned in annexure A) it will be bound by the above mentioned condition. If you initiate termination, the organization reserves the right to waive off the notice period, in which case the notice pay provision will not apply to either party.

Also Students' well being is paramount hence you will be relieved only at the end of semester if you resign during the ongoing semester.

However, if you insist to leave before the semester ends, organization reserves the rights to levy the penalty up to two months' of basic pay additionally, at the discretion of competent authority keeping larger interest in mind.

We welcome you on board. Looking forward to have you as family member



Registrar

**Please Note:**

- The organization reserves its right to use your working time as per its requirements
- Benefits any are not encashable or exchangeable
- Above mentioned salary includes all statutory benefits applicable to you. You will be eligible for the payment of any and all statutory requirements as per prevailing government /organization policies
- Your training may be in campus, out of campus, out station, international, beyond duty hours or on holidays
- Your placement may be transferred at any of the location depending on changing needs of the organization and development of your role
- All benefits mentioned /informed to you including leaves/vacations are for full time employment for the full year. Prorating will be applicable as per rules
- The terms and conditions may undergo change as per the organizational needs and directives. The employee will be bound by any amendment and/or new policy or regulation done in good faith by the organization as and when considered necessary



**Annexure A: Exit Process & Termination policy of the organization:**

**Exit process:**

You may seek to terminate your appointment with Organization or vice versa, without giving any reason thereof at any time during your tenure. The party initiating termination will be required to give 2 months' notice or pay there in lieu of. This is applicable to probationary and confirmed employees equally.

It is understood that all the incomplete tasks will be attended to prior to leaving.

If the organization initiates termination (details are mentioned in annexure A) it will be bound by the above mentioned condition. If you initiate termination, the organization reserves the right to waive off the notice period, in which case the notice pay provision will not apply to either party.

Also Students' well being is paramount hence you will be relieved only at the end of semester if you resign during the ongoing semester.

However, if you insist to leave before the semester ends, organization reserves the rights to levy the penalty up to two months' of basic pay additionally, at the discretion of competent authority keeping larger interest in mind. The termination will be immediate without any notice or pay there in lieu of under below mentioned circumstances:

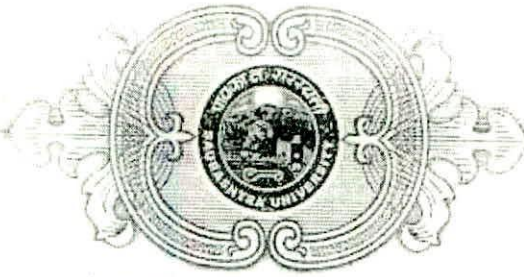
1. In case of insubordination /disobedience/incapability to perform any duty allotted by the head /organization
2. In case of theft, fraud, criminal activity, misconduct research misconduct, plagiarism
3. In case of abuse, corporal punishment, sexual harassment
4. In case of damage to property/ goodwill of employer
5. In case of taking or giving bribes
6. In case of habitual absence or absence without leave for more than 10 days
7. In case of involvement in activities of conflict of interests
8. In case of repeated errors in tasks allotted
9. In case of change in rules/strategies due to which the offered position is abolished

I have read the above and I agree to the exit process and termination policy of the organization

Name: Niharika Sunit Bajaja

Signature: 

Date: 16-4-2018



Accredited by NAAC with 'A' Grade

We, the Chancellor, Vice Chancellor and  
Members of the Senate of the  
**Saurashtra University**

Certify that

*The Degree Of*  
**Doctor Of Philosophy**

*In the subject of Economics Under Faculty of Arts*

*has been conferred on*

*Twenty Seventh day of the Month of March*  
*in the year two thousand sixteen.*

*at Rajkot on*

**Bajeja Niharika Sunil**

*who has been found duly qualified for the same.*

*In Testimony whereof are set the Seal of the said*  
*University and the Signature of the said Vice-Chancellor.*



13573-107-48 /1266

*Niharika*  
*16/03/2016*

Vice-Chancellor

Sr. No. :

413266



From :-

**Dr. NIHARIKA SUNIL BAJEJA**

"YOGI KRUPA", RAJ BUNGLOWS,  
AFRICA COLONY ST NO. - 6,  
OPP. RAIYA TELEPHONE EXCHANGE,  
RAJKOT - 360007

**M :- 9898065625**

Date : 16/04/2018

To .

