

ಹಿಇಎಸ್ ಇನ್ಸ್ಟ್ ಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ಡಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053084 8147053085

PES Institute of Advanced Management Studies

email: principaliams@pestrust.edu.in : pesiams@pestrust.edu.in Website: pestrust.edu.in/pesiams (Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)
N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

List of Activities Conducted under the MoU

of

FICOM Engineering Private Limited, Bangalore for the

Academic Year 2016-17

S I No	Name of the Activity	Date	Number of Participants		
1	Invited Talk on Interpersonal Skills	04-08-2016	156		
2	Invited Talk on Managerial and leadership skills	08-09-2016	133		
3	Invited Talk on Issues and challenges in project management of MSMEs	18-01-2017	167		
4	4 Certificate Course on Digital Marketing 07-08-2016 To 04-09-2016				
	655				



ಪಿಇವಿಸ್ ಇನ್ಫ್ ಕಿಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ಟಾನ್ಸ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಪ್ರಡೀಸ್

(ಕುಮೆಮ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772 08182 - 640812

PES Institute of Advanced Management Studies 08182 - 640806

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

Website: pestrust.edu.in/pesiams N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)



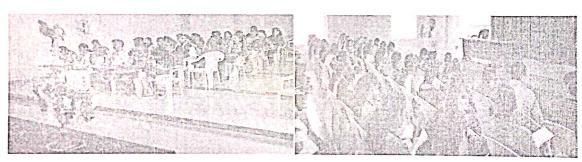
Date: 04-08-2016

Guest Talk

On

Interpersonal Skills

A guest talk was organized on Interpersonal skills for the students of BBA, B.Com, BCA and M. Com on 04.08.2016. The session was inaugurated by lighting the lamp on stage by the dignitaries in the seminar hall. Mr. Vinay Kumar K S Asst. Professor, Dept. of Commerce and Management, PESIAMS started the session with a welcome note. The programme was presided by Mr. Nagaraja S R, Principal, PESIAMS. Shri. Krishnappa B.P, Founder and Director, Ficom Engineering Pvt. Ltd. addressed the students with the importance of interpersonal skills for developing good communication. Interpersonal skills in a person are the behaviors and tactics which are used to interact with others effectively and how it helps in developing someone's ability to work well with others. He explained that how interpersonal skills are ranging from good communication and listening to attitude and deportment. Shri. Krishnappa B.P said interpersonal skills are often referred to as social intelligence. Everyone has a personal style and an interpersonal style, but some are more successful than others.



Interpersonal skills are strongly linked to knowledge of social expectations and customs, whether learned or acquired. They come naturally to some people, while others have to work at cultivating them, he added. He suggested students to build strongest interpersonal skills to adjust their tactics and communications for the good social relationship in an organization. Mr. Vinay Kumar K S Asst. Professor, Dept. of Commerce and Management, provided a vote thanks and culminated the session with a concluding note.

PES IAMS

ಎಇಎಸ್ ಇನ್ಟ್ರ್ಯೀಟ್ಬಾಡ್ ಆಫ್ ಅಡ್ವಾನ್ಫ್ ಮ್ಬಾನೇಜ್ ಮೆಂಡ್ ಸ್ಟರ್ಡಿಸ್

(ಕುವೆಂದು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳವಟ್ಟದ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

29

30

31 32 JHANVI GUPTA

KEERTHANA G KOTIAN

KANCHANA K

LAVANYA R

08182 - 640812 08182 - 640806 PES Institute of Advanced Management Studiés

(Affiliated to Kuvempu University, Recognized by Govt. of Kamataka)

Website: pestrust.edu.in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

List of Students (III B.Com) Participated in program 2016-17

Sl. No	Name of the Student	Sl. No	Name of the Student
1	ABHILASH H	33	LIFAM LIFZA
2	AISHWARYA ATAD	34	MANOJ H.P
3	AISHWARYA DOLLY SEQUIERA	35	MEGHASHREE S
4	AISHWARYA SUNIL	36	NAGAVENI Y
5	AKARSHA V.S NAIR	37	PRAJWAL U S
6	AKASH NAYAKA T S	38	PRARTHANA G KOTIAN
7	AKASH S.N	39	PREETHISHREE M
8	AKSHAY N	40	PRERANA PRAKASH
9	АКЅНАТНА В	41	PUNEETH R JAIN
10	AMRUTHA H.L	42	RAKSHA JAIN
11	ANKITHA BHANSALI	43	RAMYA N PATEL
12	ANKITHA H.C	44	RASHMI
13	ANUSHA A P	45	ROOPA S M
14	APOORVA G.S	46	RUSHYANTH HEGDE N.M
15	ARAVIND G	47	SANGEETHA S
16	ARPITHA H	48	SANJAY B
17	ARPITHA M GOWDA	49	SANJAY M
18	AVINASH H L	50	SANNIDHI K.R
19	BHARATH G	51	SHARANYA M
20	BHARATH S.P	52	SIMRAN
21	CHANDAN M N	53	SUMANA R S
22	CHARVEE R JAIN	54	UTHKARSHA K.P
23	CHELA RAM	55	VARSHA N K
24	DAYANA M	56	VIDHI C M JAIN
25	DEEKSHA G.N	57	VIKAS U CHIKKERI
26	DHANRAJ M S	58	YASHWANTH S
27	DRUPADHA D		
28	EMMANUEL RAJEEV		



