

Shradha Shinde

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EDUCATION

Monte Ahuja College of Business, CSU – USA **2023-Present**

DBA in Information Systems

(Research Concentration: Information Technology and Entrepreneurship)

Monte Ahuja College of Business, CSU – USA **2022**

M.S in Information Systems

Beta Gamma Sigma – International Business Honorary Student Academic Achievement Award – 2022

(Areas of Concentration- Network Security and Business Analysis)

(Minor: IT Business Management)

Dr. D. Y Patil Institute of Technology, SPPU - IN **2020**

B.E Computer Engineering

(Concentration: Computer Sciences and Minor: Project Management)

Pimpri Chinchwad Polytechnic, MSBTE – IN **2017**

Associates/ Diploma in Information Technology

(Areas of Concentration: IT and Computer Engineering)

(Minor: Software Development)

RESEARCH INTERESTS

My research focuses on the intersection of **Generative Artificial Intelligence (GenAI), Information Systems, Digital Entrepreneurship, and Innovation**, with an emphasis on how emerging AI technologies are transforming venture creation, entrepreneurial decision-making, and economic development. I am particularly interested in understanding how individuals and resource-constrained entrepreneurs leverage AI to create, launch, and scale digital ventures, and how these technological

advancements can contribute to innovation ecosystems, workforce development, and inclusive economic growth.

Research Areas:

- Generative Artificial Intelligence.
- Digital and Solo Entrepreneurship.
- Information Systems.
- AI-Enabled Work and Venture Creation.
- Innovation Ecosystems and Economic Development.
- Frugal Innovation.
- Technology Adoption.
- Digital Transformation.
- Human-AI Collaboration

RESEARCH EXPERIENCE

Monte Ahuja College of Business, CSU

Cleveland, OH

Graduate Research Assistant for Dr. Deepa Iyer

Fall 2023 - Spring 2025

- Synthesized interdisciplinary literature on crowdsourcing in open-source software development to identify key research themes, theoretical gaps, and future research directions.
- Collaborated in research planning and conceptual discussions by organizing evidence, refining literature synthesis, and supporting manuscript development.
- Maintained a structured literature repository and monitored emerging publications to support current research and manuscript development.

Monte Ahuja College of Business, CSU

Cleveland, OH

Graduate Research Assistant for Dr. Timothy Arndt

Spring - Fall 2023

- Evaluated research on blockchain applications in software requirements engineering and Agile development to identify emerging opportunities and implementation challenges.
- Synthesized scholarly evidence to support conceptual discussions, refine research direction, and strengthen the study's theoretical foundation.
- Contributed to research planning by summarizing findings, comparing existing approaches, and documenting insights for ongoing manuscript development.

Monte Ahuja College of Business, CSU

Cleveland, OH

Graduate Research Assistant for Dr. Timothy Arndt

Fall 2022

- Synthesized research on blockchain and smart contract applications in higher education to identify emerging applications, implementation challenges, and future research opportunities.

- Organized and analyzed scholarly evidence to support conceptual development and manuscript preparation.
- Contributed to literature synthesis and research discussions by documenting key findings and comparing existing approaches across the field.

Monte Ahuja College of Business, CSU

Cleveland, OH

Graduate Research Assistant for Dr. Janine Spears

Spring 2022

- Reviewed and synthesized cybersecurity literature focusing on network security risks, security awareness, and emerging protective practices.
- Assisted with research design, survey development, and project documentation supporting empirical research activities.
- Organized research materials, summarized findings, and contributed to manuscript preparation and technical reporting.

Indian Institute of Management (IIM), Lucknow

Lucknow, IN

Summer Research Internship – Dr. Kshitij Awasthi

Summer 2021

- Synthesized literature on strategic alliance selection in the technology sector to identify research trends, methodological approaches, and key theoretical perspectives.
- Collaborated in conceptual discussions by organizing research evidence, evaluating findings, and supporting manuscript development.
- Contributed to literature synthesis and analytical discussions that informed the refinement of the review study.

MANUSCRIPTS IN PREPARATION

Shradha Shinde, & Shih-Lun Tseng

AI-Native Solo Ventures: Reconstituting Startup Workforce Structures Through AI-Enabled Capabilities.

Conference Manuscript in Preparation:

Develops a conceptual perspective on how AI-enabled capabilities allow solo entrepreneurs to substitute traditional startup workforce functions across the entrepreneurial lifecycle, positioning AI-native solo ventures as an emerging organizational form.