The Registrar  
Marwadi University  
Rajkot - 360001

**Subject : Acceptance to the Offer Letter for the post of ASSISTANT PROFESSOR ( MBA)**

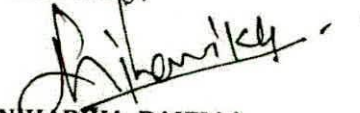
**Reference : Your offer letter dated 06/04/2018**

Dear Sir,

With reference to the above Subject, I am pleased to extend my consent of joining in Marwadi University. I do, hereby, accept the terms and condition mentioned in the offer letter; and as mentioned in the offer letter I will join on 16/04/2018.

Thanking You.

Yours truly,

  
( NIHARIKA BAJEJA )





MEF/HR/APPNT/2009-10/13

Date: 07/07/2009

To

**MR/MS Nikunj V. Rachhh**  
"Radhe", 2 Alka Soc. Mavadi road,  
Rajkot

**Subject: Your appointment as a Asst. Professor (Faculty of Engineering-Mechanical) at Marwadi Education Foundation's Group of Institutions, Gauridad, Rajkot**

**Reference: Your application and interview held on 17/05/2009**

Dear Mr. / Ms. / Mrs. **Nikunj V. Rachhh**

With reference to your application and the subsequent discussion/interview, the undersigned had with you, we have pleasure in appointing you on the post of **Asst. Professor (Faculty of Engineering-Mechanical)** at Marwadi Education Foundation with effect from **07/07/2009** being the date of joining on the following terms and conditions:

1. Your Pay Scale will be **12000-420-18300** at Basic of Rs. **12000/-**
2. You will be eligible for allowances & benefits as decided by the GTU & accepted by the management.
3. You will be on probation for a period of one (1) Year, which may be extended by Six months, if necessary. The undersigned shall review the performance immediately after 1 Year. If your work is found satisfactory, your services will be confirmed. Your satisfactory performance will only qualify you for the confirmation, or the decision will be taken otherwise which please note.
4. The employee who wishes to leave/terminate the job during probation period he/she has to give either party one month's notice or one month's basic pay in lieu of notice period. The employee who wishes to leave/terminate his job after probation period has to give two month's notice.
5. You shall be subject to the various rules, regulations, administrative policies and other policies of the trust which are in force or shall be formed & enforced from time to time. The Trust has absolute powers & rights to regulate or to modify/review the rules, regulations and the said policies from time to time with or without prior intimation to you.



6. The working hours shall be as per the norms of GTU & AICTE.
7. You shall participate in all Training and Development Programs organized by the Trust periodically, in order to achieve required technical & teaching skills in all spheres. You may be required to go for training anywhere in India or abroad as desired by the Trust.
8. The Trust shall not be liable if there occurs loss of life/limb of the employee due to the reason attributable to the causes beyond human control or due to the negligence of the employee.
9. You shall devote your full time and attention to your duties and responsibilities allotted to you.

for, Marwadi Education Foundation's Group of Institutions

Chairman  
(Ketan H. Marwadi)

**VERIFICATION**

I have read the above appointment letter and the terms and conditions therein, applicable to employees of Marwadi Education Foundation's Group of Institutions, Rajkot and I accept the employment and I will join my duties on or before **07/07/2009**

Accepted By:

Asst. Professor  
(Nikunj V. Rachchh)



Register No. : ME1101



# HINDUSTAN UNIVERSITY

HINDUSTAN INSTITUTE OF TECHNOLOGY & SCIENCE  
(Formerly Hindustan College of Engineering)  
(Established under section 3 of the UGC Act. 1956)  
RAJIV GANDHI SALAI, PADUR, CHENNAI-603 103

Sl. No. : P 09396

## PROVISIONAL CERTIFICATE

*Certified that*

**RACHCHH NIKUNJ VINODRAI**

*has qualified for the award of Degree of*

**DOCTOR OF PHILOSOPHY - MECHANICAL ENGINEERING**

*before having satisfactorily completed the prescribed course of study and is placed in* XXXXXXXX