ಹಿಇಎಸ್ ಇನ್ಷಿಟ್ಯೂಡ್ ಆಫ್ ಉಡ್ವಾನ್ಫ್ ಮ್ಯಾನೇಜ್ ಮೆಂಡ್ ಸ್ಟಡೀಸ್

(ಕುವೆಂದು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳವಟ್ಟದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ. ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

SUMA R

VEMANA R

VINUTHA S J

ANUJNYA K

ISHWARYA J

KAVYA B P

LEKHA B

ANUPKUMAR K R

26

27

28

29

30

31

32

33

08182 - 640812 08182 - 640806

PES Institute of Advanced Management Studies

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

Website: pestrust.edu.in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

m) Participated in program 2016-17

Sl. No	Name of the Student	Sl. No	Name of the Student
1	ANITHA M.P	34	LOHITH KUMAR B R
2	ANUSHA N C	35	MANOJ J C
3	ANUSHA S	36	MANU D R
4	BHARATH KUMAR G	37	MEGHANA M
5	CHAITHRA S.D	38	PRASANNA KUMAR B C
6	CHETHAN S	39	PRIYA M K
7	DADAPEER A	40	PRUTHVIKA G H
8	DIVYA V G	41	RASHMI A S
9	FARHANA F	42	SALMA A
10	KESHAVA NAIK	43	SANTHOSH KUMAR N M
11	MALLOJIRAO M R	44	SHALINI S
12	MEENAZ AFSHAN	45	SHARATH
13	MEGHA G.M	46	SHILPASHREE N B
14	MEGHANA M.R	47	SHYNI ROBERT
15	NANCY FERNANDES	48	SMITHA A
16	PADMASHREE'N MIRASHI	49	SUPRITHA J
17	PRANUTHA D	50	SYED SHEERAZ
18	RAKESH N	51	VAISHALI K M
19	RANJITHA P	52	VARSHA S V
20	ROOPA M		
21	SACHIN HEGADE		
22	SHYLAJA M		
23	SOWMYA R		
24	SOWMYA S K		
25	SUMA G.M		
	arm of D		

Principalouloello



ಪಿಇಎಸ್ ಇನ್ಟ್ರ್ಆ್ಬ್ಯೂಫ್ ಆಫ್ ಉಡ್ವಾನ್ಫ್ ಮ್ಬಾನೇಜ್ ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಕುವೆಂಮ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ನರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ)

ಎನ್ ಪೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

08182 - 640812 08182 - 640806 PES Institute of Advanced Management Studies

(Affiliated to Kuvempu University, Recognized by Govt. of Kamataka)

Website: pestrust.edu.in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

List of Students (III BBM) Participated in program 2016-17

SI. No	Name of the Student
1	BHUVANESHWARI V
2	CHETHAN L
3	DIKSHITHA JAIN
4	GANESHA L RATHOD
5	GEETHA K
6	MAHESH M
7	MEGHANA K.C
8	NIVEDITHA B
9	SACHIN.T
10	SALMAN QURESHI
11	SAMPRITH D.G
12	SURABHI JOSHI
13	VEENA R V
14	VILAS S.L
15	VINAYAKA S.S
16	YASHWANTH M C
17	THANOJ D.R

PES Institute of Advanced Management Studies
NH 205, Sagar Road

SHIVAMOGGA-577 204.



ಹಿಇಎಸ್ ಇನ್ಟ್ರ್ಆ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಫ್ ಮ್ಯಾನೇಜ್ ಮೆಂಡ್ ಸ್ಟರ್ಡಿಸ್

(ಕುವೆಂದು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ)

ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

08182 - 640812

PES Institute of Advanced Management Studies

08182 - 640806

(Affiliated to Kuvempu University, Recognized by Govt. of Kamataka)

Website: pestrust.edu.in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

List of Students (III BCA) Participated in program 2016-17

Sl. No	Name of the Student
1	ABHISHEK S
2	AISHWARYA A
3	AKASH G.R
4	ANUKSHA P
5	BI BI MARIUM
6	CHAITHRA P.M
7	CHANDANA M
8	CHANDANA R
9	DARSHAN H V
10	KARTHIK K M
11	KIRAN P H
12	KOTRESH K
13	LAVANYA M.R
14	LIKITH R K
15	MEGHANA T
16	RAJATH S PATIL
17	RAKESH K
18	ROHITH KUMAR M
19	ROHITH S
20	RUKHSAR KHANUM
21	SAHANA S.D
22	SANJANA B.R
23	SHWETHA J
24	SPANDANA S
25	SPOORTHY M.S
26	SUSHMITHA G
27	UPENDRA M.M
28	VIMALA BISHNOI
29	WASIM AKRAM

156



ಎಇಎಸ್ ಇನ್ಸ್ಟಿಡ್ಬೂಡ್ ಅಫ್ ಅಡ್ವಾನ್ಸ್ ಮ್ಟಾನೇಜ್ ಮೆಂಡ್ ಸ್ಟರ್ಡಿಸ್

(ಕುವೆಂದು ವಿಶ್ವದಿದ್ದಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾಯ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

08182 - 640812

08182 - 640806 Website : pestrust.edu.in/pesiams

PES Institute of Advanced Management Studies

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Guest Talk

Date: 08/09/2016

Managerial and Leadership skills

An inspirational guest talk was organized on 8th September, 2016 for the students of PESIAMS on Managerial and Leadership skills. The session was inaugurated by the dignitaries by lighting the lamp. Mr. Praveen B, Asst. Professor, Dept. of Commerce and Management, PESIAMS welcomed the gathering. The programme was presided by Mr. Nagaraja S R, Principal, PESIAMS. Shri. Sohankumar R.N., Co-founder, Ficom Engineering Pvt. Ltd. said, A good leader not only does the right thing but is seen to be doing the right thing and noted that how the key skills like good communicational skills, Emotional intelligence, Decision making skills, collaboration and delegation, positivity and flexibility plays an important role in developing good leadership skills in an individual. A good manager gets everyone on board, building core values and ensuring the whole team works together towards a common goal. And he or she must be able to foster relationships both within the organization and outside with customers, suppliers, service providers and the general business community.