Shradha Shinde, Shih-Lun Tseng, & Iftikhar U. Sikder

Digital GenAI Solo Entrepreneurs: Reconstituting Venture Creation Through AI-Enabled Capabilities

Manuscript in Preparation:

Conducts a PRISMA-guided systematic literature review synthesizing research on Generative AI, solo entrepreneurship, digital entrepreneurship, innovation, and frugal resourcefulness to establish the conceptual foundations of Digital GenAI Solo Entrepreneurs (DGSEs) and identify future research directions.

TEACHING EXPERIENCE

TEACHING INTERESTS

My teaching interests lie at the intersection of **Information Systems, Computer Science, Artificial Intelligence, and Digital Innovation**. I enjoy teaching courses that combine technical concepts with business applications, helping students develop analytical thinking, problem-solving abilities, and practical skills for technology-driven organizations. My background in Computer Engineering, Information Systems, and AI-enabled digital entrepreneurship allows me to bridge software, data, and business strategy within the classroom.

Teaching Areas

- Information Systems.
- Spreadsheet Modeling.
- Business Analytics
- Artificial Intelligence.
- Generative AI
- Systems Analysis and Design.
- Database Management.
- Software Project Management.
- Digital Entrepreneurship and Innovation.

Monte Ahuja College of Business, CSU
Part-Time Instructor, Department of Information Systems

Cleveland, OH
Summer 2025 & 2026

- Served as the **Instructor of Record** for **IST 203 – Spreadsheet Skills & Applications**, independently teaching undergraduate students in an accelerated online format while integrating spreadsheet modeling, business analytics, and data-driven decision-making.
 - Continuously refined course content, assignments, and instructional strategies across multiple offerings to enhance student engagement and prepare students for the **Microsoft Office Specialist (MOS) Excel Certification**.
 - Mentored students from diverse academic, cultural, and professional backgrounds by providing individualized guidance, constructive feedback, and practical business applications that strengthened both technical proficiency and confidence.
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ACADEMIC RESEARCH – PROJECTS

Monte Ahuja College of Business, CSU

Cleveland, OH

Collaborative Research Study- AI-Based Diagnosis of Autism and Neurological Conditions

Collaborators: Dr. Ahmad Hassan Ahmed, Prof. Bridget M. Campbell Fall 2025

- Collaborated on a research study exploring how artificial intelligence and deep learning techniques applied to medical imaging (e.g., MRI, CT scans) can support the early detection and diagnosis of autism and related neurological conditions.
- Conducted and synthesized extensive literature reviews on autism, neurological disorders, and AI-driven medical imaging to inform the study's direction, research questions, and abstract development.
- Contributed to research framing, ideation, and abstract drafting, proposing questions and conceptual angles that addressed both the technical feasibility and real-world applicability of AI-based diagnostic tools.

Monte Ahuja College of Business, CSU

Cleveland, OH

Collaborative Research Study - Founder Gender and Venture Outcomes Fall 25 – Spring 26

Collaborators: Dr. Michele L. Heath, Dr. Kristin Kathleen Burton, Jasmine Kelley

- Contributed to a collaborative research study examining the relationship between founder gender and venture funding, exit outcomes, and innovation performance, using large-scale venture capital datasets.
- Assisted with data preparation, literature review, and preliminary analysis planning, supporting empirical modeling and hypothesis development for the study.
- Participated in cross-institutional research coordination and manuscript development discussions, contributing to the advancement of gender-focused entrepreneurship research.

Monte Ahuja College of Business, CSU

Cleveland, OH

From Zero to One: How Solo Digital Entrepreneurs Leverage Generative AI for Business Growth Fall 2023- Present

- Conducted a PRISMA-guided systematic literature review synthesizing research on Generative AI, digital entrepreneurship, solo entrepreneurship, innovation, and frugal resourcefulness to establish the conceptual foundations of Digital GenAI Solo Entrepreneurs (DGSEs).
- Collaborated with faculty in developing the study's conceptual framework by synthesizing interdisciplinary evidence, refining research direction, and integrating iterative feedback into the evolving research design.
- Led manuscript development through evidence synthesis, framework refinement, and preparation of conference and journal publications advancing the emerging concept of AI-

enabled solo ventures.

