

2025 Sharing Information on Progress **(SIP) Report**

Woxsen University

September 2025

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About the Principles for Responsible Management Education (PRME)

The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative founded in 2007 that aims to raise the profile of sustainability in their classrooms through Seven Principles focused on serving society and safeguarding our planet.

PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic and sustainability goals, while drawing attention to the Sustainable Development Goals (SDGs) and aligning academic institutions with the work of the UN Global Compact. Driven by its mission to transform management education, PRME equips today's business students with the understanding and ability to deliver change tomorrow. As a voluntary initiative with over 800 signatories worldwide, PRME has become the largest organized relationship between the United Nations and management-related higher education institutions.



“*The PRME initiative was launched to nurture responsible leaders of the future. Never has this task been more important. Bold leadership and innovative thinking are needed to achieve the Sustainable Development Goals (SDGs).*

Antonio Guterres

Secretary-General (2017 - Present)

United Nations

”

Principles of PRME



Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.



Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.



Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.



Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.



Practice

We adopt responsible and accountable management principles in our own governance and operations.



Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

The Sustainable Development Goals (SDGs)

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all – laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of Agenda 2030 are 17 Sustainable Development Goals (SDGs) and 169 related targets that address the most important economic, social, environmental and governance challenges of our time. The SDGs clearly define the world we want – applying to all nations and leaving no one behind. Successful implementation of the SDGs will require all players to champion this agenda; the role of higher education is critical to this.





Getting Started

This section provides foundational information about Woxsen University, including key details and basic institutional data.

Mission

To build an institution of excellence in higher learning led through disruption, develop a multi-cultural yet inclusive cohort of global professionals and contribute towards societal welfare.

Vision

To build an institution of excellence in higher learning led through disruption, develop a multi-cultural yet inclusive cohort of global professionals and contribute towards societal welfare.

Institutional History

Institutional History - Woxsen website

Visit the page

<https://woxsen.edu.in/about-us/milestones/>

Graduates & Enrollment

2024 Statistics	Number
Graduates	2037
Faculty & Staff at the University	235
Faculty & Staff at the Institution	85
Student Enrollment at the University	5243
Student Enrollment at the Institution	2157
Undergraduate Attendance	1230
Masters-Level Postgraduate Attendance	927
Doctoral Student Attendance	57

2024 Statistics	Number
Certificate, Professional Development, or Continuing Education Attendance	30

Degrees Offered

Bachelor Programs

-  Bachelor of Business Administration (B.B.A.)
-  Bachelor of Technology (B.Tech.)
-  Bachelor of Arts (B.A.)
-  Bachelor of Science (B.Sc. or B.S.)

Masters Programs

-  Master of Business Administration (M.B.A.)

Doctoral Programs

-  Doctor of Philosophy (Ph.D.)



Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.

Definition of Purpose

We define Purpose as our commitment to developing graduates who view business as a force for positive global impact. We integrate sustainability, ethics, and stakeholder thinking across all disciplines having an international and interdisciplinary approach to producing leaders who instinctively consider the broader purpose of every business decision.

Institutional Engagement

76% - 100% of faculty at Woxsen University actively contribute to our work with PRME, advancing responsible management education, or addressing sustainable development challenges through their work.



Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.



How We Define Values

As business school with global breadth and local depth, we define Values Principle as embedding ethical decision-making frameworks that transcend cultural boundaries while respecting diverse perspectives. We cultivate students who balance stakeholder interests globally, using insights from philosophy, cultural studies, and social sciences to navigate complex value conflicts responsibly.

Who Champions Responsible Management Education at Our Institution

- ❖ Senior leadership office
- ❖ Research or issue group, society, or club leading sustainability efforts
- ❖ Interdisciplinary efforts across parent organization
- ❖ Interdisciplinary efforts across business school

Student Awareness

76% - 100% of students at Woxsen University are aware that we are a PRME Signatory Member.

Student Engagement

76% - 100% of students at Woxsen University actively contribute to our work with PRME, advancing RME, or addressing sustainable development challenges through their work.



Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



How We Define Teach

Our Teach Principle is based on employing experiential learning that integrates diverse disciplinary perspectives to balance economic value creation with ethical values. We use global case studies, real-world projects, capstones, flipped classrooms and international student exchange coupled with cross-cultural collaboration to develop graduates who see profit and purpose as strategically integrated.

Educator Recognition

At Woxsen University, we recognize educators for quality of teaching in the following ways:

- ❖ Annual teaching excellence awards
- ❖ Course evaluation scores
- ❖ Faculty promotion and tenure consideration
- ❖ Institutional recognition events
- ❖ Publication or research support
- ❖ Professional development opportunities

Fostering Innovation



To a great extent

Teaching and learning at our institution strongly foster innovation.

