

Dr. Radha Iyer

Adjunct Professor, K J Somaiya Institute of Management

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Current Job

Working with the K.J. Somaiya Institute of Management since 2003. Adjunct Professor from June 2024

Courses Taught –Entrepreneurship management, Social entrepreneurship & Innovation.

Educational Background

- PhD in “Employee Training and Development in the NGOs” from SNDT, Mumbai, 2011.
- Master’s in Administration Management, Jannalal Bajaj Institute of Management Studies, Mumbai University, 1996.
- Bachelor of Arts, Mumbai University, 1992.
- Diploma in Hotel Management and Catering from the Institute of Hotel Management, Catering and Applied Nutrition (Mumbai), 1984.

Other qualifications

- Attended a one-week, “New venture creation programme,” as an observer at the Hunter Center for Entrepreneurship, University of Strathclyde – Glasgow, Scotland.
- Received a certification, “Certified programme in Entrepreneurship Teaching” - Indian School of Business (ISB) Hyderabad, India.
- Received an honors certification, “Entrepreneurs Educators Course”- Jointly awarded by Stanford Technology Ventures programme, Indian Institute of Management Ahmedabad, National Entrepreneurship Network.
- Received an honors & Certified as a mentor by London Business School, National Entrepreneurship Network & Goldman Sachs.
- Certified as a trainer for Marketplace simulation by Innovative Learning Solutions, INC.

Management Development Programs

- Facilitated Executive Development programs in Entrepreneurship, Innovation & Social entrepreneurship
- **Target audience**
- **Faculty** - National Entrepreneurship Network, Rashtriya Uchachatar Shiksha Abhiyan (RUSA) – Mumbai, Faculty from engineering, pharmaceutical and other institutes, Entrepreneurship Development Institute, Parle Tilak Vidyalyaya Association (PTVA), AIC - Rhambhau Mhalgi Prabodhini & KES’ Shroff College of Arts & Commerce & Dr. V. N. Bedekar Institute of Management Studies.
- **Students** - Indian Institute of Management Ranchi - IIM Ranchi, Narsee Monjee Institute of Management Studies & Research, NMIMS (School of Design), Jaihind, Birla College, Sardar Patel College of Engineering, Veermata Jijabai Technical Institute (VJTI), Thakur College of Engineering and Technology, Indira Institute of Business Management, K. J. Somaiya College of Science and Commerce, K. J. Somaiya Polytechnic Institute, S. K. Somaiya College of Arts, Science & Commerce, Christ (Deemed to be University), Nirmala Niketan, College of Engineering (COEP) – Pune, University of Allahabad and Career College, Indore & Atal Incubation Center Banasthali Vidyapith- Jaipur.
- **Entrepreneurs** - JIIF- JITO, RIIDL & Community - Stree Mukti Sanghatna - (NGO), Thane Entrepreneurs Network (TEN) & Business Network International, Accelerating Scaling Entrepreneurship – Mariwala group (ASCENT) for internship orientation.
- **Organizations** - MITCON Engineers & Consultant services, Maharashtra Energy Regulatory Commission, Sujana Barre, Dow Chemicals, Owens Corning, Mumbai Police, Arkema, Godavari Biorefineries Limited, INA Bearings Ltd, Mahindra Farm Equipment, Fiat Chrysler Automobiles, Godrej & Boyce, Power System Operation Corporation (POSOCO) Department of Atomic Energy, Nanavati Hospitals, Schaeffler, Mahindra & Mahindra (Auto - Division), Indian Merchants Chambers and Life Insurance Corporation.

(b) Consulting

Entrepreneurship

- Technoserv for women entrepreneurs, RiiDL, National entrepreneurship network, Startupbootcamp and Shenomics
- Assessor for various business plan competitions – National entrepreneurship awards 2017 & 2018 and University of Allahabad among others.
- Conducted an impact assessment for Indian Institute of Corporate Affairs (IICA) in 2021.

Human resources

- Assessor for Development Centers – target audience –hospitality, tourism, MNC consumer durable, a private bank, a Non-banking finance company & an IT software development organization and a life sciences company.
- Involved as an interview panelist for recruitment & promotional interviews with ICICI Bank & Reliance Infrastructure Ltd.