**VIVA-VOCE EXAMINATION**

*at the University* XXXXXXXXXXXXXXXX *held in*

**ON 07.08.2017**

Date : 09.08.2017



Controller of Examinations **Wc**



From:-

**MR. NIKUNJ V RACHCHH**  
"RADHE" 2, ALKA SOCIETY,  
MAVDI MAIN ROAD,  
RAJKOT-360004

**M:- 9428229461**

Date: 07/07/2009

To

The Chairman  
Marwadi Education Foundation  
Rajkot - 360001

**Subject: Acceptance to the Offer Letter for the post of Asst. Professor (Faculty of Engineering- Mechanical)**

**Reference: Your offer letter dated 18/05/2009**

Dear Sir,

With reference to the above Subject, I am pleased to extend my consent of joining Marwadi Education Foundation's Group of Institutions. I do, hereby, accept the terms and conditions mentioned in the offer letter; and as mentioned in the offer letter I will join on **07/07/2009**

Thanking You.

Yours truly,



**(MR. NIKUNJ V RACHCHH)**

To

Dr. SURANJANA VISHALBHAI MAYANI  
"SHIV-KRUPA",  
NANA MAUVA MAIN ROAD,  
OPP. GRAND CENTRAL MALL,  
RAJKOT - 360004  
M :- 9979980770

**25 June 2018**

Sub: Your Appointment as ASSOCIATE PROFESSOR (FACULTY OF SCIENCE )

**Dear Dr. SURANJANA VISHALBHAI MAYANI**

We are delighted to offer you an association with our institution as ASSOCIATE PROFESSOR (FACULTY OF SCIENCE ) with effect from 25 June 2018

**Nature of Appointment:**

**Probationary: 25 June 2018 to 24 June 2019**

An employee with high character and competence usually gets confirmed at the end of one year of continuous association

**Primary Role:**

- To teach/assist as assigned to you
- To carry out all associated tasks pertaining to your role, department and organization
- To serve as mentor and advisor to the assigned group (Students/juniors/new joinee)
- To carry out all administrative tasks as assigned
- To actively participate in events and functions related to organization. You may be required to keep odd hours for the same
- To attend various training programs as identified by the organization for mutual growth
- To carry out all tasks as considered necessary and appropriate for educational institution

**Compensation:**

Monthly compensation: INR80710 CTC

Pay scale: , Basic: 46400/- .

You will be entitled for other benefits and allowances applicable to you as decided by the organization

**Other Benefits\* : (As per prevailing organization policy)**

- INR500/- per month towards laptop allowance
- INR5000/- per year towards professional body membership
- Child Education Subsidy if studying in the organization
- Subsidized/free bus transport if using organization buses at their normal timings
- Seed grant for the robust proposal on approval
- Subsidized and safe housing for outstation employees as per availability
- Subsidized Gym facility if using beyond office hours



**Working Terms & Conditions:**

- Staying back and late nights for extra and co-curricular activities and extended days for trips are inevitable to education. You may be required to attend to these demands
- Organization holds the right to Intellectual Property created/used by you for the purpose of teaching and learning in the University
- Organization reserves the right to seize /search/retrieve any of your personal device/gadgets if doubted to be used against the goodwill of organization
- Organization will not be responsible for any loss of life/personal property/physical damage

**Exit process:**

You may seek to terminate your appointment with Organization or vice versa, without giving any reason thereof at any time during your tenure. The party initiating termination will be required to give 2 months' notice or pay there in lieu of. This is applicable to probationary and confirmed employees equally.

It is understood that all the incomplete tasks will be attended to prior to leaving.

If the organization initiates termination (details are mentioned in annexure A) it will be bound by the above mentioned condition. If you initiate termination, the organization reserves the right to waive off the notice period, in which case the notice pay provision will not apply to either party.

Also Students' well being is paramount hence you will be relieved only at the end of semester if you resign during the ongoing semester.

However, if you insist to leave before the semester ends, organization reserves the rights to levy the penalty up to two months' of basic pay additionally, at the discretion of competent authority keeping larger interest in mind.