Monte Ahuja College of Business, CSU

Cleveland, OH

Everything Old is New Again: Investigating the Brand Equity

Spring 2024

of Failed and Relaunched Retail Store Brands in the Era of the Retail Apocalypse

- Conducted a comprehensive literature review on brand equity, retail brand failure, and brand relaunch strategies to support the development of the group's conceptual framework..
- Reviewed, synthesized, and organized scholarly literature to identify key themes, theoretical perspectives, and research gaps relevant to consumer perceptions of relaunched retail brands.
- Collaborated with team members to integrate literature findings into the research paper, contributing to the study's theoretical foundation and overall manuscript development.

Monte Ahuja College of Business, CSU

Cleveland, OH

Strategic Dynamics Between Meta and Apple in the AR/VR Market:

Spring 2024

A Game Theory Analysis

- Conducted in-depth analysis applying game theory concepts to explore the strategic interactions between Meta and Apple in the AR/VR market, identifying key strategies and predicting potential outcomes.
- Gathered and synthesized relevant financial data, market research reports, and consumer surveys to develop a comprehensive payoff matrix, ensuring a robust and empirical foundation for the analysis.
- Authored a detailed research essay that integrated theoretical models with practical insights, earning commendation for clarity, depth of analysis, and the application of game theory to real-world competitive dynamics.

Monte Ahuja College of Business, CSU

Cleveland, OH

Artificial Intelligence: Basics, Trends, and Impact of AI accessibility

Fall 2023

- Synthesized interdisciplinary literature on AI accessibility, evaluating technological trends, ethical implications, and organizational applications.
- Gathered and synthesized data from diverse sources, including academic papers, market research reports, and industry case studies, to develop insights into the practical applications and challenges of AI.
- Authored a detailed research essay that demystified AI for a non-specialist audience, presenting complex information in an accessible manner and earning an A grade for clarity, depth of analysis, and thoroughness.

Monte Ahuja College of Business, CSU

Cleveland, OH

Modeling the IOT: A Cognitive Agent-Based Computing Approach

Spring 2021

- Conducted a comprehensive literature review on Internet of Things (IoT), synthesizing contemporary research to evaluate emerging trends, theoretical foundations, and future

research opportunities.

- Explored relevant research papers, articles, cited chapters and literature material. After evaluating source material, identifying the focus of the paper, understanding gaps between recent publications and the key research paper.
- Articulated the derived content in a sequence of introduction, brief summary, foundation, drawing boundaries of the research paper, provided analysis, justified and provided critique, stated its impact, and lastly stated a brief derived review, in a way where someone who is not familiar to research and technical jargon can easily understand, learn and reciprocate the conclusion of “*Internet of Things (IOT)*” review paper.

Dr. D. Y Patil Institute of Technology, SPPU

Pune, IN

Majha Gaav (My Village) - Connecting Community & Resources

2018-2019

- Initiated and conceptualized the development of a community-centric mobile application aimed at connecting communities and resources in a user-friendly, convenient, and interactive manner to support rural areas with poor internet connectivity.
- Designed the application as a semi-dynamic mobile platform, enabling users with valid accounts to access community pages with or without internet connectivity. Implemented functionality to access the internet only for data updates and additions, ensuring efficient use of limited connectivity.
- Developed the application to store vital village information, such as contacts for schoolteachers, small businesses, hospitals, and private physicians, in a centralized location accessible offline, enhancing resource availability and community support without constant internet access.

Pimpri Chinchwad Polytechnique, MSBTE

Pune, IN

Banking using Biometrics Authentication

2016-2017

- Developed a platform-independent computer application using Advanced Java for programming and Java Applet for user interface development. Focused on implementing face and iris-retina biometrics for secure user authentication in banking accounts.
- Conducted extensive research on Java’s flexibility, accuracy, market trends, effectiveness, reliability, and real-time product demand to ensure the application met high standards of performance and security. Collaborated under the mentorship of Ms. Sonali Mortale, HOD of the Information Technology department, to refine and validate the project.
- Presented the project at several inter-college competitions, earning awards for "Innovative Thinking and Creative Implementation," showcasing the project's originality and technical proficiency.

GRADUATE ASSISTANT

Served in multiple graduate assistant appointments across teaching, laboratory operations, research support, certification administration, and departmental administration within the Department of Information Systems at Cleveland State University. Collaborated with six faculty members while supporting undergraduate and

graduate courses, laboratory operations, student success initiatives, and academic program delivery.