Publications and Conferences

Journal publications

- Gupta H. & Iyer, R. (2022). Internal Social Network Ties and Entrepreneurial Team Performance: Role of Teamwork in Technology-Based Ventures in India. *Indian Journal of Industrial Relations*, 58(3), pp (National, C category in ABDC journal list). <http://www.publishingindia.com/ijir/22/internal-social-network-ties-and-entrepreneurial-team-performance-role-of-teamwork-in-technology-based-ventures-in-india/32038/76947/>
- Manelkar, K.A., Iyer, R., Gupta, K. and Sampat, B. (2022), "A relationship between perceived investment in temporary employee development and organizational performance: an empirical study", *Journal of Organizational Effectiveness: People and Performance*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/JOEPP-03-2022-0054> . (International, ABDC–B).
- Thankachen, J. Iyer, R., Gupta, K., Azmi, F.T. & Ray, M. (2022). Relationship between employee resilience and work role performance in higher education. *Positif Journal*, 22(9), 138-153 (Scopus indexed).
- Khokhawala S. M & Iyer R. (2022). Sustainable Entrepreneurship in India: A Comparative Case Study of Social, Economic and Environmental Outcomes. *South Asian Journal of Business and Management Cases*. Published online on 11th March 2022. <https://journals.sagepub.com/eprint/Q5GGYCXZKNKHAZVIQSEPY/full> (Peer reviewed journal).
- Manelkar, K., Iyer, R., & Gupta, K. (2022). Leader-member exchange and employee retention: Investigating the mediating role of work-life balance. *Indian Journal of Industrial Relations*, [National, ABDC – C].
- Hari, H., Iyer, R. & Sampat, B. (2021), Customer Brand Engagement through Chatbots on Bank Websites– Examining the Antecedents and Consequences *International Journal of Human-Computer Interaction*, DOI: 10.1080/10447318.2021.ISSN no. 1988487, 15327590, 10447318. (International, ABDC–B).
- Khokhawala, S. & Iyer R. (2021). Entrepreneurial ecosystems: Spanning institutional gaps in emerging economies via incubator networks. *Journal for International Council for Small Business*. ISSN: 2643-7023, Published online on 23rd March 2021, <https://doi.org/10.1080/26437015.2021.1881930> (Peer reviewed journal).
- Gawai M., Iyer R., Kedia N., Bhakkad P. (2019). Ethical Leadership and Its Relationship with Sales Force Performance Mediated by Trust of Sales Employees on their Leaders. *Economics and Applied Informatics*, 25(1), 120-131. doi:<https://doi.org/10.26397/eai1584040944>. [ABDC–C in 2019].
- Basargekar P., Iyer R. and Bhatia A., *Journal of Asia Entrepreneurship and Sustainability*, Assessing employees’ perception related to entrepreneurial climate in their organization & its impact on their perception related to organization’s potential success, Vol XV, Iss 1, June 2019. [International, ABDC – C]
- Iyer, R & Gouda, J. (2009) ‘Behaviour modeling as a training methodology’, *Synergy*, ISSN 0973-8819, Volume VII, pp 51-58. (Now Business Perspectives & Research). [National, ABDC – C].

Chapter in book

- Iyer R and Panda S, Training needs analysis (TNA) for HRM, Management Practices and strategies in an uncertain era – The Indian experience, 1st edition, 2012, New Century Publications, pp 71-82.

Cases

- Mamaearth: Navigating Growth Beyond Baby Care (accepted by Ivey Publishing)
- Alternatives & Consumer vision, National entrepreneurship Network.
- Iyer R., Wankhede K. & Talathi H. (2017), Business model of an entrepreneurial venture - Missionmca.com, The Case Centre, 817-0073-1.

Working papers

- Priyadarshini S., Iyer R. & Kumar S. (2022). Vaccine hesitancy in an emerging economy: Understanding the antecedents. Asia Pacific Journal of Health Management. Manuscript ID MRR-04-2022-0241.(Under review).
- Gupta H. & Iyer, R. (2021). Equity Distribution and its Impact on Entrepreneurial Team Performance: A Perspective of the Equity Theory Concept.(International, ABDC–B). (Revised & resubmitted - 2nd time).

Papers presented at conferences.