Experiential Learning



To a great extent

Teaching and learning at our institution strongly encourage experiential learning.

Learning Mindset



To a great extent

Teaching and learning at our institution strongly promote a lifelong learning mindset.

Method of Teaching and Learning



In person

Traditional classroom-based learning with face-to-face instruction.

Barriers to Innovative Curriculum

In 2024, Woxsen University identified the following barriers to innovating, updating, or taking risks in existing curriculum:

- ❖ Time constraints
- ❖ Traditional employer expectations

Barriers to Innovative Pedagogy

In 2024, Woxsen University identified the following barrier to innovating, updating, or taking risks in existing pedagogy:

- ❖ Time constraints



Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.

How We Define Research

We define research as generating knowledge that advances both understanding of business practice and global sustainability-mindset through cross-disciplinary inquiry. We conduct collaborative international research bridging business with environmental science, sociology, technology and policy to demonstrate how purpose-driven strategies create viable, socially beneficial outcomes.

Research vs Research for RME/Sustainable Development



Research Funding

In 2024, Woxsen University was awarded funding for research that is:



National

Socializing Research

In 2024, Woxsen University contributed research findings to:

- ❖ International media
- ❖ National media
- ❖ Open-access platforms
- ❖ Industry and business networks

Publications Related to RME and/or Sustainability

A One health plan to combat antimicrobial resistance for improving global health through sustainable development

| [DOI](#)

Authors: Riya Bhattacharya, AI Research Centre, School of Business, Woxsen University | Debajyoti Bose, AI Research Centre, School of Business, Woxsen University | Raul V. Rodriguez, Woxsen University

Date of publication: September, 2025

Department: Business Administration | Business Analytics | Management

Antimicrobial resistance or AMR is a slow-moving pandemic which has already started disrupting major sectors of the global economy. In this work the impact of AMR on human health is addressed with implications for the chemical and pharmaceutical industries, food and agriculture and the healthcare sector. Pathogen specific drug resistance along with the environmental dimensions of AMR is also covered with impact in low- and middle-income countries. AMR is linked with the sustainable development goals which further aggravates the uncertainties in medical treatment. Additionally, strategies are presented to address AMR using an integrated framework of artificial intelligence or AI to identify AMR specific microbial biofilm growth, and resources for genotypic and phenotypic markers connected to it. Such resources are useful in predicting infectious growth pattern. Appropriation of antibiotic usage with rapid diagnostics, AI-enabled technologies and holistic methods for controlling AMR will be critical in ensuring global stability.



Social mobility as a driver of employee silence in India: toward a contextualized understanding of silence in emerging markets

| [DOI](#)

Authors: Anindo Bhattacharjee, Associate Professor, School of Business, Woxsen University, Hyderabad | Michael Knoll, Lecturer, Leipzig University, Germany | Wim Vandekerckhove, Professor of Business Ethics, EDHEC Business School, France

Date of publication: January, 2025

Department: Human Resource Management | Management | Business Administration

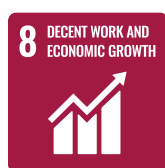
This paper aims to explore how the context in a dynamically developing country affects employee silence in India.

Qualitative design involving semi-structured interviews with employees and managers from different sectors in the Mumbai and Delhi areas. An abductive approach was used to analyze the data.

Two types of social mobility concerns – advancement aspiration and fear of social decline – emerged as salient drivers of silence and can be attributed to a volatile job market, social status markers, transferability of qualification, someone's socio-economic situation and the overall economic situation. Pathways were specified from social mobility concerns to silence tendencies that are motivated by both low approach and high avoidance.

Social mobility as a specific factor in the Indian distal context and as a characteristic of emerging markets can motivate silence while organization-related concepts like job satisfaction or commitment may have less predictive value. Propositions that were derived from the interview study need to be validated by deductive research. Generalizability of Indian findings across other emergent markets needs to be shown.

To the organizational behavior (OB) scholarship on silence, this research contributes by identifying antecedents of silence that are situated beyond the organizational boundaries challenging the dominant role of established factors at the team- and organizational level. To the human resource management/employment relations (HRM/ER) scholarship, this research contributes by theorizing psychological processes that link environmental factors to silence behaviors.