He suggested students to contribute some good qualities to society for building better nation. He gave more focus on how the managerial and leadership skills help in avoiding the crisis situations where a leader has to do "whatever it takes to stay afloat" in his speech. At the end of the program, Mr. Praveen B, Asst. Professor, Dept. of Commerce and Management provided the honor of gratitude for the inspiring session and delivered a vote of thanks.



ಎಇಎಸ್ ಇನ್ಸ್ಟ್ರೀಟ್ಯಾಡ್ ಆಫ್ ಅಡ್ವಾನ್ಫ್ ಮ್ಯಾನೇಜ್ ಮೆಂಡ್ ಸ್ಟಡೀಸ್

(ಕರುರು ವಿಶ್ವದಿದ್ಯಾಸಿಲಯದ ಸಂಯೋಜನೇಕಾಪಟ್ಟಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾಯ ಮಾನ್ಯಕ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053085

PES Institute of Advanced Management Studies

(Alfillated to Kuvempu University, Recognized by Govt. of Kamataka)

Website: pestrust.edu.in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

List of Students (III B.Com) Participated in program 2016-2017

Sl. No	Name of the Student	32	MEGHANA C
1	AANAM AMREEN	33	MOHAMMED AFTAB
2	ABDUL QADIR .	34	MONICA DIAS
3	ABDUL WAHAB	35	MUZAMIL PASHA
4	ABHIJITH S	36	NEHA J JAIN
5	ADARSH M	37	NIKHIL N JAIN .
6	ADESH V.S. NAIR	38	NITHIN S PATIL .
.7	AKSHAY D KOTHARI	39	PAYAL S JAIN
8	ALISHA AKTHER	40	POOJA G .
9	ALISHA JAIN	41	PRANAY M JAIN
10	ANKUSH JAIN A	42	PRAVEEN R
11	ARUN KUMAR K.G	43	PRUTHVI RAJ D.J
12	ASHISH S RAO	44	RAKSHITHA KAWAD
13	BHAGYALAKSHMI C R .	45	RAMYASHREE P
14	BHOOMIKA J JAIN	46	RUCHIKA V JAIN
15	CHAITHANYA S	47	SANTHOSHKUMAR S
16	CHAITHRA K.M	48	SHWETHA S GULGULE
17	CHAITRA G	49	SIMRAN SHAIKH
18	CHAITRA .H	50	SINDHU A.N
19	CHANDRIKA S JAIN .	51	SONALI KAWAD R
20	DARSHAN SHAH	52	SONAM S JAIN
21	FATHIMA KHATHUN H	53	SOWMYA A.S
22	GOURAV R JAIN .	54	SPOORTHI C.N
23	JATIN BHARATH MULANI	55	SUFIYA SAMREEN NOOR .S
24	KARAN L.	56	SUJAY M .
25	KARTHIK JAIN P	57	SUMANTH P .
26	KRUTIKA A KHATRI	58	SUPRITHA K.R
27	LEKHANA S JAIN	59	SUSHMITHA B SIYOL
28	MADAN MUDLER M .	60	SYEDA MUDASSIRA
29	MADHU V.	61	TEJAL
30	MAYUR T.R	62	USAMA BIN AQEEL.
31	MEGHA C K	63	VACHANA I BESUR .



ಎಇವಿಪ್ ಇನ್ಟ್ರೌಡ್ಫೂರ್ ಆಫ್ ಅಡ್ವಾನ್ಫ್ ಮ್ಯಾನೇಜ್ ಮೆಂಡ್ ಸ್ಟರ್ಡಿಸ್

(ಕುಮೆಯ ವಿಶ್ವವಿಧಾನಿರಿಯದ ಸಂಯೋಜನೆಗಳಾವತ್ತಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾಗ್ಯತೆ ಪಡೆದಿದೆ)

Phone: 8147053085

ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

PES Institute of Advanced Management Studies
(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

Website: pestrust.edu.in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

List of Students (III BBM) Participated in program 2016-2017

Sl. No	Name of the Student
1	BHUVANESHWARI V
2	CHETHAN L
3	DIKSHITHA JAIN
4	GANESHA L RATHOD
5	GEETHA K
6	MAHESH M
7	MEGHANA K.C
8	NIVEDITHA B
9	SACHINGOWDA S
10	SACHIN.T
11	SALMAN QURESHI
12	SAMPRITH D.G
13	SURABHI JOSHI
14	VEENA R V
15	VILAS S.L
16	VINAYAKA S.S
17	YASHWANTH M C
18	THANOJ D.R



ಪಿದ್ದವಿಪ್ ದನ್ಯಾಕ್ಟಿಯ್ಯಾದ್ ಆಫ್ ಅಡ್ವಾನ್ಫ್ ಮ್ಯಾನೇಜ್ ಮೆಂಡ್ ಸ್ಟಡೀಸ್

(Subset Egyposytosises policy by the by the business of the policy) and the colors of the colors of