- Iyer, R., Verma, A. & Parihar, K. (2023). Frugal innovation in Healthcare. In 3rd International Healthcare Management Conference 2023, "Future of Healthcare Strategies and Policies for Care Delivery and Wellbeing".
- Aditya, S. & Iyer, R. (2023). A study of factors affecting Online Shopping Cart Abandonment (OSCA) behaviour. 18th SGMC
- Iyer, R., Bindra, P., Pandey, B. & Garg, S. (2022). The relationship between responsible leadership, green human resource management, environment knowledge and employee green behavior. In 5th International Conference on Challenges in Emerging Economies, Business Agility and Sustainability in the Heuristic Environment. ISBN 978-81-957782-1-8, pp 108-120.
- Khokhawala, S. M., & Iyer, R. (2022). Designing an Entrepreneurial Networking Scale Using Qualitative Analysis. Case Studies in Entrepreneurial Ecosystem, Sustainable Business and Stakeholder Dynamics. Bloomsbury Publishing , ISBN: 9789256402171.
- Priyadarshini S., Iyer R. & Kumar S., Vaccine hesitancy in an emerging economy: Understanding the antecedents, The 2nd International Healthcare Management Conference 2022, Navigating the New Normal with Focus on Healthcare Accessibility, Innovation and Sustainability, (Online mode), 29th January, 2022,ISBN No. 978-81-951906-1-4, pp 112-116.
- Dang, N. & Iyer, R., (2022), The impact of proactive personality, work engagement and work from home on subjective wellbeing of employees: Examining the mediating role of thriving at work, at the 9th International HR Conference, Way Forward: New Normal During Covid-19 Pandemic, K. J. Somaiya Institute of Management, February 3rd -5th, 2022, ISBN No.978-81-951906-9-0.
- Pandey A., & Iyer R. (2021). Micro Stories and Instagram Narrative by Social Entrepreneurs, Presented a conference paper at the 4th International Conference on Challenges in Emerging Economies, at K J Somaiya Institute of Management. Mumbai, India, on 4th December 2021,149-152, ISBN no. 978-81-951906-6-9.
- Manelkar K., Iyer R., Gupta K., & Sampat B. (2021). Relationship between Perceived Investment in Temporary Employee Development and Organisational Performance: An Empirical Study in the Indian IT BPM Organisations. Presented a conference paper at the 4th International Conference on Challenges in Emerging Economies, at K J Somaiya Institute of Management. Mumbai, India, on 4th December 2021, 167-174. ISBN no. 978-81-951906-6-9
- Khokhawala S. M & Iyer R. (2021). Building Sustainability through Sustainable Development Goals and Artisan Networks: An Entrepreneurial Journey. Presented a conference paper at the 3rd International Conference on Challenges in Emerging Economies, at K J Somaiya Institute of Management . Mumbai, India, on 26th February 2021
- Juneja, R., Cheemakurthi, C., & Iyer, R., (2021) Factors affecting green purchase intention of Indian consumers in the skincare industry, 16th SIMSR Global Marketing Conference on Conscious

Consumerism and Marketing, 5th & 6th May 2021, K J Somaiya Institute of Management, Virtual, India, ISBN 978-81-951906-5-2,315-320.

