

KUMAKA INDUSTRIES LIMITED

Reg. Off. : 404, Sharda Chambers, 33, Sir Vithaldas Thakersey Marg New Marine Lines, Mumbai - 400 020.

Corp. Off. : 5th Floor, Ramkrishna Chambers, BPC Road, Alkapuri, Vadodara- 390 007, Gujarat.

CIN.:L99999MH1973PLCO16315. Tel. No. +91 265-2330019, Fax No. +91 265-2333884

Website : www.kumakaindustries.com E-mail address : secretarial@kumakaindustries.com

Ref.: VAD/1/504/2018-19

Date: 21st July, 2018

To,
The Dy. Manager
Dept. of Corporate Services
BSE Limited
P.J. Tower, Dalal Street, Fort,
Mumbai – 400 001.

Dear Sir/Madam,

Subject: Appointment of Dr. T.D.Tiwari as Additional Independent Director

Pursuant to the provisions of Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we wish to inform you that based on the recommendation of Nomination and Remuneration Committee, the Board of Directors at its meeting held on July 17, 2018, has approved the appointment of Dr. **T.D.Tiwari** as an Additional Director (Non-Executive, Independent) on Board of the Company effective from July 20, 2018 to hold office up to the date of next Annual General Meeting, wherein his appointment as an Independent Director will be placed

Patel

Brief resume of

Dr. T. D. Tiwari Principal & Executive Director-Kadakia Educational Campus -Ankleshwar
An Educational Campus Managed by Shree Manilal Harilal Kadakia Charitable Trust,
 Recognized by AICTE, & Affiliated to GTU Ahmedabad for MBA Programme and VNSGU, Surat for BBA,BCA, B.Com & B.Sc Programmes
 KEC Campus, Kadakia Vidhyagram Hansot Road, Ankleshwar-393001 www.kadakiaeducation.edu.in
Mail: drtdtiwari@gmail.com Mob: 9574122391, 9408395768

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|----|-------------------------|--|
| 1. | NAME | DR. T. D. TIWARI |
| 2. | FATHER'S NAME | SRI SHIRO MANI TIWARI |
| 3. | DATE OF BIRTH | 01.01.1958 |
| 4. | PRESENT MAILING ADDRESS | Dr. T.D.TIWARI
T-6/301, Dewnaban Heights
New C.G. Road, Chandkheda
Chandkheda382424, Ahmedabad |
| 5. | PHONES | Mob.9574122391, 9408395768
E-mail : drtdtiwari@gmail.com |
| 6. | HOME TOWN ADDRESS | DR. T.D. TIWARI
VILLAGE: SUIN KANDEY
POST: Galatara (Luharkhet)
DISTT: Champawat
PIN: 262524 (Uttarkhand)-India |

7. EDUCATIONAL QUALIFICATIONS:

SL.	NAME OF THE EXAMINATION	YEAR	DIVISION	Main Subjects	BOARD/UNIVERSITY
01	Master of Commerce	2009	1st Division 68%	Human Resource	Sardar Patel University, Anand Gujarat
02	MBA	2005	1st Division 80%	Human Resource	Bundelkhand University, Jhansi
03	Fellow Programme in Management(FDPM) One year Programme	1996	"A"	Management	Indian Institute of Management, Ahmedabad
04	APM-II (HRM) One Year (Credit) Programme	1996	"B+"	Human Resource	Indian Institute of Management, Ahmedabad
05	Doctoral of Philosophy (Ph.D)	1990	-	Economics	Indian Institute of Technology, Roorkee {Formally Roorkee University, Roorkee}
06	M.A.(Economics)	1984	Second (54.35%)	Economics	Meerut University, Meerut
07	B.A. (Economics)	1982	Second (49%)	Economics, English	Meerut University, Meerut
08	Intermediate (12 th standard)	1980	Second	Economics, English	U.P.Education Board Allahabad

1. AREA OF SPECIALIZATION:

Core Specialization:

- Front Office Management, Soft Skills & Communication, Grooming & Etiquettes, Housekeeping Management, Restaurant Management, Facility Management & Indian Cuisine
- Talent acquisition, succession and workforce planning, performance management, training and development for hotel associates with the help of technology efficiently.