ಎನ್ ಪೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 8147053085

Website: pestrust.edu.in/pesiams

SYED SHEERAZ

VAISHALI K M

VARSHA S V

ANITHA M.P

ANUSHA N C

CHAITHRA S.D

CHETHAN S

DIVYA V G

FARHANA F

DADAPEER A

BHARATH KUMAR G

ANUSHA S

22

23

24

25

26

27

28

29

30

31

32

33

PES Institute of Advanced Management Studies

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

List of Students (M.Com) Participated in program 2016-2017

Sl. No	Name of the Student	Sl. No.	Name of the Student
1	ANUJNYA K	33	KESHAVA NAIK
2	ANUPKUMAR K R	34	MALLOJIRAO M R
3	ISHWARYA J	35	MEENAZ AFSHAN
4	KAVYA B P	36	MEGHA G.M
5	LEKHA B	37	MEGHANA M.R
6	LOHITH KUMAR B R	38	NANCY FERNANDES
7	MANOJ J C	39	PADMASHREE N MIRASHI
8	MANU D R	40	PRANUTHA D
9	MEGHANA M	41	RAKESH N
10	PRASANNA KUMAR B C	42	RANJITHA P
11	PRIYA M K	43	ROOPA M
12	PRUTHVIKA G H	44	SACHIN HEGADE
13	RASHMI A S	45	SHYLAJA M
14	SALMA A	46	SOWMYA R
15	SANTHOSH KUMAR N M	47	SOWMYA S K
16	SHALINI S	48	SUMA G.M
17	SHARATH	33	SUMA R
18	SHILPASHREE N B	34	VEMANA R
19	SHYNI ROBERT	35	VINUTHA S J
20	SMITHA A		11/
21	SUPRITHA J		110



ಎಇಎಸ್ ಇನ್ಫ್ರ್ಯ್ಫ್ ಆಫ್ ಅಡ್ವನ್ಫ್ ಮ್ಯಾನೇಜ್ ಮೆಂಡ್ ಸ್ಟರ್ಡಿಸ್

(ಕುರುಮ ವಿಶ್ವವಿಧ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟಿದ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

08182 - 640812

08182 - 640806 Website: pestrust.edu.in/pesiams

PES Institute of Advanced Management Studies

(Affiliated to Kuvempu University, Recognized by Govt. of Karnataka)

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Date: 18/01/2017

Guest Talk

Issues and Challenges in Project Management of MSMEs

Managers of SMEs in developing countries should be aware of the high rates of project failures and project uncertainties. Many research studies have indicated that the main reasons for failure are inadequate planning and lack of knowledge of project management and identification of wrong location.

Shri. Sohankumar R.N., Co-founder, FICOM Engineering Pvt. Ltd., Bangalore, said on the occasion of guest talk on Issues and Challenges in Project Management of MSMEs organized on 18.01.2017 by PG Department of Commerce, PESIAMS, Shivamogga. He further added that the project manager takes an undeniable role in the success of projects. Therefore it is important for companies to be aware of a suitable project manager's profile to hire a new project manager or train current managers. He also said numbers of researchers studied project manager's competencies.



Mr. Mohan D, Asst. Professor, Dept. of Commerce and Management proposed vote of thanks at the end of the program. Principal and staff members were present during the program.

PES Institute of Advanced Management Studies NH 206, Sagar Road SHIVAMOGGA-577 204.

18/01/20 12



ಎಇಎಸ್ ಇನ್ಟ್ ಟ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಫ್ ಮ್ಯಾನೇಜ್ ಮಂಟ್ ಸ್ಟಡೀಹ್

(ಕುವೆಂದು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳವಟ್ಟಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ವಡೆದಿದೆ)

ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ. ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

08182 - 640812 08182 - 640806 PES Institute of Advanced Management Studies

(Affiliated to Kuvempu University, Recognized by Govt. of Kamataka)

Website: pestrust.edu.in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

List of Students (III BBM) Participated in program 2016-17

SI. No	Name of the Student
1	BHUVANESHWARI V
2	CHETHAN L
3	DIKSHITHA JAIN
4	GANESHA L RATHOD
5	GEETHA K
6	MAHESH M
7	MEGHANA K.C
8	NIVEDITHA B
9	SACHINGOWDA S
10	SACHIN.T
11	SALMAN QURESHI
12	SAMPRITH D.G
13	SURABHI JOSHI
14	VEENA R V
15	VILAS S.L
16	VINAYAKA S.S
17	YASHWANTH M C
18	THANOJ D.R



ಎಣಎಸ್ ಣನ್ಸ್ಟಿಯ್ಬಾರ್ ಆಫ್ ಜರ್ಡ್ವನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್ ಮೆಂದ್ ಸ್ಟಡೀಸ್

(ಕುಟಿಯ ವಿಶ್ವದಿಗ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಿದುತ್ತಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯಕೆ ಪಡೆದಿದೆ)

ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ. ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

08182 - 640812 08182 - 640806 PES Institute of Advanced Management Studies

(Affiliated to Kuvempu University, Recognized by Govt. of Kamataka)