Monte Ahuja College of Business, CSU

Cleveland, OH

Graduate Assistant- Instructional Support

Fall 2023 - Present

- Supported undergraduate and graduate Information Systems courses, including **IST 211, IST 331, IST 360, IST 504, and IST 632**, through classroom, laboratory, grading, tutoring, and instructional assistance.
- Collaborated with **Dean Dr. Paul, Dr. Deepa Iyer, Dr. M. Soliman, and Prof. Bridget Campbell**, gaining experience across diverse teaching styles, course structures, and Information Systems curricula.
- Prepared instructional materials, laboratory exercises, assignments, examinations, and grading resources to support effective course delivery.
- Proctored examinations, maintained academic integrity, and assisted with classroom and laboratory management throughout the semester.
- Conducted literature searches and identified scholarly resources to support faculty teaching and research activities when requested.

Monte Ahuja College of Business, CSU

Cleveland, OH

Graduate Assistant – Information Systems Laboratory Operations

Fall 21- Summer 2024

- Managed daily operations of the Information Systems Laboratory, supporting faculty, students, and academic staff with laboratory resources and technical assistance.
- Coordinated laboratory scheduling, classroom reservations, faculty presentations, and equipment allocation across multiple Information Systems courses.
- Developed and maintained the department's laboratory booking system to improve scheduling efficiency and resource utilization.
- Installed, configured, and troubleshoot academic software and laboratory environments supporting Information Systems instruction.
- Trained and supervised laboratory monitors while assisting students with software installation, database environments, and technical troubleshooting.

Monte Ahuja College of Business, CSU

Cleveland, OH

Graduate Assistant – Microsoft Office Specialist (MOS) Certification

Spring 24 - Spring 26

- Administered and supervised **150+ Microsoft Office Specialist (MOS)** certification examinations in accordance with Certiport testing standards.
- Coordinated examination scheduling, candidate verification, testing logistics, and certification procedures.
- Maintained examination integrity by monitoring testing sessions and ensuring compliance with certification requirements.
- Assisted candidates throughout the certification process while providing a professional testing environment.

Monte Ahuja College of Business, CSU

Cleveland, OH

Graduate Assistant – Department of Information Systems Administration Fall 2025 - Spring 2026

- Served as a primary departmental contact for students, faculty, staff, and university visitors by responding to administrative and academic inquiries.
- Managed departmental communications, including phone, email, and front-office operations, while supporting daily administrative activities.
- Assisted with scheduling, documentation, and departmental operations to ensure efficient coordination of academic and administrative functions.
- Supported faculty and departmental initiatives by providing operational assistance during meetings, events, and academic activities.

Monte Ahuja College of Business, CSU

Cleveland, OH

Graduate Assistant – Technical Systems & Lab Development

2021 - 2022

- Collaborated with faculty on specialized technical projects involving **robotics, database systems, software implementation, and emerging Information Systems technologies**.
- Developed and tested educational robotics prototypes using Python and sensor-based technologies while documenting project outcomes.
- Assisted with database laboratory implementation by testing assignments, supporting software installation, and troubleshooting technical issues.
- Participated in project planning, technical documentation, prototype evaluation, and iterative improvement of instructional laboratory activities.

Dr. D. Y. Patil Institute of Technology, SPPU

Pune, IN

Teaching Assistant, lab of Dr. Chaya Ravi Jadhav (Jagtap)

Fall 2017

- Assisted in planning, organizing, and supervising laboratory sessions for the Digital Electronics course under the guidance of Dr. Chaya Ravi Jadhav (Jagtap).
- Coordinated laboratory activities, maintained records, monitored assignment submissions, and supported day-to-day laboratory operations.
- Assisted with grading, laboratory preparation, equipment setup, and instructional support while helping students troubleshoot technical problems.

CONFERENCE PRESENTATIONS & PROFESSIONAL DEVELOPMENT

- IS Research Seminar, Monte Ahuja College of Business, Cleveland State University – Presented research seminar “From Zero to One: How AI Solo Entrepreneurs Leverage Generative AI for Business Growth” (Fall 2025).
- Women in Cyber Security (WICYS), held and supported by Cleveland State University (CSU) in Cleveland, Ohio. Participated and volunteered as Student Chapter Leader for Information Systems Department- March 2022.
- Annual Research Conference and Doctoral Consortium held by Indian Institute of

Management: IIM, Lucknow. Attended as Dr. Kshitij Awasthi's mentee for the conference held in Lucknow, India - May 2021.