We welcome you on board. Looking forward to have you as family member



Registrar

**Please Note:**

- The organization reserves its right to use your working time as per its requirements
- Benefits any are not encashable or exchangeable
- Above mentioned salary includes all statutory benefits applicable to you. You will be eligible for the payment of any and all statutory requirements as per prevailing government /organization policies
- Your training may be in campus, out of campus, out station, international, beyond duty hours or on holidays
- Your placement may be transferred at any of the location depending on changing needs of the organization and development of your role
- All benefits mentioned /informed to you including leaves/vacations are for full time employment for the full year. Prorating will be applicable as per rules
- The terms and conditions may undergo change as per the organizational needs and directives. The employee will be bound by any amendment and/or new policy or regulation done in good faith by the organization as and when considered necessary

• [www.marwadiuniversity.ac.in](http://www.marwadiuniversity.ac.in) ✉ [info@marwadiuniversity.ac.in](mailto:info@marwadiuniversity.ac.in)

Rajkot-Morbi Road, Rajkot, Gujarat, India 360003

☎ +91-281-7123456 ☎ +91-89800 30090

**Annexure A: Exit Process & Termination policy of the organization:**

**Exit process:**

You may seek to terminate your appointment with Organization or vice versa, without giving any reason thereof at any time during your tenure. The party initiating termination will be required to give 2 months' notice or pay there in lieu of. This is applicable to probationary and confirmed employees equally.

It is understood that all the incomplete tasks will be attended to prior to leaving.

If the organization initiates termination (details are mentioned in annexure A) it will be bound by the above mentioned condition. If you initiate termination, the organization reserves the right to waive off the notice period, in which case the notice pay provision will not apply to either party.

Also Students' well being is paramount hence you will be relieved only at the end of semester if you resign during the ongoing semester.

However, if you insist to leave before the semester ends, organization reserves the rights to levy the penalty up to two months' of basic pay additionally, at the discretion of competent authority keeping larger interest in mind. The termination will be immediate without any notice or pay there in lieu of under below mentioned circumstances:

1. In case of insubordination /disobedience/incapability to perform any duty allotted by the head /organization
2. In case of theft, fraud, criminal activity, misconduct research misconduct, plagiarism
3. In case of abuse, corporal punishment, sexual harassment
4. In case of damage to property/ goodwill of employer
5. In case of taking or giving bribes
6. In case of habitual absence or absence without leave for more than 10 days
7. In case of involvement in activities of conflict of interests
8. In case of repeated errors in tasks allotted
9. In case of change in rules/strategies due to which the offered position is abolished

I have read the above and I agree to the exit process and termination policy of the organization

Name: SURANJANA MAYANI Signature: Suraj

Date: 25-6-2018



From :-

**DR. SURANJANA VISHALBHAI MAYANI**

"SHIV-KRUPA",  
NANA MAUVA MAIN ROAD,  
OPP. GRAND CENTRAL MALL,  
RAJKOT - 360004

M :- 9426785148

Date : 25/06/2018

To .

The Registrar  
Marwadi University  
Rajkot - 360001

**Subject : Acceptance to the Offer Letter for the post of ASSOCIATE PROFESSOR(  
CHEMISTRY)**

**Reference : Your offer letter dated 13/06/2018**

Dear Sir,

With reference to the above Subject, I am pleased to extend my consent of joining in Marwadi University. I do, hereby, accept the terms and condition mentioned in the offer letter; and as mentioned in the offer letter I will join on 25/06/2018.

Thanking You.

Yours truly,

*Suranjana V Mayani*  
(SURANJANA MAYANI)

# University of Gauhati



DOCTOR OF PHILOSOPHY

Nº 000719

*This is to certify that*  
*Suranjana Chaliha*  
*(Registration No. 020144 of 1997-98)*  
*has been awarded the Degree of Doctor of*  
*Philosophy (Ph. D.) by this University in*  
*the Faculty of Science (Chemistry)*  
*in the year 2009 for his/her thesis*  
*"Catalytic Wet Oxidation of Phenol and its*  
*Analogues"*