General Specialization:

- Human Resource Management, HRM, Industrial Relations, Human Resource Development, Consumer Behavior, Managerial Economics and Organizational Behavior

OTHER EXPERTISE:

- Working Knowledge of latest Computer Programming

Recognized Director and Ph.D Supervisor of GTU & AICTE New Delhi:

Approved Director & Ph.D Supervisor in Management area of Management, Commerce & Economics at:

- (i) Gujarat Technological University Ahmedabad since 2009
- (ii) Saurashtra University- Rajkot, since 2006
- (iii) Rajasthan Vidhyapeeth University, Udaipur
- (iv) Gujarat University, Ahmedabad
- (v) Dr. Babasahib Ambedkar Open University, Ahmedabad since 2012
- (vi) Veer Narmad South Gujarat University, Surat since 2017

11. TOTAL WORKING EXPERIENCE: **35 YEARS** (1984 to Date)

{Teaching & Administration -30 Years & Government Research- 05 Years}

(A) Summary of Working Experience:

S#	Name & Address of the Employer	Period of service in each post (Duration From To)	Designation of post held & scale of pay	Nature of work and level of responsibilities
01	Kadakia Educational Campus Ankleshwar	01.04.2017 to till date	Principal & Executive Director Kadakia Educational Campus - Ankleshwar	Day to day management of Overall Responsibility of Academic and Administration of MBA, MCA, BBA, BCA, B.Com, B.Sc, Hotel Management, CBSE School and Gujarat Board School under the direction of top Management. Front Office Management, Soft Skills & Communication, Grooming & Etiquettes, Housekeeping Management, Restaurant Management, Facility Management & Indian Cuisine
02	R. B. Institute of Management Studies (RBIMS), Ahmedabad Recognized by AICTE & Affiliated to GTU, Ahmedabad	01.04.2014 to 31.03.2017 { 03 Years}	Director {MBA & MCA Programme} Scale of Rs. 37400-67000. Starting Basic Rs. 60500/- plus other allowances as per AICTE / GTU norms Total Salary Rs. 1.25 per month	Talent acquisition, succession and workforce planning, performance management, training and development for hotel associates with the help of technology efficiently. Career planning, placement and Training of students and employees Entrepreneur the overall development of academic, administration & Management of the campus.
03	Sardar Patel College of Administration & Management	From 01.07.2010 to 31.03.2014	Director General {SPEC}	Manpower Planning Recruitment, Selection Performance Appraisal

	(SPCAM-MBA) Recognized by AICTE & Affiliated to GTU, Ahmedabad SPEC, Campus, Vidhyanagar-Vadtal Road, Bakrol-388315 Anand, GUJARAT	{ 04 Years}	Scale of Rs. 37400-67000. Starting Basic Rs. 60500/- plus other allowances as per AICTE / GTU norms Total Salary Rs. 1.75 per month	System and management of Key Responsible Area (KRA). Employees training and counseling, <i>Career planning, placement and Training of students and employees</i> Entrepreneur the overall development of academic, administration & Management of SPEC Campus Bakrol managed by Tirupati Education Trust, Anand
04	R.K.College of Business Management (RKCBM) Rajkot- Affiliated with Saurashtra University-MBA and Recognized by AICTE, New Delhi	01.07.2005 to 30.06.2010 { 05 Years}	Director {MBA-MCA Programme} Rs.16400-22400 scale Starting basic Rs. 20,500/= plus allowances	Overall administration, academic and development of Management programmes run by the RKCBM under the guidance of Managing Trustee-RKGC.
05	National Institute of Cooperative Management, (Post Graduate Centre of Gujarat University- MBA), Approved by AICTE Government of India New Delhi. , Nr. Indroda Circle, Opp. Fun world, Gandhinagar, Gujarat – 382 007	25.07.1997 to 30.06.2005 { 08 Years}	{Director – MBA & MCA Programme} Rs.16400-22400 scale Starting basic Rs. 17750/= plus allowances	Over all administration and academic activities of the Post Graduate Centre of MBA & MCA running under Gujarat University, Ahmedabad.
06	National Council for Cooperative Training, Government of India, Ministry of Agricultural Department of Cooperation New Delhi	28.09.1992 to 24.07.1997 { 05 Years}	Lecturer Management Programme at various Training and Management Institutions of Government of India working all over the Country. In the pay scale of Rs. 2200-4000	Management education, training, Research and consultancy sponsored by Government of India, World Bank, NCDC, NABARD, RBI and ICA Switzerland
07	Council for Rural & Cooperative Development, (CRCD) New Delhi.	01.05.1987 to 27.09.1992 { 05 Years}	Project Supervisor (NCDC) Government of India (World Bank) New Delhi Rs.1640 – 2900 scale	To supervise various project studies sponsored by Government of India, NCDC, NABARD, RBI & World Bank.
08	Department of Humanities & Social Science, IIT Roorkee {Formally known as Roorkee University}, Roorkee.	01.07.1984 to 30.04.1987 { 03 Years}	Junior Research Fellow cum Tutor. Rs.1200/- fixed	To teach B.E. and P.G.D.I.M. students and complete the Research activities.

12. PUBLICATIONS:

Thirty-five Research Papers have been published on General Management, Human Resource and other areas of Management tools in various Indian reputed Journals and some more are under publication.