Decent work over the course of a life

| [DOI](#)

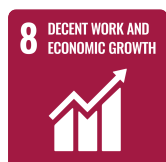
Authors: Robin Jonsson, Post-Doctoral and Lecturer, University of Gothenburg, Sweden | Anindo Bhattacharjee, Associate Professor, School of Business, Woxsen University, Hyderabad | Ewa Wikström, Professor in Health Governance, Department of Business Administration University of Gothenburg, Sweden

Date of publication: March, 2025

Department: Business Administration | Human Resource Management | Management

Life revolves around work for the vast majority of the adult population worldwide. The centrality of work in people's lives makes it a key aspect of the United Nations (UN) Sustainable Development Goals (SDGs). This chapter problematises the notion of sustainable development in the context of working life by focusing on SDG 8 and Target 8.5, 'Full employment and decent work with equal pay'. Based on the target indicators of Target 8.5, we evaluated the prerequisites for sustainability considering prolonged working life policies using senior workers as an example. We identified current challenges in materialising the targets in Target 8.5 in the Global North and South while acknowledging the role of occupation, sex, and personal disabilities. Specifically, we present examples

of (a) discrepancies between the vision in Target 8.5 and the realities of contemporary working life; (b) the advantages and limitations of the selected indicators in Target 8.5; and (c) alternative and more comprehensive SDG indicators. Moreover, we (d) demonstrate how research on working life can help detect hazardous working environments, unequal employment relationships, and hidden discrimination in the labour market. Finally, we (e) describe societal, organisational, and individual conditions that hinder or promote full, equal, and sustainable employment.



Environmental health hazards attributed to deteriorated indoor air quality caused by inferior construction practices | [DOI](#)

Authors: Jitesh Lalwani, Assistant Professor of Sustainability, School of Business, Woxsen University

Date of publication: August, 2025

Department: Business Administration | Management

Accounting for nearly 5% of the global gross domestic product, the construction industry significantly contributes to environmental pollution, emitting a broad range of hazardous pollutants, including particulate matter (PM_{10} , $PM_{2.5}$), carbon monoxide (CO), nitrogen oxides (NO_x), volatile organic compounds (VOCs), benzene and polycyclic aromatic hydrocarbons (PAHs). Individuals spend approximately 90% of their time indoors, where the air quality is heavily influenced by construction and demolition (C&D) activities that are carried out within or adjacent to residences. Despite regulatory interventions in the early 21st century emphasizing the importance of indoor air quality (IAQ), the contribution of C&D activities to indoor pollution remains largely underexplored, particularly to seasonal variations, extended renovation periods, and the release of case-specific pollutants. This review bridges knowledge gaps by examining the correlation between construction activities, pollutant emissions, health risks, and the efficacy of existing regulations. Key investigations include the impact of infrastructural inefficiencies and improper ventilation on IAQ, seasonal pollutant variations, and the disproportionate exposure risks faced by vulnerable populations, such as women and workers. The literature suggests that prolonged exposure prompts sick-building syndrome and ailments such as compromised immunity, bronchial allergy, asthma, and lung cancer. A survey-based data collection and analysis were conducted to gather and refine residents' practical insights across India, contributing to the development of an IAQ index. This tailored index, ranging from 22 to 100, is designed for indoor environments, incorporating building-specific and occupancy-related factors. In the long term, the index can provide actionable insights for administrators and communities to mitigate IAQ risks effectively, promoting healthier indoor environments by providing a quantitative measure of the health risks associated with exposure to poor indoor air quality in the absence of a

pollutant dataset. The study enables individual households to take measures to retrofit indoor spaces by upgrading to better-quality materials or modifying the design of the building to reduce health risks and improve air exchange.



The Three A's of Responsible Leadership

Authors: Anindo Bhattacharjee, Associate Professor, School of Business, Woxsen University, Hyderabad | Graham Ward, Adjunct Professor of Organizational Behavior, INSEAD Business School, Fontainebleau, France | Raul V. Rodriguez, Vice President, Woxsen University

Date of publication: July, 2025

Department: Business Administration | Management | Human Resource Management | Entrepreneurship

When the pressure's on, leaders need to lean on attention, authenticity and agility.



Woxsen University as a Model for Sustainable Business School Transformation

| [DOI](#)

Authors: James Weichert, Fordham University, New York | Pavana Kiranmai Chepuri, Chief of Staff, Woxsen University, Hyderabad, India

Date of publication: January, 2025

Department: Business Administration | Management

Woxsen University in Hyderabad, India, has an innovative approach to business education, including sustainability, experiential learning, and a global perspective. Its holistic learning environment and integration of social, environmental, and ethical considerations prepare students for the challenges of the modern business landscape. In 2023 Global Movement Initiative (GMI), an initiative created to transform business education had the opportunity to support Woxsen in the transformation of their curriculum for a sustainable future. Visiting Woxsen and discovering firsthand their vision – led by

young professionals fluent in sustainability and prepared to create a better world – has led to the conclusion that Woxsen University may serve as a model for others seeking to renovate their own curricula.