Gopinath Bardoloi Nagar

Guwahati-781014

Assam : India

The 12th Feb. 2014

  
Vice-Chancellor

*Suranjana V. Majumdar*



**TO. DR. PRAVIN N BHALERAO**

C301,  
NR HATHIJAN CIRCLE,  
SP RING ROAD, VINZOLE,  
AHMEDABAD-360001  
M :- 8758315685

**DT: 20/07/2017**

**Subject: Your appointment as a ASSISTANT PROFESSOR (FACULTY SCIENCE)**

**Reference:** Your application and interview held on **13/06/2017**

**Dear DR. PRAVIN N BHALERAO**

**With reference to your application and the subsequent discussion/interview, the undersigned had with you, we have pleasure in appointing you on the post of ASSISTANT PROFESSOR (FACULTY OF SCIENCE) with effect from 20/07/2017 on the following terms and conditions:**

1. Your Pay Scale will be **15600 - 39100 AGP- 6000** at Basic of **21600/-**
2. You will be eligible for allowances & benefits as decided by the university & accepted by the management.
3. You will be on probation for a period of One (1) year, which may be extended by six months, if necessary. The undersigned shall review the performance immediately after 1 Year. If your work is found satisfactory, your services will be confirmed. Your satisfactory performance will only qualify you for the confirmation or the decision will be taken otherwise which please note.
4. During your probation period either side can terminate this appointment by giving one month notice or one month notice pay in lieu thereof, without assigning any reason thereof. If your appointment is confirmed, either side can terminate this appointment by giving two months notice in writing or two months pay in lieu thereof. However in case you resign during the running semester, you will be relieved only on completion of the semester.  
However your service are liable to be terminated immediately without any notice, if you are found to be guilty of any discipline, insubordination, misbehavior or gross negligence or any act of moral turpitude.
5. You shall be subject to the various rules, regulations, administrative policies and other policies of the Institute which are in force or shall be formed & enforced from time to time. The institute has absolute powers & rights to regulate or to modify/review the rules, regulations and the said policies from time to time with or without prior intimation to you.

6. You shall participate in all training and development programs organized by the institute periodically, in order to achieve required technical & teaching skills in all spheres. You may be required to go for training anywhere in India or abroad as desired by the institute.
7. The institute shall not be liable if there occurs loss of life/limb of the employee due to the reason attributable to the causes beyond human control or due to the negligence of the employee.
8. You shall devote your full time and attention to your duties and responsibilities allotted to you.

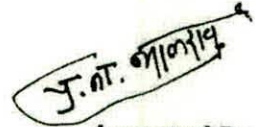
for, Marwadi University



Registrar

**ACCEPTANCE**

I have read the above appointment letter and the terms and conditions therein, applicable to employees of Marwadi University, Rajkot and I accept the employment and I will join my duties on or before 20/07/2017



Accepted By:  
**(DR. PRAVIN N BHALERAO)**  
**ASSISTANT PROFESSOR**



From :-

**Dr. PRAVIN N BHALERAO**

C301,  
NR HATHIJAN CIRCLE,  
SP RING ROAD, VINZOLE  
AHMEDABAD - 360001

**M :- 8758315685**

Date : **20/07/2017**

To .

The Chairman  
Marwadi Education Foundation Group of Institutions  
Rajkot - 360001

**Subject : Acceptance to the Offer Letter for the post of ASSISTANT PROFESSOR (FACULTY OF SCIENCE )**

**Reference :** Your offer letter dated **14/06/2017**

Dear Sir,

With reference to the above Subject, I am pleased to extend my consent of joining in Marwadi Education Foundation Group of Institutions. I do, hereby, accept the terms and condition mentioned in the offer letter; and as mentioned in the offer letter I will join on 20/07/2017.

Thanking You.

Yours truly,

  
( PRAVIN BHALERAO )



# भारतीय प्रौद्योगिकी संस्थान मुंबई

प्रविण नारायणराव भालेराव

को एतद्वारा

विद्या वाचस्पति

की उपाधि प्रदान करता है ।

अभिषेक की अनुशंसा पर संस्थान की मुद्रांकित यह उपाधि,  
अवाप्ति हेतु विनियमों में विहित अपेक्षाओं को पूर्ण कर लेने पर  
तथा अपने शोध-प्रबंध के सफल प्रक्षोषण के उपरांत,  
मुंबई, भारतीय गणराज्य में आज 18 अगस्त, 2012 को दी गई है ।

## Indian Institute of Technology Bombay

upon recommendation of the Senate hereby confers the degree of

### Doctor of Philosophy

on

### Pravin Narayanrao Bhalerao

who has fulfilled the requirements for the degree as prescribed under the regulations  
and successfully defended the thesis entitled:

"Studies on synthesis of polycyclic azo-derivatives, macrocrystal V and aza-polyquinanes".