13. Monograph Publication:

A Monograph on "Identifying and IPD Practices and Training Needs in DCCBs & Apex Bank of Gujarat" has been published by National Institute of Cooperative Management (NICM) Gandhinagar, page 101, year 1995.

14. Books Published so far: Four Books

- (i) "Human Resource Management Practices-Concept & Cases" Shanti Prakashan, Delhi-2003.
- (ii) "Human Resource Development- A New Perspective" Shanti Prakashan, Delhi-2003.
- (iii) "Emerging Issues on Human Resource Management- Shanti Prakashan, Delhi-2005.
- (iv) "New Dimension on Human Resource Development – Wisdom Publications, Delhi- 2005

15. Books Under Process:

- (i) "Human Resource Management Practices- A Comprehensive Thought.
- (ii) "Framework of HRM and IR" – Shanti Prakashan (under publication).
- (iii) "Dynamics of Business Communication"–Wisdom Publications (under publication).
- (iv) "Human Resource Practices in Consumer Cooperative Movement in India.
- (v) "Consumer Behaviour- A New Concept.

16. RESEARCH PROJECT COMPLETED:

I have been associated with the following research project during May, 1987 to August 1992.

- Fertilizer Delivery system in U.P. (Study sponsored by IFFCO, New Delhi)
- Study of NCDC's Rural Consumer Scheme for Five states namely, Karnataka, Assam, West- Bengal, Himachal Pradesh and Gujarat. (Study sponsored by NCDC, New Delhi)
- Preparation of Integrated Cooperative Development Project for District Varanasi in U.P. Jalore, Banswara and Siker in Rajasthan State. (Study sponsored by NCDC, New Delhi)
- Study of Primary Cooperative Marketing Societies in India- with special reference to selected Eleven states. (Study sponsored by NCDC, New Delhi)
- Evaluation of NCUI -FISCOFED Member Education Programme. (Study sponsored by Canadian Cooperative Association, New Delhi)
- Survey on Gender Integration of Women Fisheries in Raigarh District of Maharashtra. (Study sponsored by Canadian Cooperative Association, New Delhi and FISCOFED, New Delhi)
- Study of Operational Efficiency of Commercial and Domestic Products of NAFED in Madhya Pradesh and its linkage with Madras Terminal Market. (Study sponsored by NAFED, New Delhi)

17. FACULTY DEVELOPMENT PROGRAMMES ATTENDED:

I have successfully completed the following Faculty Development Programmes, which was organized and sponsored by NCDC & NCCT, Government of India, New Delhi and IIM- Ahmedabad from time to time.

- (i) Faculty Development Programme on "Human Resource Management & Industrial Relations" Organized by Indian Institute of Management, Ahmadabad and National Council for Cooperative Training (NCCT) New Delhi at URICM, Gandhinagar-April, 1993.
- (ii) Faculty Development Programme on "Managerial Economics" Organized by Indian Institute of Management, Ahmedabad and National Council for Cooperative Training (NCCT) New Delhi at ICM, Bangalore - May, 1993.
- (iii) Faculty Development Programme for newly recruited faculty members of NCCT New Delhi on "Cooperative Management" Organized by Vaikunth Mehta National Institute of Cooperative Management, Pune and National Council for Cooperative Training (NCCT) New Delhi- May-June 1993.
- (iv) Faculty Development Programme in Management (FDPM) organized by Indian Institute of Management (IIMA) Ahmedabad from 26 June, 1995 to 28 April, 1996. (The scholarship of this programme was sponsored by NCDC, Government of India)

18. DETAILS OF RESEARCH PAPERS PUBLISHED IN VARIOUS JOURNALS:

1. "Transfer of Technology to Developing Countries" Indian Journal of Marketing Vol.XVI, NO.11, July 1986, Page - 23.
2. "Consumer Problems in Indian : A Case Study of 500 Consumers in Roorkee City" Indian Consumer Cooperator June 1986, Page -3.
3. "Significance of Consumers Cooperative Stores in India - A New Concept" Cooperative Era January - June, 1986, Page - 17.
4. "Problems of Consumers Cooperative Stores in India" Indian Consumers Cooperator, November 1985, Page-17.
5. "Public Distribution System through Consumer Cooperatives : Past Trends and New Factors" Cooperator - November 1986, Page - 311.
6. "Consumer Welfare through Cooperatives in U.P. Hills" Cooperator (Hindi) January 15, 1987, Page - 457.
7. "Importance of Consumer Cooperative Stores" Indian Consumer Cooperator, November - December, 1986, Page - 17.
8. "Public Distribution System : Need for Restructuring" Cooperator May 15, 1987, Page - 684.
9. "India's Foreign Trade and Planning : A delicate Posture. The Case, The Cause, The Cure" Edited Book " - Dimension of Developing Planning. Kumoun University, Nainital, 1989, Page - 379.