Website: pestrust.edu.in/pesiams N H

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

List of Students (III BCA) Participated in program 2016-17

Name of the Student
ABHISHEK S
AISHWARYA A
AKASH G.R
ANUKSHA P
BI BI MARIUM
CHAITHRA P.M
CHANDANA M
CHANDANA R
DARSHAN H V
FOUZIYA BANU
KARTHIK K M
KIRAN P H
KOTRESH K
LAVANYA M.R
LIKITH R K
MEGHANA T
MOHAMMED SUHEL
POOJA B
RADHA B P
RAJATH S PATIL
RAKESH K
ROHITH KUMAR M
ROHITH S
RUKHSAR KHANUM
SAHANA S.D
SANJANA B.R
SHWETHA J
SPANDANA S
SPOORTHY M.S
SUSHMITHA G
UPENDRA M.M
VIMALA BISHNOI
WASIM AKRAM



ಹಿಇಎಸ್ ಇನ್ಟ್ರ್ಯಾಡ್ ಆಫ್ ಅಡ್ವಾನ್ಫ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಕುವೆಂಮ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ) ಎನ್ ಪೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

08182 - 640812 08182 - 640806 PES Institute of Advanced Management Studies

(Affiliated to Kuvempu University, Recognized by Govt. of Kamataka)

Website: pestrust.edu.in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

List of Students (III B.Com) Participated in program 2016-17

Sl. No	Name of the Student	Sl. No	Name of the Student
1	ABHÍLASH H	33	LIFAM LIFZA
2	AISHWARYA ATAD	34	MANOJ H.P
 3	AISHWARYA DOLLY SEQUIERA	35	MANOJ KUMAR G
4	AISHWARYA SUNIL	36	MEGHASHREE S
. 5	AKARSHA V.S NAIR	37	NAGAVENI Y
6	AKASH NAYAKA T S	38	PRAJNA P KUMAR
7	AKASH S.N	39	PRAJWAL U S
8	AKSHAY N	40	PRANITH SONDA
9	AKSHATHA B	41	PRARTHANA G KOTIAN
10	AMRUTHA H.L	42	PREETHISHREE M
11	ANKITHA BHANSALI	43	PRERANA PRAKASH
12	ANKITHA H.C	44	PUNEETH R JAIN
13	ANUSHA A P	45	RAKSHA JAIN
14	APOORVA G.S	46	RAMYA N PATEL
15	ARAVIND G	47	RASHMI
16	ARPITHA H	48	RISHAB SHARMA
17	ARPITHA M GOWDA	49	ROHITH S
18	AVINASH H L	50	ROOPA S M
19	BHARATH G	51	RUSHYANTH HEGDE N.M
20	BHARATH S.P	52	SANGEETHA S
21	CHANDAN M N	53	SANJAY B
22	CHARVEE R JAIN	54	SANJAY M
23	CHELA RAM	55	SANNIDHI K.R
24	DAYANA M	56	SHARANYA M
25	DEEKSHA G.N	57	SIMRAN
26	DHANRAJ M S	58	SRIRAKSHA S P
27	DRUPADHA D	59	SUMANA R S
28	EMMANUEL RAJEEV	60	UTHKARSHA K.P
29	JHANVI GUPTA	61	VARSHA N K
30	KANCHANA K	62	VIDHI C M JAIN
31	KEERTHANA G KOTIAN	63	VIKAS U CHIKKERI
	- 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	64	YASHWANTH S



ಹಿಇಎಸ್ ಇನ್ಟ್ರ್ಆ್ಯೂಟ್ ಆಫ್ ಅಡ್ವಾನ್ಫ್ ಮ್ಯಾನೇಜ್ ಮೆಂಟ್ ಸ್ಟಡೀಸ್

(ಕುವೆಂದು ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳವಟ್ಟದ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯತೆ ಪಡೆದಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

08182 - 640812

PES Institute of Advanced Management Studies

08182 - 640806 (Affiliated to Kuvempu University, Recognized by Govt. of Kamataka)

Website: pestrust.edu.in/pesiams

SUMA G.M

VINUTHA S J

ANUJNYA K

ISHWARYA J

KAVYA B P

LEKHA B

ANUPKUMAR K R

SUMA R VEMANA R

25 26

27

28

29

30

31

32

33

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

List of Students (M.Com) Participated in program 2016-17

Sl. No	Name of the Student	Sl. No	Name of the Student
1	ANITHA M.P	34	LOHITH KUMAR B R
2	ANUSHA N C	35	MANOJ J C
3	ANUSHA S	36	MANU D R
4	BHARATH KUMAR G	37	MEGHANA M
5	CHAITHRA S.D	38	PRASANNA KUMAR B C
6	CHETHAN S	39	PRIYA M K
7	DADAPEER A	40	PRUTHVIKA G H
8	DIVYA V G	41	RASHMI A S
9	FARHANA F	42	SALMA A
10	KESHAVA NAIK	43	SANTHOSH KUMAR N M
11	MALLOJIRAO M R	44	SHALINI S
12	MEENAZ AFSHAN	45	SHARATH
13	MEGHA G.M	46	SHILPASHREE N B
14	MEGHANA M.R	47	SHYNI ROBERT
15	NANCY FERNANDES	48	SMITHA A
16	PADMASHREE N MIRASHI	49	SUPRITHA J
17	PRANUTHA D	50	SYED SHEERAZ
18	RAKESH N	51	VAISHALI K M
19	RANJITHA P	52	VARSHA S V
20	ROOPA M		
21	SACHIN HEGADE		4.
22	SHYLAJA M		167
23	SOWMYA R		
24	SOWMYA S K		
	CYT1 (1 C) (