- Research Conference on Operations and Supply Chain Management (RCOSCM) held by Symbiosis Institute of Operations Management, Nashik – Nov 2019.
- International Conference on Information Systems Security (ICISS), held in Indian Institute of Technology (IIT), Mumbai – Dec 2017.

PROFESSIONAL / ACADEMIC WORK EXPERIENCE

Judge – Choose Ohio First Poster Symposium

Cleveland, OH

Cleveland State University

Spring 2026

- Invited to serve on the judging panel for the Choose Ohio First Poster Symposium, evaluating undergraduate and graduate student research posters across engineering, computing, and applied sciences disciplines.
- Assessed research quality, methodological rigor, originality, and clarity of presentation using standardized academic rubrics.
- Provided structured written feedback to student researchers and participated in the selection of award-winning poster presentations, contributing to statewide research engagement and academic enrichment initiatives

Ad Hoc Reviewer - European Conference on Information Systems (ECIS)

Fall 2025

- Invited to serve as an ad hoc reviewer for a conference paper submitted to the European Conference on Information Systems (ECIS), based on alignment with doctoral research expertise in Information Systems.
- Conducted a critical and structured peer review, assessing theoretical grounding, research design, methodology, and overall contribution to the Information Systems literature.
- Delivered constructive written feedback and recommendations to support manuscript improvement and strengthen scholarly rigor in line with academic reviewing standards.

Shorelight Education LLC

Cleveland, OH

Research Assistant for Dr. Tom Kelly

2023-2024

- Conducted extensive literature reviews and research to identify companies in Cleveland offering job opportunities for graduate students in Computer Science, Information Systems, Information Technology, and Software Engineering (STEM fields). Developed a comprehensive list of potential employers.
- Created and maintained an Excel sheet titled "Career Opportunities," systematically organizing information about companies, including industry sectors, addresses, employee numbers, and available career opportunities. Ensured data accuracy and relevance based on feedback and instructions from Dr. Tom Kelly.
- Worked closely with Dr. Tom Kelly to refine research objectives and methodologies.

Regularly update and reported progress, incorporating feedback to enhance the quality and usability of the compiled career opportunities database for graduate students.

Monte Ahuja College of Business, CSU

Cleveland, OH

Women in Cyber Security (WICYS), Chapter Leader

2022

- Organize online or in-person coffee chats with professional within the industry, talk with fellow women-centric organizations and raise awareness, etc.
- Planned and organized social events for the university student chapter, which allow students to relax, network, share ideas, gain confidence, understand their interests in the field, discuss and plan upcoming events.
- Conduct Tech talks where individuals/ groups cover CSEC topics such as Scanning, access control etc. that promotes the field of information security and motivates members to develop interest.

Cleveland State University

Cleveland, OH

Global Orientation Leader

2021-2022

- Worked and guided 30+ international students through the Orientation sessions by giving presentations, providing guided campus tours, and providing information about Cleveland State Universities' student culture, history, student bodies, clubs, fraternities and other offered services.
- Responsible for setting-up programs, meet and greets, query resolution sessions, guiding student groups with documentation, housing facilities, organizing student networking events, etc.
- Scheduling, keeping records, preparing course work and faculty information folders, holding zoom sessions and breakout sessions to better assist student queries etc.

Shorelight Education LLC

Cleveland, OH

CSU Global under Dr. Sarah West

Winter break 2021

- Worked and guided 30+ international students through the Orientation sessions by giving presentations, providing guided campus tours, and providing information about Cleveland State Universities' student culture, history, student bodies, clubs, fraternities and other offered services.
- Responsible for setting up programs, meet and greets, query resolution sessions, guiding student groups with documentation, housing facilities, organizing student networking events, etc.
- Scheduling, keeping records, preparing course work and faculty information folders, holding zoom sessions and breakout sessions to better assist student queries etc.

Shradha Music and Dance Institute, ICF

Cleveland, OH

Internship- Database Developer and Administrator

Fall 2021

- I worked with the institution to develop an interactive database management system with a

key focus of converting paper-based database to a digital computer-based database.

