



International School of Business and Research

Fellow Program in Management

Public Viva Voce Examination of Mrs. Savita G Rao

Report on Public Viva Voce Examination of Mrs. Savita G Rao

Date: 04 October 2024 (Friday)



Event overview

On 04 October 2024, ISBR Business School in Bangalore conducted the Public Viva Voce examination for **Mrs. Savita G Rao** (FPM11 - 2020), a scholar in the Fellow Program in Management (FPM), an AICTE-approved doctoral-level program. The event was held from **11:00 AM to 1:00 PM** in **Room 22, Floor 2**, at the ISBR campus in Electronics City Phase 1. The Viva Voce was attended by faculty members, research scholars, corporate leaders, and research enthusiasts.

Thesis title

“Pre-employment Challenges Faced by Persons with Disabilities for Inclusion in the IT & ITES Sector in Hyderabad”

The thesis explores the obstacles that persons with disabilities encounter during the pre-employment phase in the IT & ITES sector in Hyderabad. It aims to identify the barriers to inclusion and provide practical recommendations to enhance accessibility and inclusivity within organizational hiring practices.



Examination committee members

- **Chairperson & Research Guide:** Dr. Anand Shankar Raja M
- **Research Co-Guide:** Dr. M.R. Jhansi Rani
- **Senior Director, ISBR Research Centre:** Dr. Anandram K.S.
- **External Examiner (Indian):** Dr. V. Padmaja
- **RAC Member 1:** Dr. Shiba Daveskar
- **RAC Member 2:** Dr. Shabista Booshan

Event details

- **Date:** October 4th, 2024 (Friday)
- **Time:** 11:00 AM – 1:00 PM

- **Venue:** Room 22, Floor 2, ISBR Business School, Electronics City Phase 1, Bengaluru

Key highlights of the Viva Voce

During the Viva Voce, Mrs. Savita G Rao presented her research findings to an engaged audience. Key themes of her presentation included:

- **Identifying challenges:** Detailed analysis of the pre-employment challenges faced by persons with disabilities in Hyderabad's IT & ITES sector.
- **Policy and practice evaluation:** Examination of existing organizational policies regarding inclusivity and how they impact hiring processes.
- **Recommendations:** Offering practical solutions for companies to enhance their recruitment practices, ensuring better inclusion of persons with disabilities.

The presentation was well-received, and Mrs. Rao adeptly addressed questions regarding her research methodology, data analysis, and conclusions. The examination committee commended her for the depth of her research and the practical applicability of her recommendations.



Thesis availability

A copy of Mrs. Savita G Rao's thesis is available for reference in the ISBR Business School library.

Closing remarks

The successful defense of her thesis marks a significant milestone in Mrs. Rao's academic journey. Her work not only contributes to academic discourse but also has the potential to effect positive change in industry practices concerning inclusivity and diversity.

Acknowledgment

The ISBR Business School community extends heartfelt congratulations to **Mrs. Savita G Rao** on her outstanding achievement. Gratitude is also extended to the Research Guide, Co-Guide, RAC members, and all participants who contributed to the success of this academic event.