Given this day, under the seal of the Institute at Mumbai in the Republic of India,  
the 18th day of August 2012.

अध्यक्ष, अभिषेक  
Chairman, Senate

कुलसचिव  
Registrar

20/08/2012

अध्यक्ष, शासक मंडल  
Chairman, Board of Governors



To

Dr. YASHWANTSINH S JADEJA  
203,  
VRUNDAVAN SOCIETY,  
KALAWAD ROAD,  
RAJKOT - 360005  
M :- 9925525586

**22 January 2018**

Sub: Your Appointment as ASSISTANT PROFESSOR (FACULTY OF SCIENCE )

**Dear Dr. YASHWANTSINH S JADEJA**

We are delighted to offer you an association with our institution as ASSISTANT PROFESSOR (FACULTY OF SCIENCE ) with effect from 22 January 2018

**Nature of Appointment:**

**Probationary: 22 January 2018 to 21 January 2019**

An employee with high character and competence usually gets confirmed at the end of one year of continuous association

**Primary Role:**

- To teach/assist as assigned to you
- To carry out all associated tasks pertaining to your role, department and organization
- To serve as mentor and advisor to the assigned group (Students/juniors/new joinee)
- To carry out all administrative tasks as assigned
- To actively participate in events and functions related to organization. You may be required to keep odd hours for the same
- To attend various training programs as identified by the organization for mutual growth
- To carry out all tasks as considered necessary and appropriate for educational institution

**Compensation:**

Monthly compensation: INR38149 CTC

Pay scale: , Basic: 21600/- .

You will be entitled for other benefits and allowances applicable to you as decided by the organization

**Other Benefits\* : (As per prevailing organization policy)**

- INR500/- per month towards laptop allowance
- INR5000/- per year towards professional body membership
- Child Education Subsidy if studying in the organization
- Subsidized/free bus transport if using organization buses at their normal timings
- Seed grant for the robust proposal on approval
- Subsidized and safe housing for outstation employees as per availability
- Subsidized Gym facility if using beyond office hours

**Working Terms & Conditions:**

- Staying back and late nights for extra and co-curricular activities and extended days for trips are inevitable to education. You may be required to attend to these demands
- Organization holds the right to Intellectual Property created/used by you for the purpose of teaching and learning in the University
- Organization reserves the right to seize /search/retrieve any of your personal device/gadgets if doubted to be used against the goodwill of organization
- Organization will not be responsible for any loss of life/personal property/physical damage

**Exit process:**

You may seek to terminate your appointment with Organization or vice versa, without giving any reason thereof at any time during your tenure. The party initiating termination will be required to give 2 months' notice or pay there in lieu of. This is applicable to probationary and confirmed employees equally.

It is understood that all the incomplete tasks will be attended to prior to leaving.

If the organization initiates termination (details are mentioned in annexure A) it will be bound by the above mentioned condition. If you initiate termination, the organization reserves the right to waive off the notice period, in which case the notice pay provision will not apply to either party.

Also Students' well being is paramount hence you will be relieved only at the end of semester if you resign during the ongoing semester.

However, if you insist to leave before the semester ends, organization reserves the rights to levy the penalty up to two months' of basic pay additionally, at the discretion of competent authority keeping larger interest in mind.

We welcome you on board. Looking forward to have you as family member

  
\_\_\_\_\_  
Registrar

**Please Note:**

- The organization reserves its right to use your working time as per its requirements
- Benefits any are not encashable or exchangeable
- Above mentioned salary includes all statutory benefits applicable to you. You will be eligible for the payment of any and all statutory requirements as per prevailing government /organization policies
- Your training may be in campus, out of campus, out station, international, beyond duty hours or on holidays
- Your placement may be transferred at any of the location depending on changing needs of the organization and development of your role
- All benefits mentioned /informed to you including leaves/vacations are for full time employment for the full year. Prorating will be applicable as per rules
- The terms and conditions may undergo change as per the organizational needs and directives. The employee will be bound by any amendment and/or new policy or regulation done in good faith by the organization as and when considered necessary



**Annexure A: Exit Process & Termination policy of the organization:**

**Exit process:**

You may seek to terminate your appointment with Organization or vice versa, without giving any reason thereof at any time during your tenure. The party initiating termination will be required to give 2 months' notice or pay there in lieu of. This is applicable to probationary and confirmed employees equally.