- Thankachen, J., Iyer, R., Gupta, K. & Azmi, F.T. (2021), The relationship between employee resilience and work role performance: A mediated moderation model using e-work-life and job complexity, 1st IIM Bodh Gaya Management Conference on Post COVID Management Strategies: Recovery, Resilience & Adaptation, 23rd & 24th April 2021, Virtual, India.
- Pandey A, Gupta K, Iyer R, Gawai M (2020), How Green is my Company? Perceptions of Green Messages by Companies, 3rd International Conference on Challenges in Emerging Economies, K J Somaiya Institute of Management. Mumbai, India, 26th February 2021.
- Hari, H & Iyer, R. (2020), A conceptual model for engagement through chatbots. Paper presented on the 9th of December 2020 at the virtual International Conference of Marketing, Technology & Society, Indian Institute of Management Kozhikode, 7th-9th December 2020.
- Manelkar, K., Iyer, R. and Gupta, K. (2020). Relationship between leader–member-exchange, work-life balance and employee retention, at the 7th International HR Conference, K. J. Somaiya Institute of Management Studies & Research, January 31st, 2020.
- Iyer, R., Sharma, K., Gaikwad P. & Vaishali (2020), Relationship between entrepreneurial marketing and firm’s performance in Indian context. Paper presented at the 15th SIMSR Global Marketing Conference – 2020, K. J. Somaiya Institute of Management Studies and Research, Mumbai.
- Iyer, R., Khanna V., Chedda, C., Chaudhari, S. & Agrawal, P. (2019), An empirical study of antecedents of brand love in personal grooming products. Paper presented at the 14th SIMSR Global Marketing Conference, K. J. Somaiya Institute of Management Studies and Research, Mumbai.
- Gupta, H. & Iyer, R. (2019). Teamwork Quality and Team Performance: Role of Network Ties In Entrepreneurial Teams at the sixth biennial conference of the Indian Academy of Management held at the Indian Institute of Management Tiruchirapalli, January 2-4,2020.
- Bhatia, A., Iyer, R. & Basargekar, P. (2019). Business Models of Social Enterprises in Emerging Economies: An analysis at the 2nd International Conference on Emerging Economies, K. J. Somaiya Institute of Management Studies and Research, Mumbai, 22nd- 23rd November 2019.
- Pandey, A. & Iyer, R. (2019). The power of persuasion – Entrepreneurial pitches going beyond just an idea at the 2nd International Conference on Emerging Economies, K. J. Somaiya Institute of Management Studies and Research, Mumbai.
- Iyer, R. & Khokhawala, S. (2019). Entrepreneurial ecosystem, spanning institutional gaps in emerging economies via incubator networks. Paper presented at the 64th World Congress of the International Council for Small Business (ICSB) Conference at Cairo, Egypt.
- Iyer, R. & Gupta, H. (2019). Perceived justice and team interactions as antecedents of new venture team performance. Paper presented at the 6th SIMSR International HR Conference, Demystifying team dynamics at the K. J. Somaiya Institute of Management Studies and Research, Mumbai.
- Iyer, R., Punjabi H., Soman R. & Kattishetti S. (2019). Social innovation and rural tourism: The case study of 17,000 ft Foundation. Paper presented at the International Conference on "Community Involvement in Tourism Development in Emerging Countries", Central University of Karnataka, Kalaburagi.
- Iyer, R., Pandey, A., & Soman, R. (2018). An Analysis of Corporate Storytelling - The Art and Craft of Apologies. Paper presented at the 1st International Conference on Emerging Economies, K. J. Somaiya Institute of Management Studies and Research, Mumbai.
- Iyer R. & Bansal.A., Challenges faced by not-for-profit organizations in India, Virtual paper presented at the 9th Annual EUROMED Academy of Business Conference at Warsaw, Poland, September 14-16, 2016. ISBN: 978-9963-711-43-7, pp -1049-1067.
- Basargekar. P., Iyer, R., & Bhatia A. Comparison of the innovation and entrepreneurial climate between large organizations and small medium enterprises in Mumbai, K. J. Somaiya Institute of Management Studies & Research, Center for economic policy and research – CEPAR, Economics for innovations of SME’s, 19th December 2015, Mumbai.
- Natarajan C, Wittmann R & Iyer R., Factors that influence entrepreneurship in India - an exploratory study, Paper presented at the 7th Annual EUROMED Academy of Business Conference at Kristiansand, Norway, September 18-19, 2014. ISBN: 978-9963-711-27-7.

- Iyer R & Agrawal P., 2014. Social Return on Investment – Measuring the Impact, Chetana R.K. Institute of management and research, 6th National conference on Sustainable inclusive growth through socially responsible enterprise -22nd March 2014 Mumbai.
- Iyer R and Gupta, I. 2011. Marketing in transition. Paper presented at the SIMSR Asia International Marketing Conference, Mumbai. Perception of employer attractiveness by organization employees.
- Iyer R and Gupta, S. 2010. HR 2030 The new arsenal for the future. Innovation an organizational need, India: Bombay Management association.
- Iyer, R and Gupta S., (2010). Influence of Self efficacy on self training needs analysis. Paper presented to the National HR Conference at the SIES College of Management Studies –3rd February 2010 Navi Mumbai.
- Iyer, R and Panda, S., (2009). Training needs analysis – a study in Indian organizations. Paper presented to the National Seminar on, managing in an uncertain economic era – embracing change in a service economy, School of Management Studies, November 5-7, University of Hyderabad.
- Iyer, R (2009), Pardiwalla, P., & Bathia, J., ‘Training evaluation-practices in Indian organizations’, HRD Newsletter, November 2009, Vol.:25, Issue: 8, pp35-38.
- Iyer, R & Sakrani, S., (2009) ‘Role of human resources in corporate social responsibility ’, - (Lead article in the publication of the National Human Resources Development Network –NHRD Network), HRD Newsletter, May 2009, Vol.:25, Issue: 2, pp16-19.
- Iyer, R (2007) ' An examination of the current pedagogy in entrepreneurship education' Center for Entrepreneurship and Small Business Management (CESBM), Maharshi Dayanand Saraswati University, Ajmer 305009, Rajasthan, India.
- Iyer, R (2004) ' Women entrepreneurs in the NGO sector ', Entrepreneurship Development Institute, Ahmedabad, India.