Principal /8/10/17
PES Institute of Advanced Management Studies
NH 206, Sagar Road

SHIVAMOGGA-577 204



ಎಇಎಸ್ ಇನ್ಟ್ರಾಟ್ ಆಫ್ ಅಡ್ಡಾನ್ಸ್ಡ್ ಮ್ಯಾನೇಜ್ಮೆಂಡ್ ಫೋಸ್

(Kudom) Digitary busined moderns of several distribution of several distributions and several di

ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ ಶಿವಮೊಗ್ಗ - 577 204 (ಕರ್ನಾಟಕ)

Phone: 08182 - 640772

08182 - 640812

PES Institute of Advanced Management Studies

08182 - 640806

(Affiliated to Kuvempu University, Recognized by Govt. of Kamataka)

Website: pestrust edu.in/pesiams

N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

No.

Certificate Course offered by M/S FICOM Engineering Pvt. Ltd.

on

Digital Marketing to BBM/B.Com/BCA/M.Com Students - AY-2015-16

This course is designed for practical learning, where students will be expected to work with marketing datasets, dummy display ads, virtual website optimization, SEO based on instructions in lectures and class discussions. At the end of this course, the participants will understand various channels and activities essential to plan to implement and manage an effective digital marketing strategy for their businesses. The course also empowers students with the right skills required to be professional digital marketers.

Objectives:

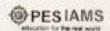
- Exploring the emerging tools offered by the internet.
- Understand and estimate the mindset of the online consumer.
- 3. Design tools to enhance online consumer experiences.
- 4. Monitor, evaluate and iterate traffic-building activities for marketers.
- 5. Evaluate internet-marketing metrics and identify KPI.
- Benefit the marketers through better consumer segmentation, forecasting consumer trends and consumer analytics.

Principal

PES Institute of Advanced Management Studies

NH 206, Sagar Road SHIVAMOGGA-577 204 For Ficom Engineering Pvt. Limited

Authorised Signatories



ಪಿಣವಿಸ್ ಇಸ್ಟ್ರೌಯ್ಯಾರ್ ಅಫ್ ಅರ್ಡ್ಡಾಫ್ಡ್ ಮ್ಯಾನೇಜ್ಮ್ ಪುಂಡ್

enden agangament endersotweigh sing energy energy enter)
art dist 206, mino on, basisary – 577 204 (#20118)

Phone: 08182 - 640772

08182 - 640812 08182 - 640806 PES Institute of Advanced Management Studies

(Affiliated to Kyvempu University, Recognized by Govt, of Kamataka)

Website : postrust.edu.in/pesiame

N H-206, Sagar Fload, Shivamogga - 577 204 (Karnataka)

Syllabus

	Digital Marketing - An Overview and Introduction : (6 Hours)
Unit – 1	Introduction, The changing face of advertising, the technology behind digital marketing. Key terms and concepts, What is marketing? What is digital marketing Understanding marketing strategy, the building blocks of marketing, Search Engine Optimization Practitioner
	Content Marketing (6Hours)
Unit – 2	Why content? - An overview, The growth of content marketing in the digital age, Technical and architectural strategies: Content strategies: Offsite optimization strategies, Click-through and site conversion strategies: Social Media and Internet Audience Profiling Case study
Unit – 3	Mobile Marketing Practitioner (6 Hours)
	Introduction, Key terms and concepts, the role of mobile in personal communication, Mobile messaging channels, Location and mobile, Mobile commerce, Integrating mobile into online and Pay per Click Practitioner
Unit – 4	Social Media Channels: (6 Hours)
	Introduction, Key terms and concepts, Social media channels, Social networking, Content creation, Bookmarking and aggregating, Location and social media, Tracking social media campaigns Social media marketing: Rules of engagement Tools of the trade Advantages and challenges.
Unit – 5	Email Marketing (6 Hours) Introduction, Key terms and concepts, Email strategy and planning, Step-by-step process Tools of the trade, Advantages and challenges, Display Advertising, Digital Brand Strategies Other important elements of DM channels

NH 206, Sagar Road SHIVAMOGGA-577 204 For Ficom Engineering Pvt. Limited

Authorised Signatories



ಪಿಇವಿಜ್ ಇನ್ಫ್ಲ್ಫ್ರ್ಯ್ ಆಫ್ ಅಡ್ಡಾನ್ಫ್ಡ್ ಮ್ಯಾನೇಜ್ಮ್ ಪಂಡ್ ಸ್ಟ್ರ್

ಎನ್ ಜೆಟ್ 206, ಮಗರ ರಸ್ತೆ, ಕಿಪಲ್ಸೊಗ್ಗೆ – 577 204 (ಕರ್ನಾಟಕ)

Phone : 08182 - 640772

08182 - 640812 08182 - 640806 PES Institute of Advanced Management Studies
(Afficient to Kurrengo University, Recognized by Govt. of Kernelaka)

Website : postrust.edu.in/pesiams

N H-208, Segar Road, Shivemogga - 577 204 (Kernataka)