It is understood that all the incomplete tasks will be attended to prior to leaving.

If the organization initiates termination (details are mentioned in annexure A) it will be bound by the above mentioned condition. If you initiate termination, the organization reserves the right to waive off the notice period, in which case the notice pay provision will not apply to either party.


Also Students' well being is paramount hence you will be relieved only at the end of semester if you resign during the ongoing semester.

However, if you insist to leave before the semester ends, organization reserves the rights to levy the penalty up to two months' of basic pay additionally, at the discretion of competent authority keeping larger interest in mind. The termination will be immediate without any notice or pay there in lieu of under below mentioned circumstances:

1. In case of insubordination /disobedience/incapability to perform any duty allotted by the head /organization
2. In case of theft, fraud, criminal activity, misconduct research misconduct, plagiarism
3. In case of abuse, corporal punishment, sexual harassment
4. In case of damage to property/ goodwill of employer
5. In case of taking or giving bribes
6. In case of habitual absence or absence without leave for more than 10 days
7. In case of involvement in activities of conflict of interests
8. In case of repeated errors in tasks allotted
9. In case of change in rules/strategies due to which the offered position is abolished

I have read the above and I agree to the exit process and termination policy of the organization

Name: DR. YASHWANTSING JADEJA

Signature: 

Date: 22 - 1 - 2018



Accredited by NAAC with 'A' Grade

We, the Chancellor, Vice Chancellor and  
Members of the Senate of the  
**Saurashtra University**

Certify that

*The Degree Of*

**Doctor Of Philosophy**

*In the subject of Chemistry Under Faculty of Science*

*has been conferred on*

*Twenty Fifth day of the month of March*

*in the year Two Thousand Eighteen*

*at Rajkot on*

**Jadeja Yashwantsinh Surendrasinh**

*who has been found duly qualified for the same.*

*In Testimony whereof are set the Seal of the said  
University and the Signature of the said Vice-Chancellor.*



3/14191-117-8 /40

Vice-Chancellor

Sr. No.

547357





To

Dr. MAHENDRAPALSINGH M RAJPUT  
B-20, SHANTINIKETAN RESIDENCY,  
NEAR ALAAP GREEN CITY,  
RAIYA ROAD,  
RAJKOT - 360007  
M :- 9824821768

**12 August 2016**

Sub: Your Appointment as ASSISTANT PROFESSOR (FACULTY OF SCIENCE )

**Dear Dr. MAHENDRAPALSINGH M RAJPUT**

We are delighted to offer you an association with our institution as ASSISTANT PROFESSOR (FACULTY OF SCIENCE ) with effect from 12 August 2016

**Nature of Appointment:**

**Probationary: 12 August 2016 to 11 August 2017**

An employee with high character and competence usually gets confirmed at the end of one year of continuous association

**Primary Role:**

- To teach/assist as assigned to you
- To carry out all associated tasks pertaining to your role, department and organization
- To serve as mentor and advisor to the assigned group (Students/juniors/new joinee)
- To carry out all administrative tasks as assigned
- To actively participate in events and functions related to organization. You may be required to keep odd hours for the same
- To attend various training programs as identified by the organization for mutual growth
- To carry out all tasks as considered necessary and appropriate for educational institution

**Compensation:**

Monthly compensation: INR30000 CTC

Pay scale: , Basic: 26906/- .