Conference chair

- 6th International Research Conference on ‘Building Resilience in Business and Beyond’ on 9th of April 2022 at Chetana’s Ramprasad Khandelwal Institute of Management & Research (CRKIMR) and Chetana’s Institute of Management & Research (CIMR), Mumbai.
- 10th & 11th & 16th SIMSR Global marketing conference on 5-6, May 2021, 13-15 January 2016 & 24-25 February 2015.
- Session co-chair at the sixth biennial conference of the Indian Academy of Management held at the Indian Institute of Management Tiruchirapalli, January 2-4,2020.
- Panelist at the Global Business School Network (GBSN) Summit on Learning by doing on Creative Resource Solutions on April 4, 2019 at S P Jain Institute of Management and Research, Mumbai.
- Track co-chair of the technical presentations at the International Conference on "Community Involvement in Tourism Development in Emerging Countries, 2019” held at the Central University of Karnataka, Kalaburagi January 3rd to 5th, 2019.
- Invitee presenter at the research colloquium session at Principles for Responsible Management Education (PRME) Asia Forum on December 14, 2018 at S P Jain Institute of Management and Research, Mumbai
- Track co-chair of the entrepreneurship and SME track for the international conference-CLADEA 52nd Annual Assembly CLADEA 2017 held at the Jack H. Brown College of Business and Public Administration, at California State University San Bernardino.
- International Management Research Conference, Alkesh Dinesh Mody Institute for Financial and Management Studies, University of Mumbai, 4 March 2016.
- SANKALP Global Summit 2016, Roundtable on social innovation and entrepreneurship 21 April 2016.

Work Experience

(a) Managerial

- Associated as Administration Head for, Training and Development & Office Administration, with Great Eastern Shipping Company Limited, during 1992-1995.
- Performed - Office Administration Executive role @ Marico Industries Ltd, 1987-92.

- Been in Services Management Housekeeping at Indian Hotels Company Ltd, 1984-87.
- Others – Academics
- Currently the Chairperson of the General Management area & Core faculty with K. J. Somaiya Institute of Management Studies & Research, Mumbai since February 2003 and associated as a visiting & core faculty during 2002 and 1996-98.
- Associated as an Assistant Professor during 2000- 2001 with the Institute for Integrated Learning in Management (New Delhi).
- Associated as a Core Faculty during 1997-1998 with K. J. Somaiya Institute of Management Studies & Research, Mumbai.
- Visiting faculty July – August –December 2013 & December 2014 with Indian Institute of Management, Ranchi (IIM Ranchi) for Entrepreneurship – facilitated three courses.

Additional Interests

- Invitee as an evaluator at BIRAC funded Career College , Bhopal 2022.
- Appointed as E-YUVA Monitoring Committee Member, Career College , Bhopal 2023.
- Member of the SSMC for the Nidhi Seed Support grant of DST at BIL Ryerson Technology Startup Incubator Foundation 2019 to current.
- Academic Council member National institute of micro small medium enterprise (ni-msme), Hyderabad,2018- 2019.
- Associated as a grader for the online course with UpGrad Entrepreneurship Program 2016-17.
- Chairperson Experiential learning initiatives 2015-17.
- Advisor – Alumni relations @ SIMSR, 2016- 2022.
- Chairperson alumni relations @ SIMSR, 2013-2016.
- Faculty coordinator for The Acara challenge - a social business plan competition with, “The center for sustainable development”, The Johnson School of Business, Cornell University- Design for affordability.
- Nominated as faculty for National Entrepreneurship Network & Tata NEN hottest startups.
- Initiated and currently faculty coordinator for student driven entrepreneurship cell from 2008
- Initiated & the Social entrepreneurship cell on campus and coordinated the SIFE initiative, “Students in Free Enterprise” a student driven Social entrepreneurship cell for eight years.