Course Time Table - 2016-17

Date	TIME	CONTENT OF THE COURSE
07-08-2016	10.00AM - 1.00 PM	Digital Marketing - An Overview and Introduction - The changing face of advertising, the technology behind digital marketing, Key terms and concepts
37.39.29.39	2.00 PM - 5.00 PM	What is marketing? What is digital marketing? Understanding marketing strategy, the building blocks of marketing, Search Engine Optimization Practitioner
14-08-2016	10.00 AM - 1.00 PM	Content Marketing - Why content? An Overview, The growth of content marketing in the digital age, Technical and architectural strategies:
13.90-2010	2.00 PM - 5.00 PM	Content strategies: Offsite Optimization strategies, Click-through and site conversion strategies; social media and Internet audience Profiling Case study
21-08-2016	10.00 AM - 1.00 PM	Mobile Marketing Practitioner introduction, key terms and concepts, the role of mobile in personal communication, mobile messing channels
	2.00 PM - 5.00 PM	Location and mobile commerce, integrating mobile into online and pay per click practitioner
20.00.2016	10.00 AM - 1.00 PM	Social Media Channels: introduction, key ferms and concepts, social media channels, social networking, content creation, book marking and aggregating
28-08-2016	2.00 PM - 5.00 PM	Location and social media, tracking social media campaigns, social media marketing rules of engagement, tools of the trade advantages and challenges
04-09-2016	10.00 AM - 1.00 PM	Email Marketing: introduction, key terms and concepts, email strategy and planning step by step process, tools of the trade advantages and challenges
	2.00 PM - 5.00 PM	Display Advertising Digital Branc Strategies Other important elements of DM channels



PESIAMS

ಎಇಎಸ್ ಇಸ್ಟ್ರಾಟ್ನಾಟ್ ಅಫ್ ಅದ್ಯಾನ್ಫರ್ ಮ್ಯಾನೇಜ್ಮೆಂಡ್ ಸ್ಥಡೀಸ್

index appropriate enderstriently) कहा करूप करूप करूप सामान अर्थ प्रीति 206, स्थाप ग्रह, अग्रतीका, - 577 204 (स्थापात)

Phone: 08182 - 640772

08182 - 640812 08182 - 640806 PES Institute of Advanced Management Studies

(Affiliated to Kuvempu University, Percognized by Govt. of Kamataka)

Website: postrust odu in/pesiams

N H-205, Segar Flood, Shivemogga - 577 204 (Kamataka)

List of Students (I M.Com/III B.Com/BBA/BCA) Participated in Digital Marketing Certificate Program AY 2016-17

Sl. No.	Name of the Student	
1	ABDUL SAHIL	
2	ABHISHEK K	
3	ABRAR PASHA	
4	AMULYA H C	
5	ARPITHA S.R	
6	AYESHA NAIYARA	
7	BABUS	
8	BHARGAVI V	
9	BHATTI OM PRAKASH	
10	BI BI RUQAIYA	
1.1	CHARAN T.B	
12	DAYANASREE K R	
13	DIGANTH K S	
14	FARHEEN TAJ	
15	FAWAZ AHMED	
16	KALLADAKA ADNAN	
17	KARTHIK R	
18	KASHIF SAJID AHMED KHATIB	
19	KAVYA U B	
20	LOHITH S	
21	MANJU SHREE D DESAL	
22	MEDHA BHAVE	
23	MEGHANA H S	
24	MOHAMMED ADNAN T.N	
25	MOHAMMED ANWER KHAN	
26	MOHAMMED SAFWAN	
27	NAMRATHA S.D	
28	NIDHA	
29	NITHIN B S	
30	PRATEEK L	

ATTUNE PART

PES institute of Advanced Management Studies

NH 206, Sagar Road SHIVAMOGGA-577 204.

31	RAHUL J.R	
32	RAMYA B R	
33	10.20 CA ALL TO A CO.	
34	I SWELLEY IN	0.70
35	SACHIN S	
36	SACHIN S K	
37	SANIYA KOUVEN	
38	SEEMA N.V	
39	VARUNIJ	
40	VIJAYALAKSHMI A	
41	SACHIN M R	
42	ABHILASH H	
43	AISHWARYA ATAD	
44	AISHWARYA DOLLY SEQUIERA	
45	AISHWARYA SUNIL	
46	AKARSHA V.S NAIR	
47	AKASH NAYAKA T S	1.5
48	AKASH S.N	-,
49	AKSHAY N	
50	AKSHATHA B	
51	AMRUTHA H.L	
52	ANKITHA BHANSALI	
53	ANKITHA H.C	
54	ANUSHA A P	
55	APOORVA G.S	
56	ARAVIND G	
57		
58	ARPITHA H	
59	ARPITHA M GOWDA	
60	AVINASH H L	
-	BHARATH G	
61	BHARATH S.P	



62	CHANDAN M N	
63	CHARVEE R JAIN	
64	CHELA RAM	
65	DAYANA M	
66	DEEKSHA G.N	
67	DHANRAJ M S	
68	DRUPADHA D	
69	EMMANUEL RAJEEV	
70	JHANVI GUPTA	_
71	KANCHANA K	_
72	KEERTHANA G KOTIAN	4
73	LAVANYA R	ì
74	LIFAM LIFZA	
75	MANOJ H.P	_
76	MANOJ KUMAR G	3
77	MEGHASHREE S	
78	NAGAVENI Y	_
79	PRAJNA P KUMAR	_
80	PRANITH SONDA	-
81	PRARTHANA G KOTIAN	
82	PREETHISHREE M	_
83	RAKSHA JAIN	
84	RAMYA N PATEL	
85	RASHMI	4
86	RISHAB SHARMA	_
87	ROHITH S	_
88	ROOPA S M	_
89	RUSHYANTH HEGDE N.M	_
90	SANGEETHA S	
91	SANJAY B	
92	SANJAY M	