You will be entitled for other benefits and allowances applicable to you as decided by the organization

**Other Benefits\* : (As per prevailing organization policy)**

- INR500/- per month towards laptop allowance
- INR5000/- per year towards professional body membership
- Child Education Subsidy if studying in the organization
- Subsidized/free bus transport if using organization buses at their normal timings
- Seed grant for the robust proposal on approval
- Subsidized and safe housing for outstation employees as per availability
- Subsidized Gym facility if using beyond office hours



**Working Terms & Conditions:**

- Staying back and late nights for extra and co-curricular activities and extended days for trips are inevitable to education. You may be required to attend to these demands
- Organization holds the right to Intellectual Property created/used by you for the purpose of teaching and learning in the University
- Organization reserves the right to seize /search/retrieve any of your personal device/gadgets if doubted to be used against the goodwill of organization
- Organization will not be responsible for any loss of life/personal property/physical damage

**Exit process:**

You may seek to terminate your appointment with Organization or vice versa, without giving any reason thereof at any time during your tenure. The party initiating termination will be required to give 2 months' notice or pay there in lieu of. This is applicable to probationary and confirmed employees equally.

It is understood that all the incomplete tasks will be attended to prior to leaving.

If the organization initiates termination (details are mentioned in annexure A) it will be bound by the above mentioned condition. If you initiate termination, the organization reserves the right to waive off the notice period, in which case the notice pay provision will not apply to either party.

Also Students' well being is paramount hence you will be relieved only at the end of semester if you resign during the ongoing semester.

However, if you insist to leave before the semester ends, organization reserves the rights to levy the penalty up to two months' of basic pay additionally, at the discretion of competent authority keeping larger interest in mind.

We welcome you on board. Looking forward to have you as family member

  
Registrar

**Please Note:**

- The organization reserves its right to use your working time as per its requirements
- Benefits any are not encashable or exchangeable
- Above mentioned salary includes all statutory benefits applicable to you. You will be eligible for the payment of any and all statutory requirements as per prevailing government /organization policies
- Your training may be in campus, out of campus, out station, international, beyond duty hours or on holidays
- Your placement may be transferred at any of the location depending on changing needs of the organization and development of your role
- All benefits mentioned /informed to you including leaves/vacations are for full time employment for the full year. Prorating will be applicable as per rules
- The terms and conditions may undergo change as per the organizational needs and directives. The employee will be bound by any amendment and/or new policy or regulation done in good faith by the organization as and when considered necessary



**Annexure A: Exit Process & Termination policy of the organization:**

**Exit process:**

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8. In case of repeated errors in tasks allotted
9. In case of change in rules/strategies due to which the offered position is abolished

I have read the above and I agree to the exit process and termination policy of the organization

Name: Dr. M.M. Kishore Signature: M.M. Kishore  
Date: 12/08/2016

From :-

**Dr. MAHENDRAPALSINGH M RAJPUT**

B-20, SHANTINIKETAN RESIDENCY,  
NEAR ALAAP GREEN CITY,  
RAIYA ROAD,  
RAJKOT - 360007

**M :- 9824821768**

Date : 12/08/2016

To .

The Registrar  
Marwadi University  
Rajkot - 360001

**Subject : Acceptance to the Offer Letter for the post of ASSISTANT PROFESSOR (FACULTY OF SCIENCE )**

**Reference : Your offer letter dated 11/08/2016**

Dear Sir,

With reference to the above Subject, I am pleased to extend my consent of joining in Marwadi University. I do, hereby, accept the terms and condition mentioned in the offer letter; and as mentioned in the offer letter I will join on 12/08/2016.

Thanking You.

Yours truly,

  
( MAHENDRAPALSINGH RAJPUT )





# Nirma University

Ahmedabad



The Board of Governors on the recommendation  
of the Academic Council certifies that

*Rajput Mahendrapal Singh Manmohansingh*  
of the Faculty of Science having been examined for the degree of

**Doctor of Philosophy in Science**

and adjudged to have passed

which has been conferred on him at Ahmedabad on  
the Eighteenth day of April Two Thousand Sixteen.

Director General



**NIRMA**  
UNIVERSITY

NAAC ACCREDITED 'A' GRADE

*Rabi K. Sasanthi K.*

President



**Employment Integration Following Marwadi University's Establishment under the Marwadi Education Foundation**

Marwadi Education Foundation is the sponsoring body of Marwadi University and all appointments before becoming University in May 2016 were given in Marwadi Education Foundation. All those who continued their employment with Marwadi University were absorbed as full-time employees after getting University status and are considered full-time employees of Marwadi University from the date of original joining.

*myadola*  
Registrar  
Marwadi University