Fellowship

- Recipient of National Entrepreneurship Network, Vithal Mallya Faculty Fellowship, 2006-07.

Awards

- Runner up trophy for paper presented at the 4th GMCEE Conference – 2021, K. J. Somaiya Institute of Management, Mumbai, 4th December 2021.
- Second prize for paper presented at the 15th SIMSR Global Marketing Conference – 2020, K. J. Somaiya Institute of Management Studies and Research, Mumbai, January 23- 24, 2020.
- Teaching award for entrepreneurship by the Higher Education Forum, 2019, 14th September 2019.
- The Kai Yang Award, Best Paper from Taiwan in honor of Dr. Kai Yang, at the 64th World Congress of the International Council for Small Business (ICSB) Conference at Cairo, Egypt, 2019
- Best Professor teaching in general management award, awarded by ABP news, National Education Awards, 2016.
- Best teacher in general management award, awarded by LOKMAT National Education Leadership Awards Bombay, 2015.
- Chairperson for entrepreneurship & innovation @ SIMSR - Recipient of High impact entrepreneurship campus – Government of India Ministry of skill development & entrepreneurship, National entrepreneurship network, 2014-15.
- Best faculty advisor Students in Free Enterprise (SIFE)SWC, awarded by Students in Free Enterprise 2010.
- Runners up position, “First national case analysis competition” awarded by Case Research Society of India, 2009.- Case study – GATI – an entrepreneurial growth story.

Academic affiliations

- Invited to review Entrepreneurship syllabus of Chetana's Institute of Management & Research, 2021
- Member of selection committee for Ph.D. admission process at Alkesh Dinesh Mody Institute for Financial & Management Studies, University of Mumbai, 2019.
- Core team member with Computer Society of India (CSI- Special interest group – Entrepreneurship) – Actively participated as a think tank member for their business plan competition, 2017.
- Invited as subject matter expert for entrepreneurship at VJTI – Engineering College, 2017
- Approved as a PhD supervisor with All India Management Association – Two research scholars pursuing her PhD on entrepreneurial teams, 2020.
- Approved as a PhD supervisor with Somaiya Vidyavihar University, 2020.
- Reviewer for International Journal of Organization Analysis (IJOA), 2020.
- Reviewer for Emerald Emerging Markets Case Studies, Emerald Publishing, 2019 onwards
- Reviewer for Business Perspectives and Research (BPR), A SAGE Journal of K J Somaiya Institute of Management Studies 2018 onwards.
- Approved as a PhD supervisor with University of Mumbai – Four research scholars pursuing their PhD, 2017
- Approved as a PhD supervisor with Pacific Academy of Higher Education And Research University, (PAHER), Udaipur, 2016.
- Recognized as a Management teacher with Mumbai University for MMS, MMM, MFM, MHRDM & MIM.
- Engaged as a paper setter for Mumbai University MFSM course 2012
- Accredited as Management teacher with All India Management Association, 2000.

Industry engagements

- Moderated a panel discussion for Womens' Web – Breaking barriers: Growing in a Crowded Market 17th September 2016 on entrepreneurship.
- Moderated a panel discussion for Fempower -Bombay chamber of commerce & industry & women entrepreneur delegation from Messe Frankfurt GmbH in 2015.
- Moderated a panel discussion for Fempower -Bombay chamber of commerce & industry & EXIM Bank in 2014 on entrepreneurship.

Initiatives on campus

- Lead the Academic Excellence Taskforce
- Lead the Capstone project team
- Mentored a faculty to facilitate entrepreneurship course on campus.
- Created a subject board for entrepreneurship with entrepreneurs, faculty and student representation.
- Collaborated with other student committees on campus to conduct joint ecell events - student council, Women development cell, toastmasters club & the alumni association
- Created a group of alumni entrepreneurs & engage actively by bring them back to campus
- Initiated a rural woman entrepreneur livelihood generation project.

Startups mentored

- **Student** – Campus companies
- **Incubator** – At Research Innovation Incubation Design Labs (RiiDL) Somaiya Vidyavihar, Sardar Patel Technology Business Incubator (SPTBI) & JITO JIIF among others.