10. "Role of U.P. Upabhokta Sahakari Sangh in the Development of Consumer Cooperatives in Meerut Division", Cooperator 1989,page 496.
11. "Role of Cooperative Societies in IRDP" Cooperator February, 1993.page. 399
12. "Public Distribution System Through Cooperatives in Sirmour District of Himachal Pradesh - A Case Study" SAMVET, ICM, Chandigarh - 1993.
13. "Role of Cooperatives in Integrated Cooperative Development Programme". The Cooperator, February, 1993. (Hindi)
14. "Consumer Resistance Movement: A New Concept" Sahakar Samiksha - ICM, Pune- 1994.
15. "Performance Appraisal of Consumer Cooperatives in India - A New Concept." Sahyog, UICM - Gandhinagar - 1994.
16. "Management of Consumer Cooperatives in Gujarat State" ICA Publication, New Delhi,1994 page 87.
17. "A Study of Pethapur Majdoor Kamdar Sahakari Mandli",1993-94 p.II-29
18. "Cooperative Processing in Gujarat State - A Case Study" Sahayog - 1995 UICM, Gandhinagar.
19. "Case Method A Pedagogical Learning Technique in Management Education" Cooperative Prospective, VAMNICOM Pune, January - June, 1996.page.01
20. "Impact of Technological Change in Industrial Relation" Prabandh Lucknow - April 1996. page.28
21. "Conceptual Frame work of HRD" Prabandh Lucknow- July-1997
22. "Need for Better Customer Services in Cooperative Banks" NAFUCB Journal-June.1998.pp 33-37
23. "Group Work _A Communication Tool of Teaching" Prabandh June,1998 page.43.
24. "Business Operation of Cooperative Banks in Gujarat In the Context of New Economic Policy" NAFSCOB Bulletin Jan-march,1998 page.54
25. "Training and Development a Case study- Indian Journal of Training and Development" Sept. 2000. pp67.
26. "Conceptual Framework for Manpower Training- A Case Study" Manpower Journal Vol XXXI No.03 October-December,2000 page.61.
28. "Lecture Method- A Tool of Learning –An Overview " Indian journal of Training & Development (IJTD- Journal) Vol. XXXII, No. 1 Jan-March,2002 page.88
29. "Challenges of Indian Management Education in the Context" Amity Business Review. Vol.4, No.2, July-Dec.2003 page-8
30. "Emerging Issues in Human Resource Management" Synergy journal of Management. Sardar Patel University, Anand. Vol.4&5 Nos. 1& 2 January2001-December,2003
31. "Promotion of Women & Tribals Through Labour Cooperatives" NFLC Souvenir 26-27 February 2004
19. Detail of Conference Proceedings Published in Edited Books:
01. "Role of Business Education in Global Economy- An Integrated Approach" 'Integrated world Markets' Edited by School Of Management Studies MNREC, Allahabad 2002 page. 5.49
02. "Challenges for Indian Management Education in the Global Context" 'Association of Indian Management School, 2002. Page. 204.
- 03 "Corporate Social Responsibility- Concepts, Contents & Critique" Edited Book "Managing Trade Technology & Environment" Institute of Management Nirma University, Ahmedabad 2003

- 04 "Emerging Paradigm of human Resource Management for the Learning Organizations" Conference Proceedings on "Intelligent Organization a Roadmap to Success. Excel Book Delhi 2005.
05. "Human Resource Management a New Agenda" HR Interventions in the Global Competitive Regime: Strategies for leadership" Edited book Excel

20: Detail of Ph.D Awarded by Dr.T.D.Tiwari;

AWARDED:

- (i) "Analysis of Liquidity Management in Petroleum Industry of India"- With special Reference to Refining Companies Ph.D Student Manish H. Patel, Lecturer Shree Arts & Commerce College Kalavad , Saurashtra University, Rajkot
- (ii) " An Empirical Study on Marketing Strategy of Telecom Sector in Gujarat State" Ph.D student Alpesh A Nasit, Assistant Professor R.K.College of Business Management, Rajkot. Saurashtra University, Rajkot.

21. No. of Post Graduate Students Guided of Grand Project: {2550}

Since 1999 I am regularly guiding MBA students for the preparation of Grand Projects in the final semester and so far 1750 such projects have been guided by me successfully.

References: Dr. Sandeep K Bhatt
Professor & Head
P.G Department of Business Studies
Sardar Patel University, Vallabh Vidhyanagar (Anand)
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Ex. Vice-Chancellor
Saurashtra University, Rajkot
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