SANNIDUI V D	
The state of the s	
The state of the s	
And the state of t	
- Annual Control of the Control of t	
SUMANA R S	
SYED SADIQ	
THANUJA B.R	
THILAK S	
UJWALA C	
UTHKARSHA K.P	5.1
VARSHA N K	
VIKAS U CHIKKERI	
YASHWANTHS	
RUKMINI K V	
ADITHYA K	
ADNAN AHMED	
Total Control of the	•
A SCHOOL STANDARD AS THE STAND	
	5.
The state of the s	
The state of the s	
AND TOTAL DESCRIPTION	
The state of the s	
	THANUJA B.R THILAK S UJWALA C UTHKARSHA K.P VARSHA N K VIKAS U CHIKKERI YASHWANTH S RUKMINI K.V

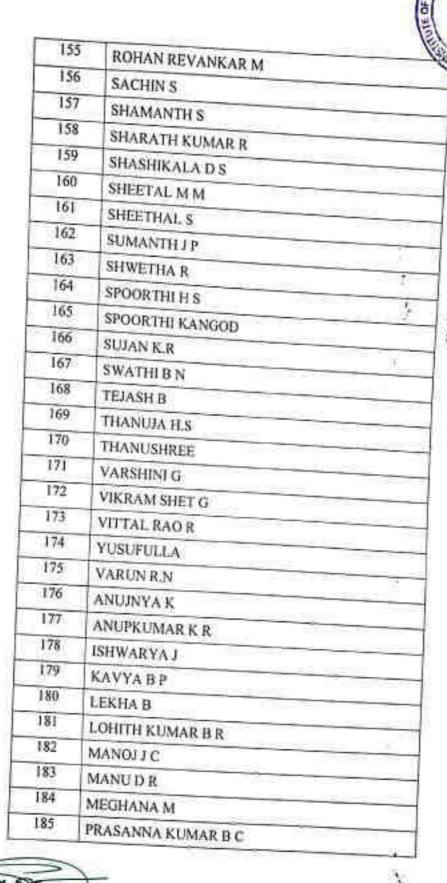




124	DIVYASHREE M	
125	DIXITH G	
126	HAFEEZA BANU K	
127	HALESH B.G	
128	HARSHA H.V	
129	HARSHITHA P	(Y)
130	INDIRA V JOIS	
131	JAYANTH A S	
132	JEETHANA V	
133	JYOTI RUDRAMUNI HULAMANI	
134	KARTHIK P	
135	KAVYA G N	
136	KAVYASN	
137	KHAMAR TAJ	
138	LOHIT R	3=
139	MANISH RAJ B	
140	MOHAMMED BURHAN	
141	NAYANA G	
142	NEHA TARANNUM	
143	NERGIS QURESHI	
144	PAVAN J.C	
145	PAVITHRA SHAGLE NJ	
146	PRIYANKA B.B	
147	PUSHPA U S	
148	RACHANA R	
149	RAHULTR	
150	RAKSHITHA H B	
151	RAKSHITHA N	
152	RAMYA H B	
153	RASHMI H.H	
154	RENUKA PRASAD B	

PES Institute of Advanced Management Studies

NH 206, Sagar Road SHIYAMOGGA-577 204.

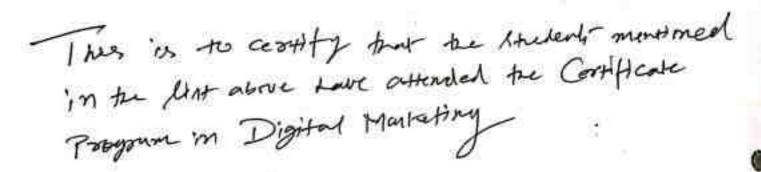


PES Institute of Adaptered Management Studies
NH 206, Sagar Road

SHIVAMOGGA-577 204.







8 04/09/2016

Principal
PES Institute of Advanced Management Studies
NH 206, Sagar Road
SHIVAMOGGA-577 204.

Prerana Educational and Social Trust®, Shivamogga



PES Institute of Advanced Management Studies, Shivamogga

(Affiliated to Kuvempu University and Recognized by Govt. of Karnataka)

&

M/S FICOM Engineering Private Limited, Bangalore

CERTIFICATE

This is to certify that Mr./Ms. NER	GIS QURESHI	of TO BCA	has successfully complete
the 30 Hours of Certification Course on	DIGITAL MARKETIN	vs hel	d during 07-08-2016
to 04-09-2016 conducted by PE	S Institute of Advanced Management S	Studies, Shivamogga in	association with M/S FICOM
Engineering Private Limited, Bangalore.			

Principal

Principal
PES Institute of Advanced Management Studies

NH 206, Sagar Road SHIVAMOGGA-577 204



Prerana Educational and Social Trust®, Shivamogga



PES Institute of Advanced Management Studies, Shivamogga

(Affiliated to Kuvempu University and Recognized by Govt. of Karnataka)

&

M/S FICOM Engineering Private Limited, Bangalore

CERTIFICATE

This is to certify that Mr./Ms	AMULYA HG	of III BBA	has successfully completed
the 30 Hours of Certification Co	DISE ON DISITAL MAK	KETING hel	d during 07-08-2016
to 04-09-2016 conducte	led by PES Institute of Advanced Manag	gement Studies, Shivamogga in	association with M/S FICOM
Engineering Private Limited, Bar	ngalore.		

Principal