Boosting engagement: the motivational drivers of female millennials in Kolkata's IT hub

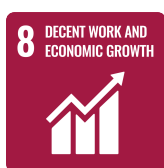
| [DOI](#)

Authors: Subhajit Pahari, Associate Professor, School of Business, Woxsen University

Date of publication: September, 2025

Department: Business Administration | Management | Human Resource Management

This study explores the factors driving motivation among female millennial employees in IT organisations in Kolkata, India, and examines the link between motivation and employee engagement (EE) through the lens of self-determination theory. Using a mixed-method approach, primary data from 532 female employees in five major IT firms were analysed. Results highlight that non-monetary factors, including psychological safety, working environment, change leadership, job design, and well-being, significantly boost employee motivation. Notably, psychological safety and well-being emerge as the most influential, strongly enhancing employee engagement. This research contributes to the existing literature by offering both theoretical insights and practical strategies to motivate and engage female millennials, thereby addressing the high attrition rates in the IT sector.





Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.

How We Define Partner

We define Partnership Principle as building collaborative networks spanning sectors, disciplines, and geographic boundaries. We partner with corporations, NGOs, governments, and academic institutions globally to provide students with practical learning opportunities while advancing responsible business practices through cross-cultural, cross-sector collaboration and knowledge exchange.

Institutional Partnerships

- ❖ AACSB (Association to Advance Collegiate Schools of Business)
- ❖ AASHE (Association for the Advancement of Sustainability in Higher Education)
- ❖ CLADEA (Consejo Latinoamericano de Escuelas de Administración)
- ❖ EFMD (European Foundation for Management Development)
- ❖ GRLI (Globally Responsible Leadership Initiative)
- ❖ Responsible Research in Business & Management (RRBM)

Student Organization Partnerships

- ❖ PRME Global Students

Partnerships

The following provides more details on 1 key partnership at Woxsen University.

Principles of Responsible Management Education

Woxsen University School of Business a part of PRME Champions Cohort and has been actively involved in organising committee of the PRME Global Forum 2024 and furthering the Teach Principle by organizing the Roundtable in PRME Global Forum 2025 at Cornell Tech, New York. We also have been featured as the PRME Signatory Spotlight highlighting Woxsen as model institution for the PRME Champions cohort. We also had recently held the PRME Hyderabad Chapter with Prof. (Dr.) Omid Aschari as the Chief Guest for the occasion bring together the PRME signatory institutions to participate in a series of Panel Discussions from across India.



Practice

We adopt responsible and accountable management principles in our own governance and operations.

Institutional Policies and Practices

- ❖ Accreditation body recommendation documents
- ❖ Buildings/real estate
- ❖ Campus operations guides
- ❖ Carbon reduction or offset commitments
- ❖ Curriculum guidelines
- ❖ Employee equity, diversity, inclusion
- ❖ Ethical data sourcing guides
- ❖ Ethical leadership or good governance policies
- ❖ Faculty hiring, tenure, and promotion guidelines
- ❖ Local staff/student/faculty transportation
- ❖ Professional training opportunities
- ❖ Student equity, diversity, inclusion
- ❖ Sustainability strategy or strategic plan (school or university level)
- ❖ Water
- ❖ Zero-waste guides



Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

Engagement Opportunities

Woxsen University offers transparent engagement opportunities for members of our institution and community to contribute to our sustainability and responsibility efforts in the following ways:

- ❖ Boards and advisory committees
- ❖ Open faculty and student meetings and town halls
- ❖ Partnerships with local organizations
- ❖ Public events and panel discussions
- ❖ Sustainability-focused research and collaboration Opportunities
- ❖ Student and staff volunteer programs
- ❖ Feedback mechanisms (e.g., surveys, suggestion boxes)
- ❖ Community events and consultation forums

Communication Audiences

Woxsen University communicates its policies and progress on sustainable development and responsibility with:

- ❖ Accreditation bodies
- ❖ Boards and advisory committees
- ❖ Business and industry partners
- ❖ Research and academic networks
- ❖ Alumni and donors
- ❖ Government and policy makers
- ❖ Media and public relations channels
- ❖ Non-governmental organizations (NGOs)
- ❖ Prospective and current students

SIGNATORY

Woxsen University



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India



Website

<https://www.woxsen.edu.in>