- The organization wanted to develop a student focused database that almost replicated the bookkeeping methodology with few optimizing adjustments.
- As I was working directly with the end client, I dabbled between the responsibilities of designer, developer, and manager of the project.
- I performed tasks such as data gathering, stakeholder engagement, record organizing, dashboard development, establishing milestones, managed engagement, testing, resource management, budgeting etc.

Azrom Industries Pvt. Ltd

Pune, IN

Junior Business Analyst

2018-2020

- Here I started out as an intern and over the course of three years, I worked my way up towards becoming a fulltime employee.
- Worked with a team of 25 members, where I managed processes for strategic planning initiative using SWOT analysis, designed test cases, Process flow Management etc.
- I also participated in bug tracking report development, developed and delivered key documentations for business cases, Business Requirement Documentation (BRD), Functional and Non-Functional Requirement Document (FRD and NFRD).
- During this time, I was also involved in stakeholder engagement, developing documentation- translating client requirements and developing testcases.

International Cultural Foundation, ICF

Pune, IN

President of Student Board Association

2012-2020

- Here I organized events, coordinated interviews for new recruits-student body teams, selecting and functioning of committee chairpersons etc.
- I supervised and assisted 5 teams of 7-15 members each, coordinated, wrote, edited and submitted stories about new updates, newsletters, articles and upcoming events.
- Connected with staff, students and clubs via. Emails, meetings and one-on-one conversations. Organized interactive activities and programs to learn and celebrate diverse cultures, festivals and auspicious days.
- From time to time, I would train and mentor new members during orientations sessions and individuals who would occasionally volunteer during events.

National Skill Development Corporation (NSDC)

Pune, IN

Student Representative – Pimpri Chinchwad Polytechnic, MSBTE

Fall 2016

- Worked with the College Readiness Program to help students who come from non-English (Marathi) or Semi-English language academic backgrounds. The course was build around instilling soft skills, interview preparation, building English speaking fluency etc.
- Responsibilities include providing timely and accurate educational information to students on certification, coursework, syllabus, program application procedures and campus offered resources.
- Assist with record keeping, reports, and financial-aid applications.

HONORS AND AWARDS

- Recognized with consecutive “Monte Ahuja Endowed Scholarships” as a DBA student- Fall 23 -Spr 25.
 - “Information Systems Department scholarship” support reflecting strong academic performance and program engagement – 2023 – Present.
 - Nominated for membership in “The National Society of Leadership and Success (NSLS)” 2024, acknowledging demonstrated leadership potential and commitment to academic excellence.
 - “Graduate Research Scholarship Award” from Information Systems Department, Monte Ahuja College of Business, CSU – Fall 2022
 - “Outstanding Academic Award” from honorary society for graduate business student, Beta Gamma Sigma (BGS) - March 2022
 - “Research Scholarship” from Information Systems Department, Monte Ahuja College of Business, CSU – Spring 2022
 - “Innovative Tech Entrepreneur”, from STARTUP VIKES competition held by Monte Ahuja College of Business, CSU - Nov 2021
 - “Graduate Student Academic Award” from Monte Ahuja College of Business, Academic Performance Scholarship – 2021 & 2022
 - “Second Runner Up Award” organized by Mantrapreneur, held by FLAME University- March 2018
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REFERENCES

ACADEMIC REFERENCES

- Dr. Timothy Arndt- Department Chair and Professor at the Information Systems, Monte Ahuja College of Business, CSU.
Relationship: Former Student/ Graduate Assistant/ Research Assistant.
Contact information: Email Address: - t.arndt@csuohio.edu.
- Dr. Abdullah Oguz - Assistant Professor at the Information Systems Department, Monte Ahuja College of Business, CSU.
Relationship: Student.
Contact Information: a.oguz@csuohio.edu.
- Dr. Shih-Lun Tseng (Alen)- Assistant Professor at the Information Systems Department, Monte Ahuja College of Business, CSU.
Relationship: Student.
Contact Information: s.tseng51@csuohio.edu

PROFESSIONAL REFERENCES

- Mr. Kshitij Kumar – Project Manager of Azrom Industries Pvt. Ltd, Pune, IN.
Relationship: Former Employee.
Contact information: Email Address: - kumar.kshitij.azromindustries@gmail.com
- Mrs. Sharda Kshirsagar – HR at Shradha Music and Dance Institute, Pune, IN
Relationship- Former Employee.
Contact information: Email Address: - shard.k.smdi@gmail.com

Note: Last Update in July- 2026